

xello

Leveling Up:

Your Guide to Delivering
a High-Quality College and Career
Development Experience





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Introduction

Introduction

If you're a Director of Counseling, there's a good chance you're juggling a lot of different priorities—for your district, administration, educators, and students.



But what if there was a way to achieve a better balance? How would your day-to-day look with one less thing to juggle?

More efficient educators require more engaged students who are willing and able to take responsibility for identifying the path for their future and setting and achieving goals to get them there.

Districts across North America are using innovative career development programs to empower students of all stripes to claim a successful future for themselves and assume agency over their academic experience.

But career development is about more than just exposing students to careers—it's about making them future ready. This means developing well-rounded, competent students who have a full appreciation of all their future options and the plans, skills, and knowledge to achieve success.

Introduction

High-quality college and career development solutions offer measurable, scalable, and meaningful support for students, no matter what their pathway. They show kids how what they're learning today links to their future goals, providing them with a renewed sense of purpose and motivation. (Read: less prodding from counselors to keep students on track.)

A high-quality program can also be a critical part of student growth and development, with far-reaching effects, including fostering important 21st-century skills and much-needed persistence. It can help set the stage for success in college, career, and life.

For district administrators and educators, the right career development program can be a game-changing solution that supports you with inspiring curricula and the ability to track students' journeys with measurable data.

In this guide, you'll get an expanded view of what college and career development means and the powerful effect it can have on students and districts. You'll learn how to use career development as a means to engage your students and boost achievement rates. And you'll come away with tactical applications to help you develop, implement, and make the most of a college and career readiness program that addresses current challenges while preparing students for their futures.



Redefining What Constitutes Career Development

Redefining What Constitutes Career Development

As society and job markets evolve, so too are the expectations of post-secondary institutions and employers who assess and hire the next generation of learners and employees.

But our students are coming up short.

- [CEOs struggle to find skilled talent.](#)

With a gap in employees' key skills, many companies are reporting an inability to innovate effectively, as well as a decrease in quality standards or customer experience. "Significant retraining and upskilling" is seen as the solution.

- The [Coalition for Career Development](#) reports that:

- The US has the highest college drop-out rate in the developed world.
- College students are switching majors and taking longer to graduate, racking up mountains of debt. College debt now averages around \$40,000 USD per student.
- Only one-third of college graduates are confident they have the skills and knowledge to succeed in the job market.

- Fewer than a third of employers believe that new college graduates are prepared for the world of work, according to a survey from the [Association of American Colleges and Universities](#).

- To [thrive in a competitive job market](#), students need "real world" or 21st-century skills, including emotional intelligence, critical thinking, creativity, and collaboration. With no exposure to these skills in traditional primary and secondary school curricula, high school graduates are not able to set themselves apart from their competition in the job market. And they often lack the persistence to push through setbacks they encounter.



Redefining What Constitutes Career Development

Career Development Boosts Engagement and Achievement

Studies show that the benefits of a robust future readiness program can be recognized long before students graduate from high school.

It's no secret that a culture of student engagement leads to academic achievement, boosting graduation rates and post-secondary success.



A large-scale study surveying over 20,000 students in Missouri found that students who had attended schools which had implemented the Missouri Comprehensive Guidance Program (MCGP) were more likely to report that the school was a positive environment, that they had achieved better academic results and that the school supported them to consider their futures.

– Tristram Hooley, John Marriott, and James P. Sampson, Jr

Source: [Fostering college and career readiness: How career development activities in schools impact on graduation rates and students' life success.](#)



Redefining What Constitutes Career Development

Career Development Combats Disengagement

As students get older, learning for the sake of learning is not enough: engagement in school drops from 74% in fifth grade to 33% in tenth grade, according to the [Coalition for Career Development](#) report.

Many students are becoming increasingly discouraged with what they perceive is a disconnect between what they learn in school and “real life.” Career development helps to put things in context for students who struggle to link what they’re learning in school and their future. When kids are able to understand the “why” behind what they’re learning, they are more willing to engage and forge a pathway to a life beyond the confines of school.



