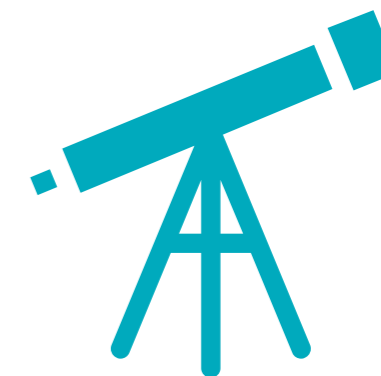


Florida's Career Readiness Education Framework and Needs Assessment

*Lee Chipps-Walton
Division of Career & Adult
Education*






Overview of Presentation



In this presentation, we will:

- Explain the motivation behind creating a career readiness education framework
- Summarize Florida's Career Readiness Education Framework
- Highlight educator career readiness resources

Student Career Readiness Pitfalls

Student	Pitfall
<p>"I guess I'll get a job in the same field as my dad."</p> 	<p>Family/Friends Default The student defaults to whatever career field seems most familiar - the careers of family members and friends.</p>
<p>"I'll make my hobby my job."</p> 	<p>Today's Hobby, Tomorrow's Career The student chooses a career based on their current hobbies, such as athletics and social media.</p>
<p>"I'll figure out what career is right for me in college."</p> 	<p>Pick a Major, Pick a Career The student assumes that taking a variety of college classes will reveal what career is right for them.</p>

A Picture of True Career Readiness

Student

"My school gave me everything I needed to pick a career direction and prepare me for my future career."



Career Ready Criteria

Informed Choice

The student has the information, data and experiences they need to understand career, credential and training provider options.

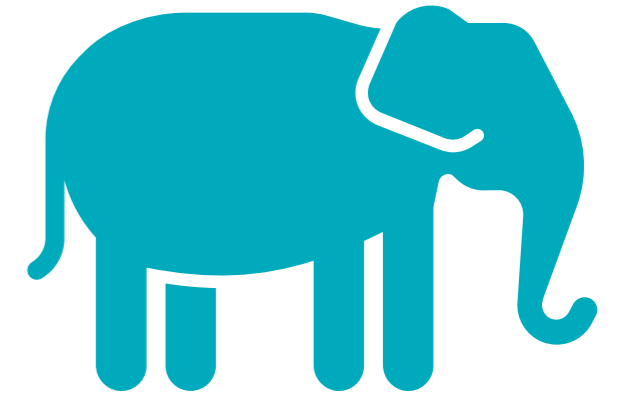
Priorities and a Plan

The student was given everything they need to prioritize a career, a credential and a training provider as well as apply, pay for and graduate ready to succeed.

Skills, Social Capital and Evidence of Ability

The student has the abilities, social connections and credentials to get, keep, switch and advance within employment.

Educator Misconceptions of What Career Readiness Is (Mistaking a Part for the Whole)



College Readiness Alone

- A student might have scored a 1600 on the SAT and have no ideas what they want to do as a career!

Employability Skills Alone

- A student may have excellent employability skills and no career direction or plan!


Technical Skills Alone

- An industry certification alone may not be enough to get a student a job!

High School & College Alone

- Career readiness content is also for elementary and middle school!

Overview of Florida's Career Readiness Education Framework



CAREER EXPLORATION | Career Assessment | Occupation Exploration
Postsecondary Exploration



CAREER PLANNING | Occupation & Postsecondary Pathway Selection
Admissions & Financing | Secondary Courses & Extracurriculars



CAREER PREPARATION | Work Skills | Social Capital | Career Navigation Skills

Career Exploration Overview

Topic	Essential Skill	Essential Experience	Essential Knowledge
Career Assessment	Explain their career interests, skills, and values.	<ul style="list-style-type: none"> Take a career assessment 	<ul style="list-style-type: none"> Holland Codes
Occupation Exploration	Describe occupations and industries in their region.	<ul style="list-style-type: none"> Review labor market data Experiential and work-based learning 	<ul style="list-style-type: none"> Which occupations in their region are high-skill, high-demand, high-growth, and high-wage.
Postsecondary Exploration	Describe a diversity of postsecondary pathways.	<ul style="list-style-type: none"> Visit a campus virtually or in-person Review postsecondary performance and outcome data 	<ul style="list-style-type: none"> Compare and contrast technical colleges, state or community colleges, universities and industry-recognized certification providers. Compare and contrast industry-recognized certification, apprenticeship certificates of completion, career certificates, licenses, and associates and bachelor's degrees.

