

Critical Components for At-Risk Youth Career Development



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Find all the materials at:



<http://tinyurl.com/z5gtxdm>

Are we crazy?



WHAT DRIVES YOU?

3 P's



- Passion
- Planning
- Perseverance

The Rocket Boys: Passion, Planning, and Perseverance

by: Homer H. Hickam, Jr.

West Virginia University Commencement Speech, Morgantown, WV

May 16, 1999; <http://www.homerhickam.com/books/commence.htm>

Looking back to plan forward





**PEOPLE OFTEN LOOK FOR A DESTINATION RATHER
THAN HOW THEY WANT TO BE WHERE EVER THEY GO.**

Let's Compile Some Data



IDENTIFY PREDISPOSING ATTRIBUTES
WAYS OF THINKING
PRIME MOTIVATORS

The Missing Link



16 CAREER CLUSTER & 79 PATHWAYS

WWW.WICAREERCLUSTERS.ORG
ONET – MY NEXT MOVE;
HTTP://WWW.MYNEXTMOVE.ORG/

Appreciative Process

Don Schutt – UW-Madison



From:

Who Am I?

Where Am I
Going?

How Do I Get
There?

To:

Discovery
(What Gives Life?)

Dream
(What Might Be?)

Design/Destiny
(What should be the
ideal?)

Cheat Sheet



LETS SYNTHESIZE

Supporting Theories



- Appreciative Inquiry – Don Schutt
- Career Construction – Mark Savickas
- Happenstance Career Theory – John Krumboltz
- Now, Discover Your Strengths - Buckingham, Marcus and Clifton, Donald O.

Appreciative Inquiry Core Processes

Don Schutt, UW-Madison

Happenstance Career Theory

John Krumboltz



- Instead of focusing on deficits...
- Seeks what is going right and builds on those strengths
- Discussion and verbal exploration helps to create new images...
- New images lead to new actions and behaviors

<http://www.cte.dpi.wi.gov/files/cte/ppt/appinq.ppt>

- Indecision is desirable and sensible, as it allows the opportunity for clients to benefit from unplanned events.
- Several factors have been highlighted as being helpful in career management,
- These attributes and tasks enable you to turn chance encounters and occurrences into career opportunities.

Careers NZ, <http://www.careers.govt.nz/educators-practitioners/career-practice/career-theory-models/krumboltzs-theory/>

Career Construction

Mark Savickas

Strength-Based Approach

Now, Discover Your Strengths

- This approach looks at a client's life as a "novel being written"
- It emphasizes recurring themes that reveal how the client uses work to advance his or her life projects.

APA

<http://www.apa.org/pubs/videos/4310737.aspx>

- We become experts in our weaknesses and spend our lives trying to repair these flaws, while our strengths lie dormant and neglected.
- Reveals how they can be translated into personal and career success.
- Help you learn how to focus and perfect these themes.

[Amazon Book Description Link](#)

Tools & Techniques of the Trade



- Advice to Self
- What drives you to do what you do
- Holland's
- Looking Back to Plan Forward
- Motivation for Working
- Passion, Planning, Perseverance
- Cheat Sheet
- Career Cluster List
- Career Cluster Pen/Pencil
- Career Cluster Web Site and Online Assessment
- ONet Your Next Move
- Sentence Stem Journal Idea

Adaptations



- Send assessments with instructions for completion ahead of time
- Return above to you for analysis prior to meeting
- Google Drive & Forms
- Cloud Computers
- Online video clips created by you
- Launch Plan – Written plan for their next steps without you. Directions for overcoming foibles, mental blocks, faulty thinking
- Direction to good goal setting sites or processes
- Read and Green Markers

Individualized

How do we meet the needs of all students?

The intent of the academic and career planning process is to meet the individual needs of students for college and career planning, along with assisting students with creating a life plan

Planning



Scope & Sequence

Focus Area	CCR Area	In Class Opportunities	Initiate by	Career/Skill Exploration Guided Opportunities	Completed by	e-portfolio
Self-Knowledge/Career Awareness	Personality profile and Career Research	<ul style="list-style-type: none"> - Career cluster/pathway inventory and research - Self-knowledge assessments - values - Reflections/interests/needs/goals - Identify potential career cluster/pathway interests - Roles, responsibilities, skills, education and training for career cluster - Create resume and adapt resume for use over time - Cover letter, references, recommendations - Awareness of post-secondary academic prep options-work and service based learning opportunities - Introduction on apprenticeships, industry certification and other on the job training models. 		Career Exposure <ul style="list-style-type: none"> - Campus visits - Individualized visits Employability Support <ul style="list-style-type: none"> - Visit Workforce Development for resume, interview, job related skill exposure Career Exposure <ul style="list-style-type: none"> - Career Fair - Career guest speakers - interview of experts 		Career Interest Tab <ul style="list-style-type: none"> - Include results of interest inventories - Record reflection and synthesis of self-knowledge - Resume - References
Career Awareness	Career Decision Making	<ul style="list-style-type: none"> - Formation of personal profile that aligns to career pathways and potential occupations - Other Interest inventories: Work Skills Work Values Learning Styles - Post secondary alignment and career goals - Setting post-secondary education and career goals - Researching job opportunities, networking for employment, utilize labor market information, to consider future careers - Financial planning for post-secondary - Evaluating post secondary opportunities, college search, relevant analytics 		Parent Support <ul style="list-style-type: none"> - Adult/Mentor assists personal profile - Post secondary options and exposure parent meeting Career Exposure <ul style="list-style-type: none"> - Job Shadows - Internship exposure - community service - volunteer opportunities 	Plan for Transition Tab	