A work readiness survey of more than 1,000 college graduates indicated that 61% wanted classes designed to help build career skills and 58% wanted more time focused on career preparation.

– Coalition for Career Development

Source: [Career Readiness for All](#)

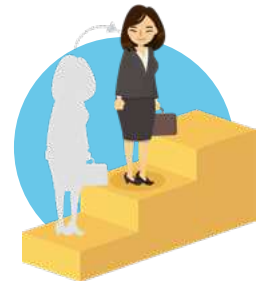


Redefining What Constitutes Career Development

Career Development Helps Students Make a Smooth Transition to the Labor Market

It's not easy to transition from school to the world of work. Young people must manage new expectations, self-regulate, and persist through challenges that seem beyond their control. To succeed, they need experience managing change, pushing through setbacks, and pivoting when necessary.

A high-quality college and career development program helps to prepare students not only with knowledge and skills, but also by encouraging them to adopt a growth mindset rather than a fixed one. This mindset can help them move confidently through transitions, including into the workforce. They are able to test their mettle and observe adults who model good habits and encourage them to develop the same.



While many young people are capable of making the transition from school to work without much support, a qualitative study [...] suggests that young people are more satisfied with their jobs when the transition has been well supported [...] family, educators and career counselors need to be active in supporting the school to work transition and in providing both practical and emotional support while in transition.

– Tristram Hooley, John Marriott, and James P. Sampson, Jr

Source: [Fostering college and career readiness: How career development activities in schools impact on graduation rates and students' life success](#)





Elements of a High-Quality College and Career Development Program

Elements of a High-Quality College and Career Development Program




Districts that have found the most success with career development programs look beyond solutions that check the boxes when it comes to meeting mandates. They create engaging, meaningful experiences that empower students to develop new skills and stick with them.

Here are some common elements of a comprehensive college and career readiness program that has the power to authentically move the needle:

Harnesses Technology

If you want to engage and empower Generation Z, it's important to meet them where they live: online. Today's students prefer to click, tap, and swipe their way through everything—from entertainment to customer service interactions, and even their education.

Gen Zers have not seen the world without technology

	60% of Gen Z say they like to collaborate and share their knowledge with others online		50% of Gen Z "Can't live without YouTube"
	93% of Students feel confident as they understand technology well	Technology is a must for schools catering to Generation Z	

Source: "Why technology is vital in education process of Generation Z."
<https://blog.globalindianschool.org/technology-oriented-schools-a-must-for-generation-z>

Elements of a High-Quality College and Career Development Program

The right career development program will harness the power of technology by offering:

- A modern UX design that students can navigate intuitively
- Real-life examples of career paths, featuring photographs and videos of people on the job
- A powerful search engine that allows students to explore college and career options at the click of a button
- A personal profile for each student where they can store research, ideas, and dreams
- The ability to share personal profiles and lessons with educators and parents to promote a home–school connection
- A robust course planner that builds a four-year plan that aligns high school courses and post-secondary goals; ideally, it tracks progress and recommends courses for specific pathways and graduation requirements, too
- 24/7 access to resources and personal profiles on any device, anywhere

Personalizes the Experience

Successful career development programs are not one-size-fits-all solutions. To get students to truly engage, they need to be at the center of the experience. Personalized learning goes a long way in boosting engagement and helping students see the role they play in shaping their own destinies.

According to a [study from the University of Texas](#), personalized experiences offer two distinct benefits:

- Create a sense of control
- Reduce information overload

Elements of a High-Quality College and Career Development Program

With a personalized college and career planning experience, students get something different than the status quo. Tailored career matches, customized college options, and personalized plans foster a sense of ownership in the process. Students understand how they are responsible for their own success and feel more in control of their future's trajectory.

And that feeling of control, especially in precarious pre-teen and teen years, can pay dividends in the long-term success of students. As author Erik Devaney writes, "According to [Psychology Today](#), people who feel an internal sense of control — i.e. they believe that they are in control of their life outcomes, as opposed to believing external forces are responsible — tend to be healthier physiologically and more successful". Source: ("The Psychology of Personalization: Why We Crave Customized Experiences", 2017).