Step 1: Take a Career Assessment

- There are over 1000 occupations in the Standard Occupation Classification system – way too many for students to fully understand.
- Career assessments allow students to:
 - Understand themselves better
 - Prioritize which careers they learn more about
- Different types of career assessments can assess career:
 - **Interests** – Which careers align with my interests?
 - **Skills** – Which careers would I be good at?
 - **Values** – Which careers allow me to live out my values?
 - **Lifestyle** – Which careers give me the lifestyle I want?



Step 2: Explore Careers



Ways of exploring:

Information

- Reading profiles of careers that list required skills, day-in-the-life info, credentials, etc.
- Watching videos on careers

Data

- Reviewing and comparing labor market data on careers, such as salary ranges, employment and growth.

Experiences

- 1st hand: internship, project-based learning, service learning, etc.
- 2nd hand: informational interviewing, job shadowing, field trips, guest speakers, career fairs, etc.

Step 3: Explore Postsecondary



Ways of exploring:

Information

- Understand your options:
 - Institutions: technical colleges, state/community colleges, universities, certification vendors
 - Credentials: industry recognized certifications, career certificates, licenses, associate and bachelor's degrees

Data

- Review and compare postsecondary institutions, including credential costs, graduation rates, earnings, placement rates, etc.

Experiences

- Virtual tours, campus tours, alumni/faculty/staff/student presentation, informational interviews, etc.

Career Planning Overview (1 of 2)

Topic	Essential Skill	Essential Experience	Essential Knowledge
Occupation Prioritization	Explain their reasoning for choosing to pursue an occupation.	<ul style="list-style-type: none"> • Making a decision matrix with the student's top career options 	<ul style="list-style-type: none"> • Which interests, values, skills and lifestyle preferences are most important to the student.
Postsecondary Pathway Selection	Describe which credentials are relevant to their career pathway	<ul style="list-style-type: none"> • Making a decision matrix with the student's top postsecondary options 	<ul style="list-style-type: none"> • Career requirements • Credential stacking options • Costs/benefits of different credentials and training providers

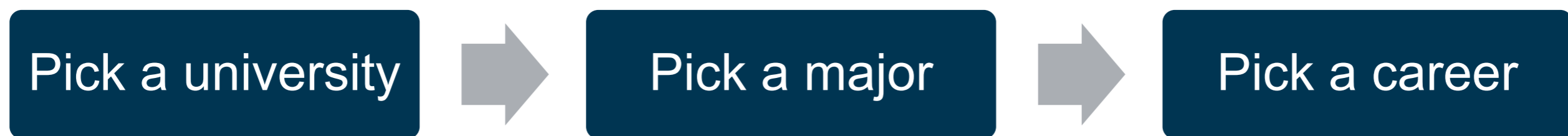
Career Planning Overview (2 of 2)

Topic	Essential Skill	Essential Experience	Embedded Knowledge
Application Planning	Develop a plan to meet or exceed the student's chosen postsecondary training or national service application requirements.	<ul style="list-style-type: none"> • Make an application checklist 	<ul style="list-style-type: none"> • Postsecondary training application requirements, including required documents, writing prompts, and examinations • Application deadlines
Budgeting & Financing	Develop a budget and plan to pay for postsecondary training	<ul style="list-style-type: none"> • Create a postsecondary budget • Apply for FAFSA 	<ul style="list-style-type: none"> • Different means of paying for schooling: grants, scholarships, work, work study programs, private loans, Federal loans • Schooling and living expense categories • In- and out-of-state tuition rates
Secondary Coursework & Extracurricular Planning	Describe which courses and extracurricular activities are in alignment with and preparatory for their chosen career pathway	<ul style="list-style-type: none"> • Fill in a course planner • Research extracurricular opportunities available locally or that the student could start 	<ul style="list-style-type: none"> • FL graduation requirements and pathways • Coursework and extracurriculars aligned with college and career aspirations

Step 4: Create a Personalized Career & Academic Plan (PCAP) (1 of 2)

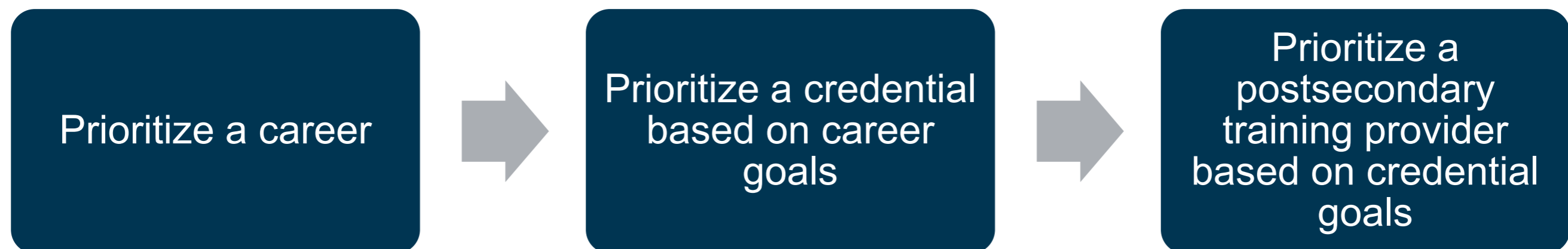
Begin with the End!

