

Career Counseling Task Force Report

State Workforce Innovation Council

Career Counseling Task Force

- **Membership:**

- Blair Milo, City of La Porte (Chair)
- Heather Baker, Ivy Tech
- Andrew Bradley, Indiana Institute
for Working Families
- Erin Dietrich, Area 31
- Matt Fleck, Fleck Education
- Shelley Huffman, Indiana Chamber
- Nichole Mann, IU East
- Patrick McGrew, Governor's Office
- Paula Pinkstaff, Toyota
- James Patterson, Electrical Training Institute
- Joanne Sanders, International Alliance of
Theatrical State Employees
- Angela Vaughn, Madison Consolidated Schools
- Thomas Vincino, Kellogg
- Trisha Wlodarczyk, CELL
- DWD and DoE Staff
 - Amanda Culhan, DOE
 - Chris Fitzgerald
 - Leslie Crist

Career Counseling Task Force

Schedule:

- **May 26** Overview, discussed goals, reviewed current standards and marketing efforts
- **June 23** Review of: current college and career readiness accountability measures (DoE), Indiana Career Explorer (ICE), IN Reality, funding opportunities
- **July 19** Discussion: How can this taskforce impact career and occupational information and choice? How do we know when this is successful?
- **September 13** ICE update, review of Self Sufficiency Standard Tool; Work Ethic Certification; Review of Taskforce report draft
- **October 18** Wrap up: DOE Roadmap; DWD marketing/outreach plan; ICE recommendations review; report finalizations

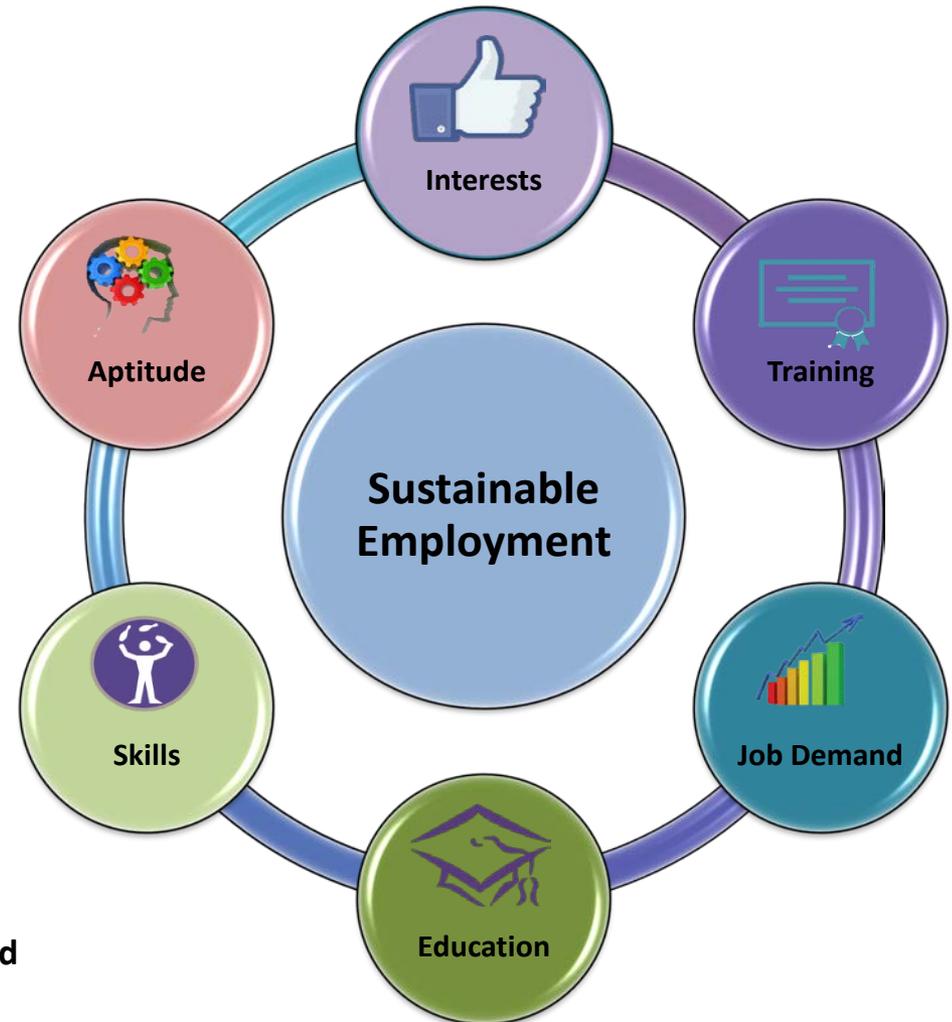
Function/Tasks

Through career counseling and advising:

- **Assist with Operationalizing Career Readiness Standards**
- **Assist with Increasing Career and Technical Education (CTE) Awareness and Growth in relation to Demand Perspective**

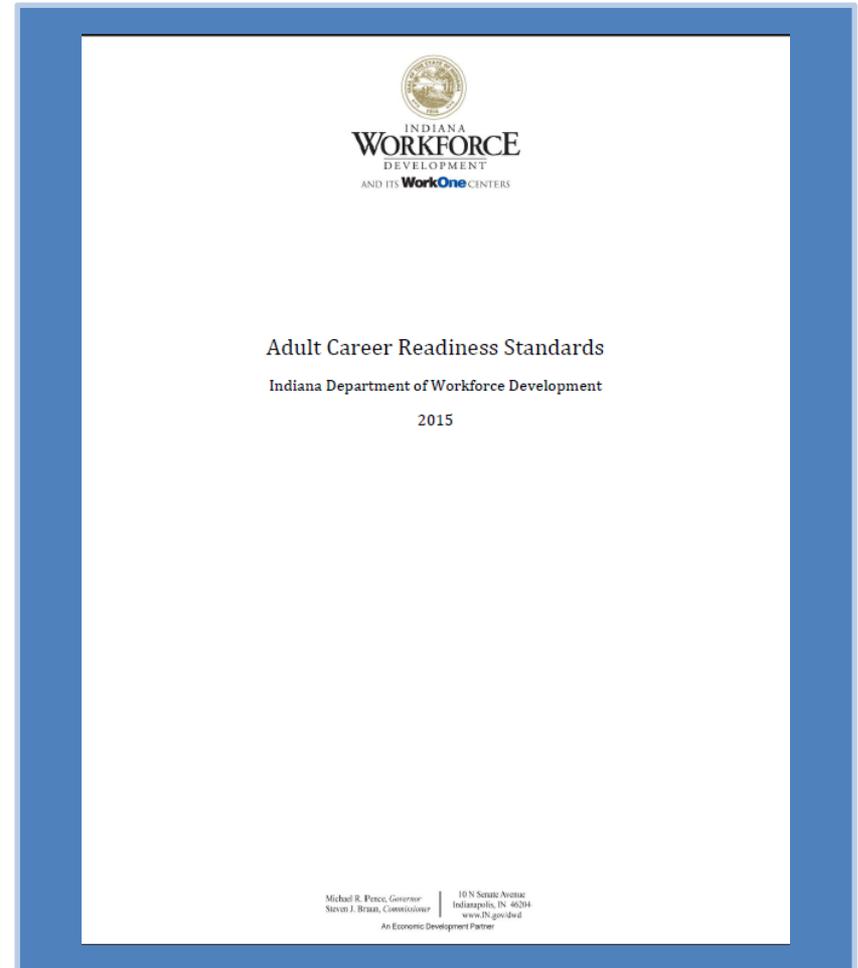
Goals

- **Pre-K - Adult counselors & advisors will know:**
 - Current and projected regional occupational demand
 - Career readiness standards and their importance
 - Skills, education and training associated w/ each in-demand occupation
 - Where to direct students, parents & clients to find Key Occupational Data*
 - Each assigned student's:
 - Graduation and Career Plan
 - Exposure to Career Readiness Experiences/Expectations
- **Occupational demand data will be used to inform parent, student, client, educator and training provider decisions**
- **Educational programs and services will be mapped to in-demand occupations**