Similarly, with a personalized experience the volume of information that students need to parse through is significantly reduced. They're not overwhelmed with reams of college and career options. They get exactly the information that's relevant to them, mitigating the issue of information overload. It's a more manageable framework for engagement, and makes exploration of future options enjoyable instead of stressful.

A personalized career development program will:

- Recognize that all students learn differently and have their own unique pathways
- Be designed to accommodate and encourage individual learners' progress and understanding
- Provide a common ground where busy counselors and students can have productive meetings as they review their progress and profile together

Elements of a High-Quality College and Career Development Program

In a personalized learning environment, teachers are no longer the keepers of knowledge, basing instruction on standardized curriculum at one level. Instead, a teacher's role is to manage the resources and supports that students need, when they need them, in order to reach mastery.

– Jenkins, S., Williams, M., Moyer, J., George, M., & Foster, E. (2016, July). KnowledgeWorks. The Shifting Paradigm of Teaching: Personalized Learning According to Teachers.

Source: <http://www.knowledgeworks.org/sites/default/files/u1/teacher-conditions.pdf>



With a personalized college and career exploration experience, academically driven students have a tool to help them narrow down their future field of study, find out what specialized courses are required, and research college and career options. Students with little interest in college can connect with real-life examples and explore other pathways to a successful future.

When students develop agency and ownership over their future, they naturally become more invested in their learning. This means counselors spend less time chasing after students and more time offering meaningful support.

A personalized career development program often requires technology to be executed well. In Xello, this is most evident in interactive features like learning style and personality quizzes that help students tap into their strengths and interests. The results can be filtered in ways that help them narrow down the vast range of possibilities.

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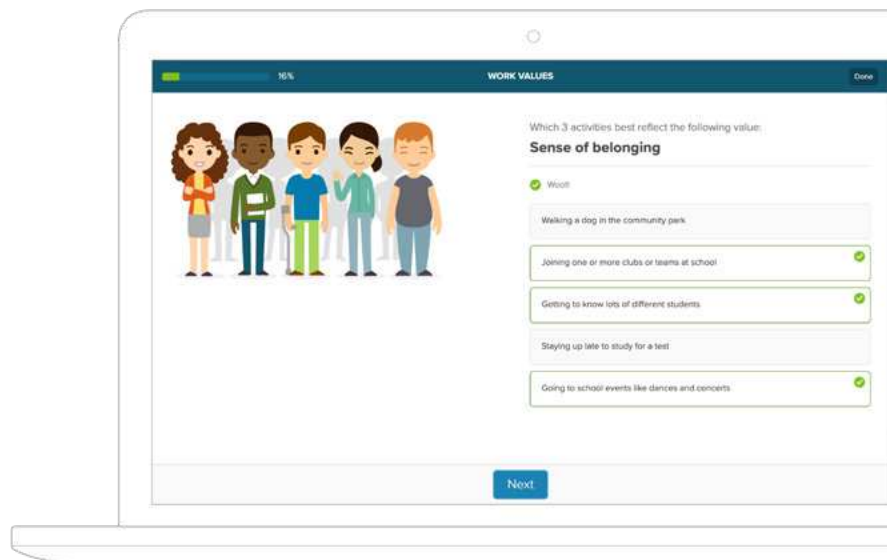
Elements of a High-Quality College and Career Development Program

Teaches 21st-Century Skills

Today’s students need today’s most coveted skills, such as emotional intelligence, persistence, critical thinking, creativity, collaboration, self-efficacy, and communication. Unfortunately, these 21st-century skills are not part of traditional elementary and high school curricula.

A high-quality career development program can fix that. In fact, there’s no better vehicle for delivering lifelong skills than an online future readiness solution. For example, Xello’s lessons include explorations on:

- Work Values
- Decision Making
- Learning Styles
- Workplace Skills and Attitudes
- Entrepreneurial Skills
- Defining Success
- And more



Elements of a High-Quality College and Career Development Program

As a complement to the focused career development program, these 21st-century skills can also be woven into course material, from elementary grades through high school. For instance, students can identify perseverance, self-regulation, and communication in historical figures and character studies; phys. ed. can offer problem-solving and teamwork opportunities; science can provide a backdrop for critical thinking and collaboration.