Far too many students make career decisions like this:



This can lead to lost time, massive student loan debt, and a mismatch between labor market demand and supply!

Instead, first choose a career direction, then figure out what credential is best for that career, and then find the postsecondary training provider perfect for that credential. Begin with the end!



Step 4: Create a Personalized Career & Academic Plan (PCAP) (2 of 2)

Prioritize a career

- By thinking through interests, values, skills, lifestyle preferences, data, experiences, etc.

Prioritize a credential

- By thinking through costs, ROI, stack-ability, length of study, etc.

Prioritize a postsecondary training provider

- By thinking through location, institution size, career alignment, student activities, finances, data, fit, etc.

Big Decisions First, Then Small

Paths After High School

After high school you can:

- Start a training program (enrollment)
- Start working (employment)
- Start your own business (entrepreneurship)
- Join the military or AmeriCorps (enlistment)

High School Graduation!



For training, you can start an apprenticeship program or enroll in one of several types of colleges.

Stacking to Realize Intermediary Goals and Benefits

CREDENTIAL STACKING PATHWAYS



Chunking to Make Hard Decisions Easier



Step 4: Create a Personalized Career & Academic Plan (PCAP) (2 of 3)

The student's PCAP should help the student plan to:

Apply to a postsecondary training opportunity

- What documents does the student need?
- What tests do they need to take?
- What do they need to write?
- By when?

Budget

- School expenses?
- Living expenses?

Financing plan

- Grants, scholarships, work and work study, savings, private loans, federal loans.

Course plan

- Graduation requirements.
- Postsecondary academic preparation.
- Technical and employability skill preparation.
- Acceleration – dual enrollment, articulation opportunities, accelerated credit courses.

Extracurricular plan

- Community engagement – volunteering, community service, religious development.
- Academic clubs and competitions.
- Career preparation – CTSOs, Civil Air Patrol, Junior Achievement, part-time/summer employment, entrepreneurship.
- Leadership – student government, Beta Club, Model UN, speech/debate club, American Legion's Boys and Girls State.
- Hobbies – sports, scouting, the arts, social media, 4-H.

Career Preparation Overview (1 of 2)

Topic	Essential Skill	Essential Experience	Essential Knowledge
Work Skills	Demonstrate and obtain proof of ability related to academic, employability, and technical skills aligned with the student's career goals	<ul style="list-style-type: none"> Obtain an industry-recognized certification. Take an academic aptitude test. 	<ul style="list-style-type: none"> Student knows which courses and activities can develop their academic, technical, and employability skills. Student knows how they can "prove" to employers and postsecondary institutions their academic, technical, and employability skills through assessment/credential attainment.
Social Capital	Build and leverage social capital for career development and advancement	<ul style="list-style-type: none"> Experiential and work-based learning opportunities. Professional media site participation. 	<ul style="list-style-type: none"> Student knows where to seek out industry relationships and how to develop relationship depth and breadth.

Career Preparation Overview (2 of 2)

Topic	Essential Skill	Essential Experience	Embedded Knowledge
Career Navigation Skills	Demonstrate mastery of the career navigation skills necessary to obtain, retain, advance within, and switch employment.	<ul style="list-style-type: none"> • Navigate a job posting site. • Fill out an application. • Write a resume and cover letter. • Obtain a letter of reference, recommendation letter, or endorsement. • Curate a professional portfolio. • Get mock interviewed. • Review social media presence for professionalism. • Start a professional media profile. 	<ul style="list-style-type: none"> • Students understand the full hiring process.

Build Student Social Capital



Relationships matter!

For getting a job, it isn't just what you know - it's who you know!

