

National Council on Workforce and Disability/Youth: Career Exploration

- Youth who have participated in career exploration and other transition services in a quality learning environment have higher career search self-efficacy
- Youth with greater career search self-efficacy are more highly engaged in goal setting
- Youth more highly engaged in goal setting are more motivated to attend school and have higher academic self-efficacy.

So, what are quality learning environments, with respect to career exploration? The Guideposts for Success tell us...



Guideposts for Success: Career Preparation

NCWD/Youth has developed the Guideposts for Success to assist with a successful transition process for youth with disabilities. The 2nd Guidepost addresses career preparation:

All youth need information on career options, including:

- Career assessments to help identify students' school and post-school preferences and interests
- Structured exposure to post-secondary education and other life-long learning opportunities

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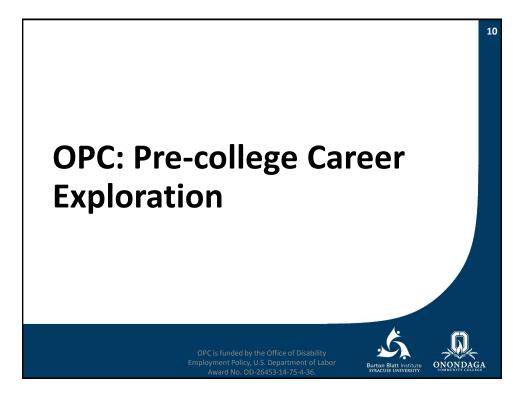
Guideposts for Success: Career Preparation (cont.)

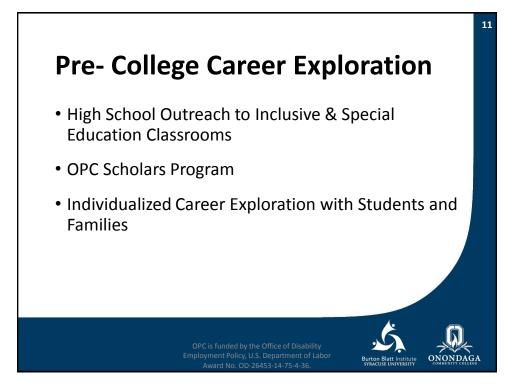
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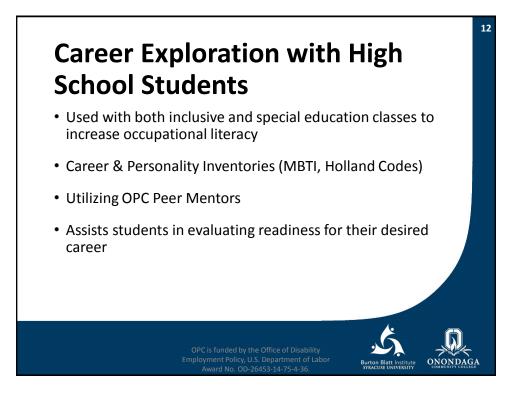
In addition, youth with disabilities also need to:

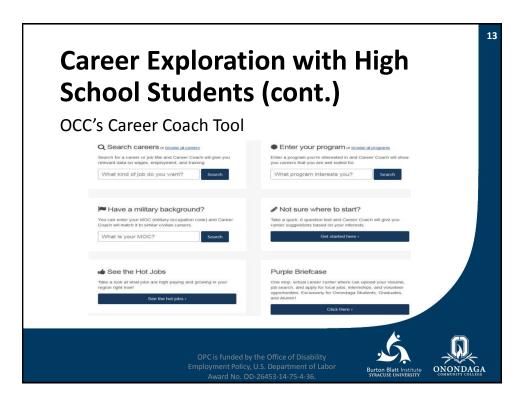
- Understand the relationships between benefits planning and career choices;
- Learn to communicate their disability-related work support and accommodation needs; and,
- Learn to find, formally request and secure appropriate supports and reasonable accommodations in education, training and employment settings.

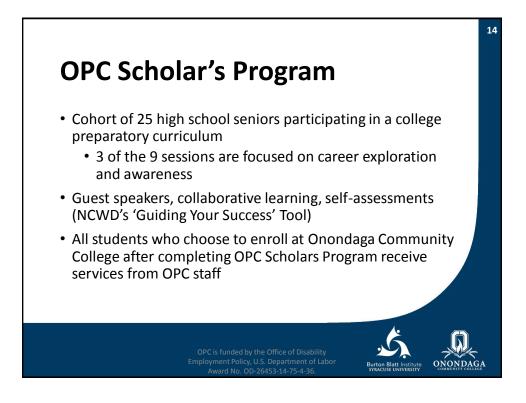
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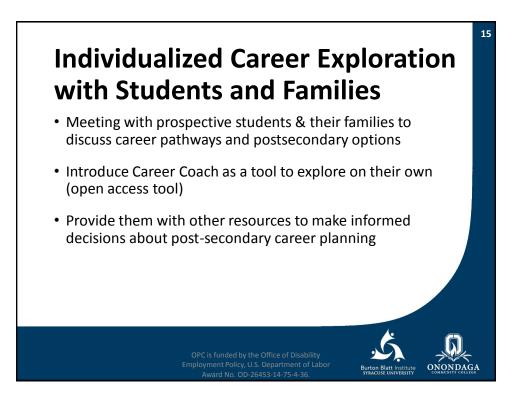