With a renewed focus on helping students learn how to learn and understand themselves and the world around them better, they are more likely to develop the skills the modern world requires.

Improves Counselor Effectiveness

An engaging student experience goes a long way towards making the lives of educators easier. However, in addition to motivating students to take more responsibility for their future, a future readiness solution must take the administrative load off of educators in order to increase their productivity.

In US high schools today, the average student-to-counselor ratio is 464 to 1. This disheartening reality makes it virtually impossible for educators to connect with each student in a meaningful way. There's no question that a career development program is a valuable tool for counselors that will make them more efficient and effective and help them meet the requirements of state mandates.

The right solution will:

- Serve as a centralized system that receives, requests, and securely delivers electronic transcripts so that everything is organized and visible. For example, in Xello, students may request transcripts, and administrators can submit each student's official transcript to each college right from the program. Built-in tracking ensures that students are kept in the loop throughout the transcript request process.
- Track students' progress and identify which students need individual support. Counselors should have a mechanism that allows them to stay abreast of which students are off track with graduation requirements, who needs to meet specialization requirements, and who has course plans with critical issues that must be addressed.

Elements of a High-Quality College and Career Development Program

- Keep counselors up to date on college and career information, including salaries, job conditions, and the educational pathways to qualify.
- Act as a resource for learning about college admissions requirements, campus life, and financial aid options.
- Measure school and student performance and ensure that students across districts have the same opportunities to plan their post-secondary futures.
- Provide age-appropriate lessons that correlate to state guidelines. Depending on their age, students who have access to Xello can investigate careers that match their personality style, explore how to get work-related experience, discover how job market trends can impact career choices, and learn how to give a stellar job interview.
- Be powerfully simple to implement, with the ability to supercharge your efforts rather than becoming another cumbersome “thing” to administer.

Career development that scales, measures, and provides value to all students—plus their counselors, educators, and administrators—should be the benchmark.



Case Study:

How a School District in Idaho
is Using Career Development to
Prepare Students for the Future

Case Study: How a School District in Idaho is Using Career Development to Prepare Students for the Future

Surrounded by lakes, rolling hills and scenic wilderness, Barbara Walters once described Coeur d'Alene as “a little slice of heaven.” It's a reputation that makes Dr. Michael Nelson, the Director of Curriculum for the Coeur d'Alene school district, proud.

But it's not just the topography in Coeur d'Alene that makes it beautiful—Dr. Nelson is quick to explain that the community culture is really what makes it so special. Specifically, the commitment of educators and parents to ensuring that the students in their district are equipped with all the tools and advantages they'll need to achieve their aspirations.

We talked with Dr. Nelson about Coeur d'Alene's approach to making their students future ready and how they're ensuring all students have a path forward for success.



Dr. Michael Nelson, Idaho
Director of Curriculum and
Assessment

Q: How would you describe your district's philosophy around future success?

A: Higher education is a huge part of the Coeur d'Alene culture. We want students to continue learning after high school—whether that be through college or training. We want to ensure they continue and have a pathway to move forward—that it doesn't end at high school.

I think our commitment to helping students persist shows in our results. For the 2016 class, we had a 88% high school graduation rate. Over 60% of graduates entered college (all institutions) within one year. That's one of the highest rates in the state—and I think it's a testament of our community's commitment to ensure students succeed.

And by community, I mean everyone—it's a collaborative effort between parents and educators. Everyone in the students' network is acutely interested in ensuring they're prepared for the future. We want them to dream big and be equipped to achieve their academic goals. That's a big undertaking given we're the 6th largest district in Idaho and so it truly “takes a village” as they say.

Case Study: How a School District in Idaho is Using Career Development to Prepare Students for the Future

Q: How did you determine what tools your community needed to help your students get college and career ready?

A: We started by evaluating what we were currently doing—and whether we thought it was working.