In-depth relationships

- Mentoring
- Job shadowing

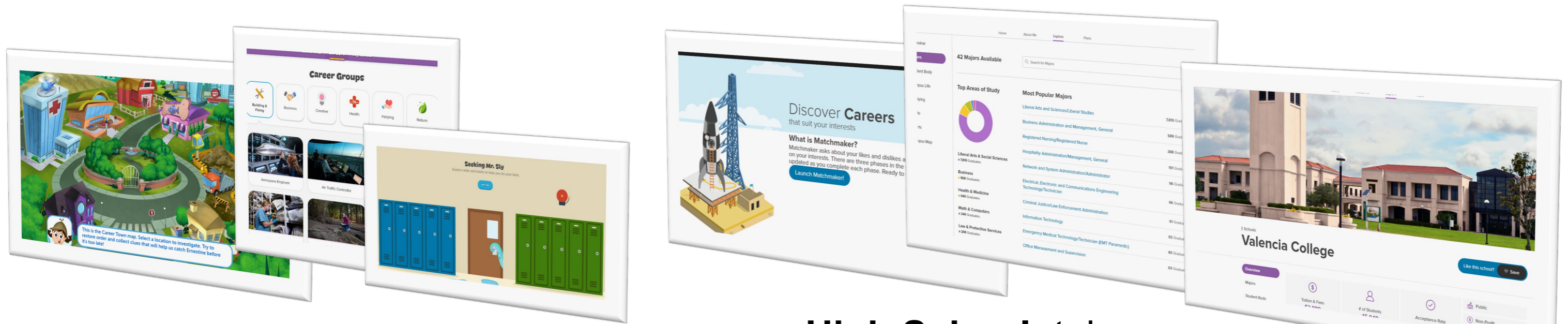
Broad, diverse relationships

- "Speed dating," round-robin style informational interviews
- Career fairs
- Industry-judged/advised projects
- Company tours
- Professional media sites

Relationship maintenance

- Reunions
- Social and professional media
- Exchanging contact information

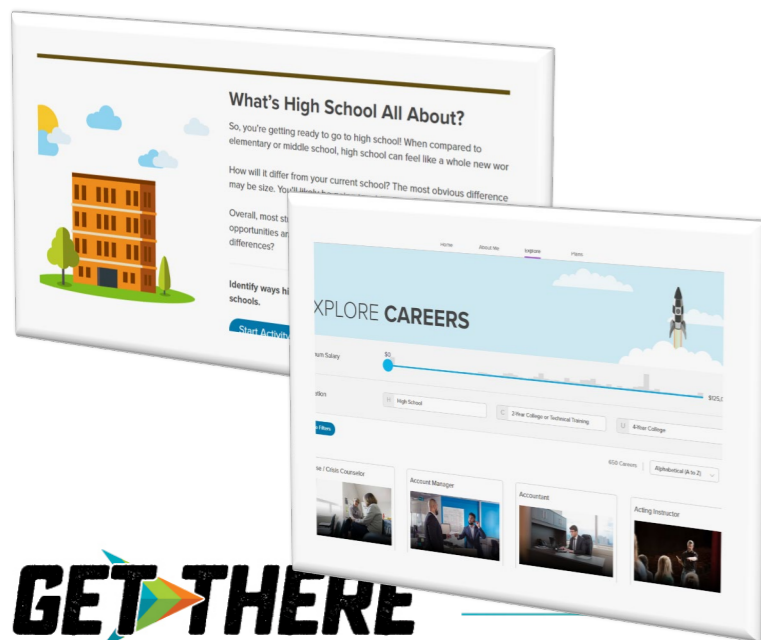
Get Students Career Ready with Xello



Elementary: play career games, explore careers, set goals, develop critical thinking skills, engage with a number of grade-specific lessons across all of K-12

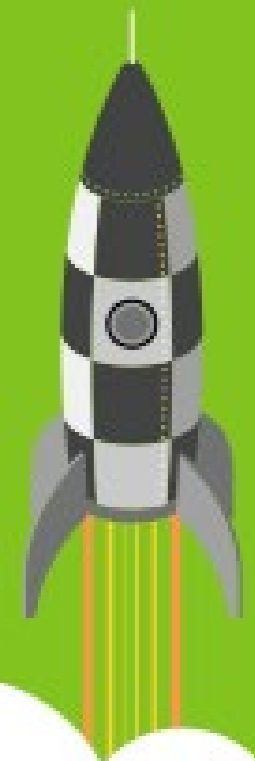
High School: take a career assessment, analyze career and postsecondary data, find work-based learning, write a resume, curate a professional portfolio, find financial aid, apply to college

Middle School: listen to interviews of men and women in various industries, learn about pathways, create a personalized career and academic plan, get familiar with labor market data





Find your district's
Success Manager
here!



Getting Connected to Xello!

- **Connect with your Xello Success Manager!**
- **Connect systems (student information system, single-sign-on provider)!**
- **Connect with your staff!** Instructors, work-based learning coordinators, administrators and counselors across:
 - Elementary school
 - Middle school
 - High school

Get Students Career Ready with Career Cruiser 2.0

The FDOE has written 24 lessons aligned with Florida's Career Readiness Education Framework!

Find them at the FDOE's College & Career Planning website.



Stay in Touch!

Questions? Thoughts? Ideas?

Contact info:

Lee Chipps-Walton

850-245-0911

Lee.Chipps-Walton@fldoe.org