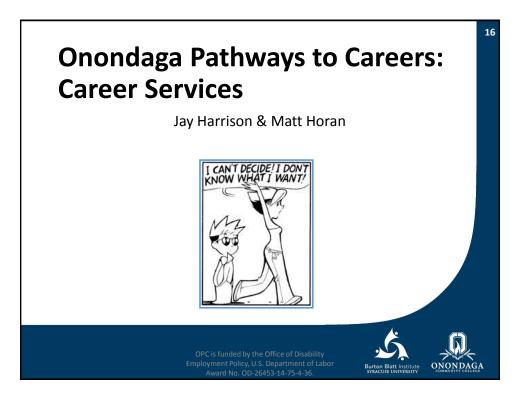


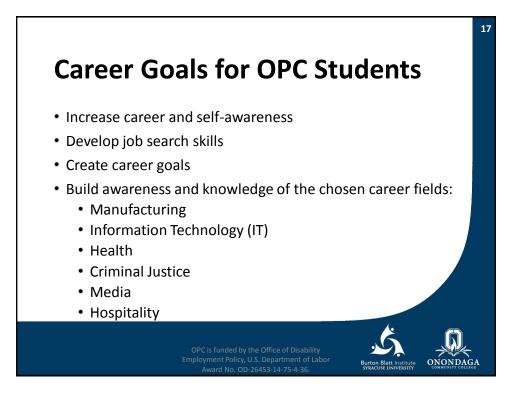












Career Goals for OPC Students (cont.) • Develop Employability and Soft Skills • Leadership Skills

- OPC Peer Mentor OPC Peer Mentor is responsible for assisting OPC and/or OPC Scholar students in adjusting academically and socially to the OCC environment. She/he provides students with information about services offered thru OAR and encourage students to utilize these services,
- Gain exposure and experience through work base learning opportunities
 - Internship
 - Job Shadowing
 - Volunteering
 - Service Learning
 - Site Visit

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Career Assessments

- Career Assessments are often a great to use in decisionmaking because they offer insight into your interests, needs and values as the relate to careers or majors. However, they are not psychic predicts and will not tell you what you should do for the rest of your life.
- Within the first year of programming
 - Holland's Personality Assessment Classifies jobs into job categories, interest clusters, or work personality environments.

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20 **Career Exploration Resources** You'll learn more about the particular careers that interest you including the requirements to pursue each career, what it would be like to work in the career, and what steps you'll need to take to prepare for career success. Everything you learn will help you make informed decisions about your goals and plans for the future. **Career Exploration Resources:** Mynextmove.org (O*Net) – is a web-based interactive tool used for career exploration • Big Future by The College Board (Major and Career Search) - is a web-based interactive used for college planning and career exploration/planning • Career Coach - is a recognized online tool which takes some of the uncertainty out of choosing a career and a major. Users can access the latest data on area, jobs, salaries and employment trends as well as find links to OCC programs. Employment Policy, U.S. Department of Labor Award No. OD-26453-14-75-4-36.

Career Exploration Resources Work-based Learning

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Work-based learning provides students with real-life work experiences where they can apply academic and technical skills and develop employability skills.

Types of Work-Based Learning includes:

- Internship
- Job Shadowing
- Volunteering
- Service Learning
- Site Visit

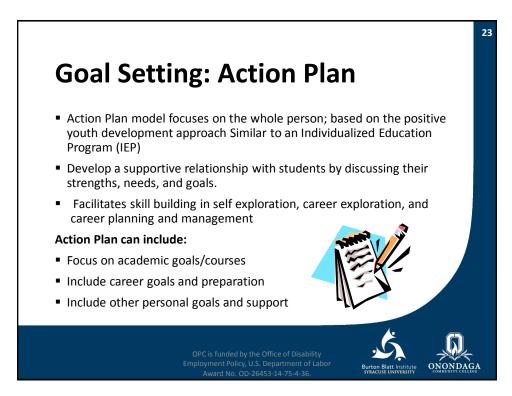
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Ways We Engage Students in Career Development

Provide multiple opportunities to build and practice skills in all three career development domains:

- One-on-One (Advising/Counseling)
- Group (In class, learning communities, workshops, seminars)
 - Topics: Soft skills, career-specific skills, job search skills, effective interviewing, resume/cover letter writing, salary negotiation and effective networking.
- Work-based learning
- Creating goals (Action Plan) is a promising strategy for career development skill building

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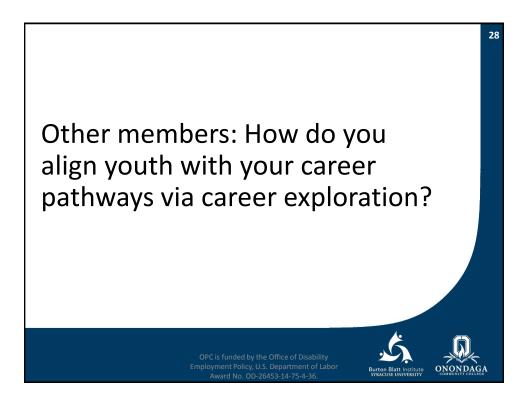