We had been using a paper-based system, but it was antiquated, to say the least. Students would complete their four-year plans, but year to year, they would get lost. It was difficult for students and teachers to easily reference. Plus, they weren't able to be changed or adjusted as students gained more experience.

We also had the Idaho Career Information System (CIS). This was good, but it only gave students in-state options. So, for example, if a student wanted to go to med school and become a doctor, they wouldn't be able to fully explore that option, or the schooling required to get there, because Idaho doesn't have a medical school. So it was very limiting. It didn't really let students aspire to more—and in our community it's really important to show students all options. We want to encourage them to meet their full potential.

Q: Once you realized there might be a better way to help your students and achieve your district goals, what did you do?

A: We used our Student Information System (SIS) as a jumping off point. Our SIS is Skyward. We started by looking for programs that integrated out of the box with it. Finding a program that automatically connected with our current systems gave us confidence that everything was going to interface well.

From there, we started evaluating our program options. We wanted software that was friendly, engaging, and adaptive outside the classroom. Given how important transparency to parents is in our district, we needed something that would give them visibility and help them see what their kids are doing. We wanted to keep parent involvement productive. Finding a solution to get parents, students, and educators on the same page and make communication easier amongst all groups was key.

Read the complete interview [here](#).



How You Can Enhance Your College and Career Development Efforts

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Rome wasn't built in a day—and neither is a high-quality college and career readiness strategy. A successful approach takes vision, commitment, and an investment in innovative, modern tools.

Here are three considerations we often hear from districts when they're planning their approach to college and career readiness.

Find a High-Quality EdTech Solution

Choosing the right career development program is critical to delivering future readiness knowledge and skills to students and enhancing the effectiveness of educators and counselors, while also meeting state mandates.

Look for:

- Content and experiences that students can use to connect who they are with their future goals
- A personalized learning and planning experience
- Resources that educators can use to assign project-based lessons that help students absorb the information and understand how it applies in a real-life context
- Content that showcases equity, diversity, and accessibility
- A balanced approach with the same level of quality for career and college-related content—you shouldn't have to choose between one or the other
- 21st-century tools designed to engage students in a way that can be applied to all aspects of their lives, such as interactive lessons and personality quizzes
- A scalable solution that can be used district-wide

You can also use standards set by national associations to help you form your definition of “high quality.” The American School Counselors Association (ASCA) has a list called [“Mindsets and Behaviors for Student Success”](#) that you can use for reference. Here, self-awareness, career exploration, and planning start as early as kindergarten and play a critical role in making students college and career ready.

How You Can Enhance Your College and Career Development Efforts

Similarly, the Association for Career & Technical Education (ACTE) has recently named student career development as one of the 12 elements in its [“Quality CTE Program of Study Framework.”](#) Amongst other things, the ACTE advocates for programs that offer personalization, easy dissemination of information for parents and guardians, and alignment with curriculum.

Expand Beyond the Classroom

Career development shouldn't happen exclusively at school. A successful program will have students conducting explorations at home and in their communities.

Educators can facilitate these connections by:

- Sparking discussions about career development and thinking about the future to help students look at the world in a different way
- Offering practical applications and opportunities to link what they're learning in the classroom to the real world
- Connecting them with employers of interest through internships, job shadowing, and mentorships
- Bringing in experts from the field and organizing field trips to put what students explore online or in class into context
- Looking for support from employers and other community members to expose students to the world of work in a meaningful way