Adult Career Readiness Standards

- Essential competencies needed for sustained employment *in any career field*
- Adopted by SWIC – January 2016
- Developed by Advisory Group
- Vetted by Hoosier Employers



Career Readiness Roadmap

Career

Awareness

Information

Exploration

Preparation & Planning

By the end of 5 th grade	By the end of 8 th grade	By the end of 9 th grade	By the end of 10 th grade	By the end of 11 th grade	By the end of 12 th grade
Students had the opportunity to:					
<ul style="list-style-type: none"> Participate in field trips Participate in a career exploration day Complete a career interest inventory Participate in college/career classroom lessons Participate in a Reality Store or similar Complete the Learn More Survey Sign up for a college choice 529 plan 	<ul style="list-style-type: none"> Complete items in K-5 grade level span Complete a graduation plan Complete a job shadowing experience or interview someone in a career field of interest Create a resume Take the <i>Exploring College and Careers</i> course Participate in high school orientation Be exposed to financial literacy unit Sign up for the 21st Century Scholars program, if eligible Select a diploma path and complete a 4 year course plan 	<ul style="list-style-type: none"> Update their graduation plan* Take the <i>Preparing for College & Careers</i> course Participate in an extracurricular or service activity* Watch 'Paying for College 101'* Consider eligibility for rigorous courses Select a career pathway 	<ul style="list-style-type: none"> Take a career interest assessment* Get workplace experience* Estimate the costs of college* Attend a college affordability workshop with parent/guardian Review occupational demand Determine readiness for college-level Math/ELA coursework and adjust scheduled, if needed Take the PSAT Create a financial aid Plan 	<ul style="list-style-type: none"> Visit a college campus* and workplace aligned to career interests Take a college entrance exam (ACT or SAT)* and/or the ASVAB Search for scholarships Attend a college fair Take a workforce readiness exam Participate in a mock interview Create/update a resume and personal statement Complete or enroll in at least one AP or dual credit course Verify if on track to graduate on time 	<ul style="list-style-type: none"> Submit at least 2 college* and/or job applications Watch 'College Success 101'* Attend a financial aid workshop File the FAFSA* Take rigorous courses, including AP, dual credit, and/or IB Earn an industry certification Participate in a work and learn experience meet with a counselor to ensure all steps in college admission process completed on time

Career Readiness Roadmap

By end of 5 th grade	By end of 8 th grade	By end of 12 th grade	Resources & Tools
<i>Students had the opportunity to learn...</i>			
<ul style="list-style-type: none"> attendance, punctuality, and doing one's best effort learning & transfer to the workforce to work independently and within a group to identify and apply learning style how to make responsible behavior choices that will impact learning career options related to their interests postsecondary options the connection between academic success & postsecondary options common expectations between school and workplace behaviors factors to consider when selecting a career persistence, resilience, and effort apply to future success respectful behaviors problem solving skills strategies to reduce stress conflict management 	<ul style="list-style-type: none"> learning style application extracurricular options applicable to interests analyze test results to identify strengths perseverance towards work and learning high school options, including CTE all postsecondary options and admission criteria course options needed for desired education and career skills needed for today's workforce career interests factors to consider when selecting a career how to use online tools to explore occupations the relationship between education/training and life goals respectful behaviors personal stressors and stress management interpersonal skills to work well with others 	<ul style="list-style-type: none"> how to receive academic support when needed increased confidence for achieving high quality outcomes admission requirements related to postsecondary goals relationship between postsecondary and career plans with current grades, courses, attendance, etc. college costs all postsecondary options in-demand career choices and outlook for the future to locate job postings in careers of interest to research career goals investigate career clusters to determine education & training requirements for careers of interest to analyze career outlooks and opportunities for employment articulate skills, knowledge, and abilities effective interviewing practices employability skills respectful behaviors ethical responsibility to others healthy stress management strategies 	<ul style="list-style-type: none"> Learn More Indiana Student Success Guides** Learn More Indiana Campaigns** Indiana Career Explorer** IN Reality** Hoosier Hot 50** Scholar Track NAVIANCE Indiana INTERNnet** Indiana School Counseling Competencies for Students** Indiana's Adult Career Readiness Standards** Indiana's Employability Skills Benchmarks** Engage, Align, Advance Newsletter** Indiana Self Sufficiency Calculator** Work Ethic Certification Implementation Guide** College Cost Estimator**