Activities

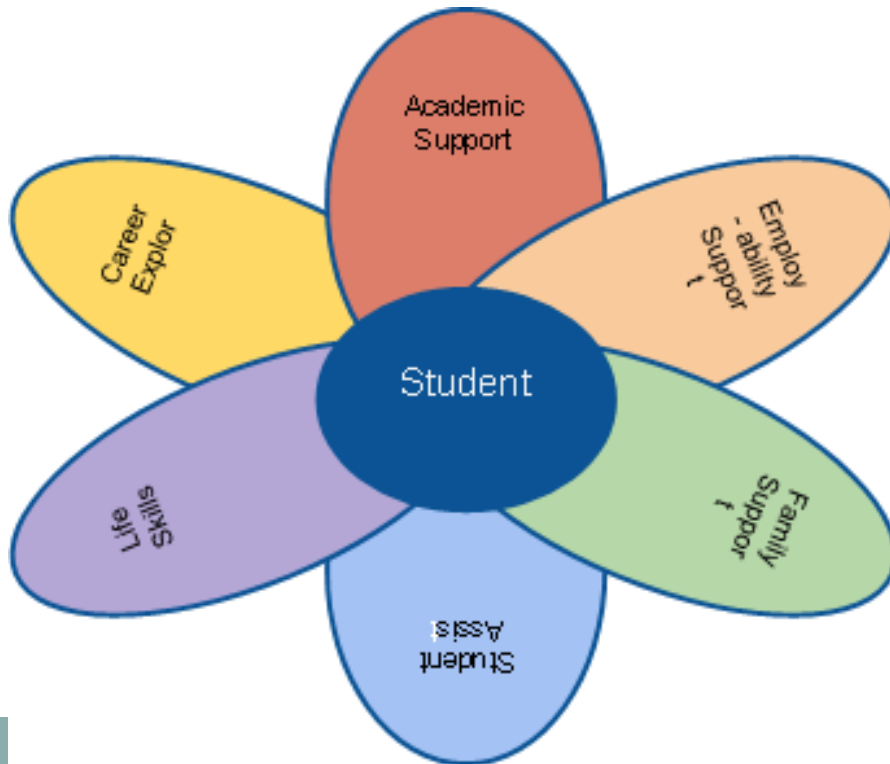


Individualized

How do we meet the needs of all students?



We focus on... *Six Supportive Clusters - a Wrap-a-Round concept*



- Educational Support
- Career Exploration
- Employability Support
- Life Skills
- Student Assistance

Structure of our Student Options

- Day/Week/Hours
- Teaching and Learning Strategies
- Behavioral Expectations & Supports
- Graduation Paths

Identifying Individuals Needs



Personal Needs Profile (PNP)

The PNP is a comprehensive process that creates a profile to identify specific needs of the student. Services identified will be personalized and met through a continuum of delivery opportunities. The structure is based on the six *Profile Clusters* and structured through an Individualized Learning Plan

Individualized Learning Plan (ILP)

ILPs are based on the student's needs and incorporate the six Profile Clusters. Learning plans meet credit needs while supporting student *College & Career Readiness*.

Most Relevant to the ACP Process



***Career Exploration** - Encompasses the opportunity for the student to develop a career path. This is accomplished through career exploration structures within our school, community and supporting agencies.*



#1 - KNOW...



- **Self-Awareness Activities**

- Identifying Strengths
- Writing personal reflections
- Setting personal Goals
- Ability Profiler - Career Cruising
- Identifying Needs
 - Personal Needs Profile

- **Academic Preparation**

- Graduation Requirements
- Virtual Courses
- Elective Courses

#2 - EXPLORE...



- **Exploration Activities**
 - **Career Interest Inventories**
 - **Career Cluster - Career Cruising Matchmaker**
 - **Career Research - Career Cruising IRP**
 - **Job Shadowing**
 - **Volunteering/ Service Learning**
 - **Work Based Learning**
 - **Higher Ed. Program Specific Tours & Counselor Meetings**
 - **Auditing Higher Ed. Courses**

#3 - PLAN...



- **Career Planning Activities**
 - Career Cruising My Plan Activities
 - Resume Builder
 - Cover Letters
 - Personal Financial Literacy

- **Academic Planning Activities**
 - College Planning Worksheet/ College Comparison Worksheet
 - Campus Visits & Reflections
 - Scholarship Info - Complete FAFSA Form
 - Gather Letters of Recommendation

#4 - GO...



- **Management Activities**
 - **Modify Academic Goals as Necessary**
 - **Modify Personal Goals as Necessary**
 - **Modify Career Goals as Necessary**
 - **Modify Intentional Sequence of Courses as Necessary**
 - **Modified - Dual Enrollment/Youth Options**

What do you want to try right
away?