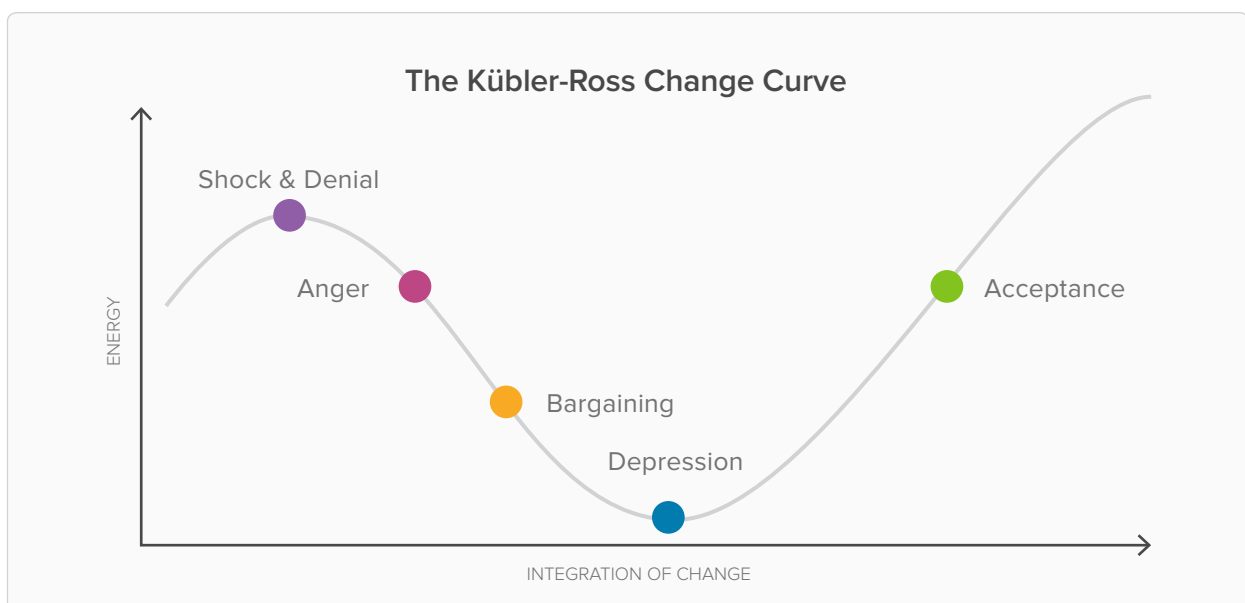
How You Can Enhance Your College and Career Development Efforts

Secure Full Buy-In from Your Staff

A program is only as good as your team's willingness and ability to implement it. It's important to recognize that new curricula and EdTech can be intimidating—and it can represent onerous learning and extra work for many educators.

To get staff prepared and feeling engaged in implementing a career development program:

- Introduce new concepts slowly and set realistic expectations for learning outcomes
- Loop them into any new programs or curriculum options early so they're part of the decision process
- Allocate more money for resources like professional development and training so that staff feel well-equipped to deal with new programs and technology
- Openly share progress and results so they understand the effectiveness of their efforts
- Secure a champion in each district to support program roll-out and adoption





WORKBOOK:

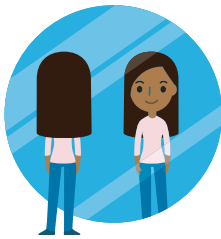
Using Xello to Deliver a High-Quality College and Career Development Experience for Every Student



Say hello to Xello!

Xello is software that helps students in grades 6–12 create their very own, unique roadmap for future success—enabling them to discover their own personalized pathway through self-knowledge, exploration and planning.

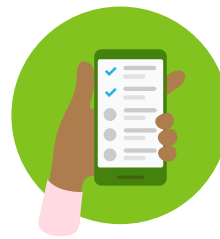
Build Self-Knowledge



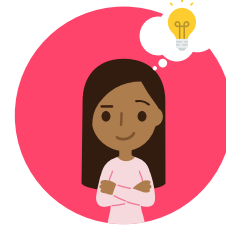
Explore Options



Create a Plan



Learn & Reassess



To encourage continuous learning and reassessment, Xello includes age-appropriate content with grade-specific lessons. Lessons cover six core themes: *Self-knowledge*, *Learning Pathways*, *Career Exploration*, *Decision Making & Goal Setting*, *Success Skills*, and *Real World Readiness*. Each addresses the academic and real-world skills relevant for grades 6–12 to help make students ready for a constantly changing world.

Lessons are interactive, fully digital and turn-key.




By automatically bringing in students' own saved careers, schools, and interests, Xello provides a completely personalized, seamless and relevant learning experience. You can easily integrate lessons into your curriculum, providing students with a self-directed and engaging way to meet your learning goals and help students make more meaningful decisions about their future.