Current K-12 Career Counseling Challenges



Challenges to Effective School Counseling

- Time**
 - High student to counselor ratios
 - Limited/no funding for additional school counseling staff
 - High % of school counselor time spent on test administration & non-counseling tasks
 - Lack of support for utilizing others to assist in delivering school counseling program
- Leadership**
 - Limited administrator and school counselor awareness of different ways to organize counseling programs
 - Few models of effective school counseling
 - Lack of a comprehensive student success approach – beyond academic success – at local and state level
- Organization**
 - Support for alternative counseling program structures
 - Absence of local and state priorities for school counseling program
 - Lack of local and statewide goals for school counseling
 - Growth schools completing Gold Star, RSC, RAMP
- Training & Resources**
 - Limited college/career readiness training in school counseling pre-service programs
 - Limited in-service college and career readiness/student success professional development opportunities for counselors
 - Limited or no counseling training in principal or administration preservice programs
- Incentives**
 - Few incentives for change
 - Inconsistent use of school counseling evaluations/accountability

School Counselor Time-Use Data					
	2010	2011	2013	2013*	2015
Counseling	20%	23.1%	17.1%	15.4%	21.8%
Guidance	32%	29.9%	21.9%	21.4%	26.1%
Advocacy	13%	13.1%	10.8%	10.6%	13.6%
Program Mgmt.	19%	16.8%	13.3%	13%	17.1%
Non-Counseling	18%	18.2%	36.8%	39.5%	19.5%

DOE Survey tied to annual DOE School Counselor workshop registration

*Data collected through the IN Chamber of Commerce study in 2013

Indiana Career Explorer (ICE)

Vehicle for operationalizing Career Readiness Standards

Career Counseling Task Force
Action Items:

- ❑ Determine necessary capabilities and interoperability necessary for Career Counseling Goals
- ❑ Develop Marketing plan for enhanced ICE to appropriate audiences



The screenshot shows the homepage of the Indiana Career Explorer website. At the top, it says "DISCOVER YOUR PATH >". The main title is "Indiana Career Explorer" in a large, blue and orange font, with the subtitle "A College & Career Planning System for All Hoosiers!". Below the title is a navigation bar with five colored buttons: "ADULTS" (orange), "STUDENTS" (blue), "PARENTS" (green), "WORKONES" (orange), and "EDUCATORS" (blue). Each button has a corresponding photo of a person. Below the navigation bar is a "Welcome to Indiana Career Explorer!" section. It includes a paragraph describing the tool as an easy online tool for all Hoosiers to explore career interests and skills, and a link to IndianaCAREERconnect.com. It also mentions that the tool provides all the career and educational resources needed to make it happen for users. There is a "Get Started!" section on the right with a "Log In" button and links for "New users register here", "Forgot your login information?", and "Update Your Web Browser".

Enhanced ICE Capability/Interoperability

- Correlate w/ Secondary Ed Course Student Informational System (SIS)
 - Connects w/ Graduation and Career Plan
- Correlate w/ 21st Century Scholar Track
- Track each user/student's "Career Readiness Roadmap"
- Display Life Profile based on inputs regarding career interests, training necessities and future life planning
- Include components to better engage students

Enhanced ICE Capability/Interoperability

- ❑ Display Key Occupational Data for each Career Field/Position

Data Required for Each Career Field/Position	Interoperability
Demand	Hoosier HotJobs DDWS
Wages	DDWS
Training Requirements	InterNET, YouCanGoBack
Cost of Living Factors	IN Reality, Self Sufficiency Tool
Career Plan Rigidity/Flexibility	DDWS
Opportunity for upward mobility	DDWS
Occupations that match strengths & abilities	DDWS

Generate Comprehensive Marketing/Outreach Plan Leslie



Goals

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 - ❑ Where to direct students, parents & clients to find Key Occupational Data*
 - ❑ Each assigned student's:
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- ❑ Occupational demand data will be used to inform parent, student, client, educator and training provider decisions
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