

CAREER ROADMAP

An Educator's Tool to Guiding Students



**CAREER
AWARENESS**

**CAREER
EXPLORATION**

**CAREER
PLANNING**

**CAREER
READINESS**



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KEY EDUCATIONAL BENCHMARKS

Houston's dynamic regional economy and labor market are changing quicker than ever before. In order to help students understand the range of great opportunities in the region, UpSkill Houston has created this resource to assist counselors, teachers, and others to educate students and their families about the world of work and career choices as early as Kindergarten. Here are key benchmarks along the education path to UpSkill students at an early age:

CAREER AWARENESS

GRADES K-2

- Learn about the concept of work and why people work. Through play and hands on activity, they role play the varied types of occupations that drive a regional economy.

GRADES 3-5

- Have opportunities to learn about careers in the region through guest speakers, field trips, career day events, and online resources.
- Develop employability skills in the classroom such as teamwork and critical thinking as teachers directly connect learning to these life skills.
- Learn about the spectrum of training and development opportunities beyond high school that lead to careers including technical degrees from community colleges, and apprenticeship training.

CAREER EXPLORATION

GRADE 6

- Explore career planning resources such as interest and aptitude assessments, web and video content.
- Utilize financial literacy resources to understand the role of scholarships and student debt, and how financial wellbeing relates to career choices.
- Engage in classroom projects that integrate career exploration with core subject matter.
- Identify the required levels of education for varying careers.

GRADE 7

- Engage in service learning, job shadowing, and mentoring.
- Continue to develop employability skills through classroom projects and extracurricular activities (e.g. team sports, student government, and scouting.)
- Research key industries and understand how they drive the regional economy and the associated workforce demand.
- Explore the spectrum of training providers, cost of education and specific career programs in postsecondary education.

GRADE 8

- Work with parents, counselors, and teacher-advisors to understand the high school foundation plan options and the endorsements.
- Students continue to engage in career exploration activities including service learning, job shadowing, online career planning resources (assessments, videos, etc.), career-related field excursions, career exploration fairs and events.
- Choose a high school endorsement and graduation plan.
- Explore the role of dual credit and ECHS.

GRADE 9

- Enroll in coursework relevant to career interest including Career and Technical Education courses and dual credit.
- Join a Career Technical Student Organizations and other organized activities.
- Obtain a part time or summer job to develop employability skills and earn spending money.
- Continue to refine career interest through career exploration tools and resources.
- Ensure understanding of key employability skills and continuously improve them (see soft skills resource).
- Meet with school counselor to begin planning for postsecondary education and training.
- Visit two postsecondary training and education schools/institutions.

GRADE 10

- Review and update graduation plan with counselor/advisor and parents or guardians
- Participate in job shadowing and internships.
- Continue to work part time or in a summer job to develop employability skills and earn spending money.
- Ensure understanding of key employability skills and continuously improve them (see soft skills resource).
- Continue to participate in related Career Technical Student Organizations and other organized activities.
- Visit two additional postsecondary training and education schools/institutions
- Participate in career-related field excursions, career fairs and events.
- Begin preparation for postsecondary admissions and placement assessments (PSAT, SAT, ACT, TSI).
- Research and open a bank account.

GRADE 11

- Review and update graduation plan with counselor/advisor and parents or guardians.
- Continue to work part time or in a summer job to develop employability skills.
- Participate in job shadowing, internships and apprenticeships and other work-based learning opportunities.
- Continue to participate in related Career Technical Student Organizations and other organized activities.
- Take appropriate postsecondary admissions and placement assessments (PSAT, SAT, ACT, TSI).
- Take dual credit courses—both career and core courses.
- Make decision about future career by the end of the year.
- Research postsecondary training providers related to your career choice including site visits, alumni reviews and online resources.
- Explore financial scholarships, grants, and loans and understand the process to apply.

GRADE 12

- Obtain any initial certifications related to career choice through high school course offerings (i.e. OSHA 10, CNA).
- Participate in Career Technical Student Organizations and other organized activities.
- Choose postsecondary option by September.
- Complete entrance exams and admissions requirements by December.
- Research available scholarships and financial aid for postsecondary training.
- Apply for scholarships and financial aid through end of school year and understand the FAFSA.
- Participate in job shadowing, internships, and/or apprenticeship related to your chosen career field.
- Complete all graduation requirements.

WORK-BASED LEARNING CONTINIUM

The following diagram provides a way of visualizing and organizing the continuum of high quality experiences that help students to identify and explore their career interests and prepare for those career options through practical experience. The continuum outlines some of the many activities, both in and outside the classroom, which enable students to connect academic and technical content to its 'real world' application, and to build 21st century career readiness skills and competencies.

ELEMENTARY ----- POST SECONDARY

CAREER AWARENESS

Learning about work:

Build awareness of the variety of careers available and the role postsecondary education plays in broadening student options.

Sample student learning outcome:

Student can articulate the type of postsecondary education and training required in the career field and its importance to success in that field.

Experience defined by:

- One-time interaction with partner(s), often for a group of students.
- Designed primarily by adults to broaden student's awareness of a wide variety of careers and occupations.

Experiences might include:

- Workplace tour.
- Guest speaker.
- Career fair.
- Visit parents at work.

CAREER EXPLORATION

Learning about work:

Explore postsecondary career options for the purpose of motivating students and informing decision making in high school and postsecondary education.

Sample student learning outcome:

Student can give at least two examples of how the student's individual skills and interests relate to the career field and/or occupations.

Experience defined by:

- One-time interaction with partner(s) for a single student or small group.
- Personalized to connect to emerging student interests.
- Student takes an active role in selecting and shaping the experience.
- Depth in particular career fields.
- Builds skills necessary for in-depth work-based learning.

Experiences might include:

- Informational interview.
- Job shadow.
- Virtual exchange with a partner.

CAREER PLANNING

Learning through work:

Apply learning through practical experience that develops knowledge and skills necessary for success in careers and postsecondary education.

Sample student learning outcome:

Student builds effective collaborative working relationships with colleagues and customers and is able to work with diverse teams.

Experience differentiated by:

- Direct interaction with partners over time.
- Application of skills transferable to a variety of careers.
- Activities have consequences and value beyond success in the classroom.
- Learning for student and benefit to partner are equally valued.

Experiences might include:

- Integrated project with multiple interactions with professionals.
- Student-run enterprise with partner involvement.
- Virtual enterprise or other extended online interactions with partners.
- Projects with partners through industry student organizations.
- Service learning and social enterprises with partners.
- Compensated internship connected to curriculum.

CAREER READINESS

Learning for work:

Train for employment and/or postsecondary education in a specific range of occupations.

Sample student learning outcome:

Student demonstrates knowledge and skills specific to employment in a range of occupations in a career field.

Experience differentiated by:

- Interaction with partners over extended period of time.
- Benefit to the partner is primary and learning for student is secondary.
- Develop mastery of occupation-specific skills.
- Complete certifications or other requirements of a specific range of occupations.

Experiences might include:

- Internship required for credential or entry to occupations.
- Apprenticeship.
- Clinical experience.
- On-the-job training.
- Work experience.