			Stude	nt ID: 123456789	
OPC Goal Action Plan					
Student N Date	Jame: Jay Harrison Goal	Supports/Resources	Coordinator Name: Jay Actions/Tasks	Harrison Evidence of Achievement	Review Date
9/30/15	Jay will create a professional resume for potential internship opportunities	Career Center Staff Jay Harrison EOP	Attend Career Center Workshop: Resume Writing Workshop – 10/14 Job/Internship Workshop – 10/21	Interviews Internship Offers	10/30/16









Kentucky: Project CASE "Creating Access to Successful Employment"

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- Project CASE's six Career Pathway Coordinators will increase the capacity of Kentucky's Office of Vocational Rehabilitation and Office for the Blind in reaching employers who can provide work experiences such as job shadowing, internships, apprenticeships and, ultimately, job placement in these pathways:
- Targeted sectors of Information Technology, Manufacturing and Industrial Technology, and Healthcare/Nursing & Allied Health
- The grant will provide direct services to individuals in the 7 counties of Metro Louisville (KentuckianaWorks) and more rural 23 counties of Eastern Kentucky (Eastern Kentucky Concentrated Employment Program- EKCEP).

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Virginia: Career Pathways for Individuals with Disabilities

- Led by the Virginia Department for Aging and Rehabilitative Services and the Virginia Department for the Blind and Vision Impaired, this grant will help nearly 500 Virginians with disabilities, including young adults and veterans, gain new skills and credentials through Career Pathways to seek employment in competitive, high-demand, high-quality occupations.
- CPID targets Virginia's high-growth industry sectors, identifies advanced credentials and provides work-based training programs. Industries include modern manufacturing, logistics and information technology. Other industries may be added within the next five years.

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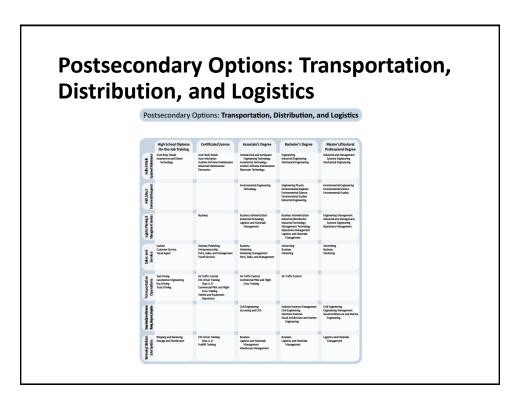
Nebraska: Career Pathways Advancement Project

• Focused outreach to 1,200 successfully employed Nebraska VR clients from the last three years seeks to upskill/backfill positions within the high demand industries of Information Technology (IT), Manufacturing and Transportation, and Distribution and Logistics (TDL).

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- Nebraska VR's vision is to promote autonomy, stability, and economic self-sufficiency, achieved by assistance to obtain a single, stable, well-paying job with benefits to replace the one (or more) entry-level jobs currently held to make ends meet.
- Charts that map out career options to progress in a pathway see example next slide...



Georgia: Career Pathways to Work: Explore, Engage, and Employ (E3) E3 will provide students and youth with disabilities with the resources they need to prepare and sustain their climb through career ladders in fields such as information technology, manufacturing and health care. The initial rollout will be in five school districts in Georgia. "Explore" – engage in career opportunities through personality quests

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Georgia: Career Pathways to Work: Explore, Engage, and Employ (E3)

App and website with:

- Tinder-like swipes and personality quizzes to gauge interest and possible career pathways
- Pinterest-like library of resources where users can view, save, and return to useful, personalized resources.
- · Profiles for each use
- Chat bar for immediate advice, encouragement to users, and troubleshooting issues.
- Tinder-like swipes and personality quizzes to gauge interests and possible career pathways
- Direct messaging to potential employers that post information on the app
- Pinterest-like library of resources where users can view, save, and return to useful, personalized resources.

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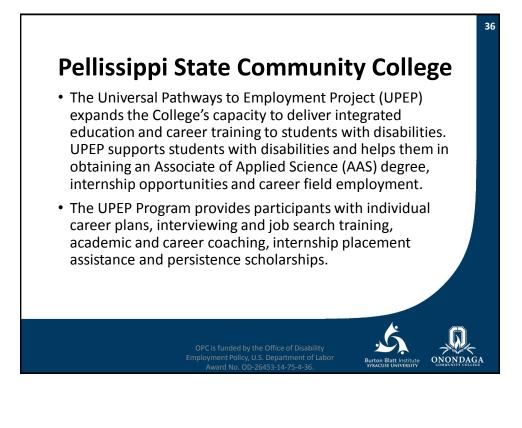
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- Please send Meera (<u>madya@syr.edu</u>) recommendations for additional members, especially students and employers.
- Please connect us to any people we should be including in the project.
- Please send us (or point Meera in the direction of) any resources you have or know about that you think we should use.