In this document you'll find a recommended grade-by-grade sequence for the lessons available in Xello, details about what students need to do before starting each lesson, and an overview of what your students will learn in each one. We've also suggested additional activities students can complete in Xello at each grade.

A few notes:

- ✓ Activities in this document, and their sequence, are recommendations. Feel free to customize the activities and lesson sequence to meet your needs.
- ✓ Lesson lengths outlined in this document are approximations—students may take more or less time to complete a lesson.
- ✓ More details about lessons in Xello, including how students work with lessons, and how you can review and report on lessons can be found in the *Support* section of Xello educator accounts and at <https://help.xello.world>.

6th Grade

LESSON	BEFORE BEGINNING...	STUDENTS WILL...
Interests  20 to 30 minutes	<ul style="list-style-type: none"> ✓ Add at least 5 interests ✓ Save 3 careers 	<ul style="list-style-type: none"> • Reflect on a few of the interests they've saved in Xello's interest inventory • Explore the link between interests and various careers • Investigate how their interests match up with a career they like
School Subjects at Work  20 to 30 minutes	<ul style="list-style-type: none"> ✓ Save 3 careers 	<ul style="list-style-type: none"> • Explore how people in a variety of careers apply different school subjects on the job • Investigate how people in various careers use a school subject they like on the job • Explore the school subjects related to careers they like
Decision Making  20 to 30 minutes	<ul style="list-style-type: none"> ✓ Students can dive right in! 	<ul style="list-style-type: none"> • Explore the importance of making informed decisions, and using the information they have to make the best decisions at the time • Learn about the importance of considering the consequences of potential decisions • Reflect on an important decision they've recently made

Suggested activities



ABOUT ME

- ✓ Upload a profile picture and cover photo
- ✓ Add hobbies and interests to *Interests*
- ✓ Explore *Career Clusters* and save ones of interest
- ✓ Save personal work or relevant files to their *Storyboard*

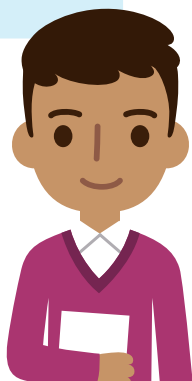
EXPLORE OPTIONS

- ✓ Explore careers and use filters to refine results based on specific school subjects
- ✓ Research some career profiles and save ones of interest

7th Grade

LESSON	BEFORE BEGINNING...	STUDENTS WILL...
<p>Explore Learning Styles</p> <p>🕒 30 to 40 minutes</p>	<ul style="list-style-type: none"> ✓ Complete the <i>Learning Style</i> quiz ✓ Save 3 careers 	<ul style="list-style-type: none"> • Investigate visual, auditory, and tactile learning styles • Explore how understanding their own learning style can help them in school and in their career
<p>Discover Learning Pathways</p> <p>🕒 30 to 40 minutes</p>	<ul style="list-style-type: none"> ✓ Save 3 careers 	<ul style="list-style-type: none"> • Investigate their postsecondary pathway options • Explore the postsecondary pathways to various careers • Evaluate the pathways they could take to a career that interests them
<p>Biases and Career Choices</p> <p>🕒 20 to 30 minutes</p>	<ul style="list-style-type: none"> ✓ Students can dive right in! 	<ul style="list-style-type: none"> • Identify biases of gender, ethnicity, ability, and class in the workplace • Explore how biases can influence career choices

Suggested activities



ABOUT ME

- ✓ Complete the *Learning Style* quiz
- ✓ Identify areas of expertise and add skills in *Skills*




EXPLORE OPTIONS

- ✓ Try out the filters and see how changing filters impacts results

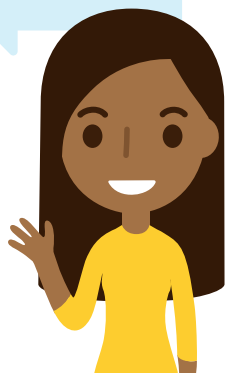
EXPLORE OPTIONS *(continued)*

- ✓ Select a career profile and read interviews with real people currently in that career
- ✓ Select a few career profiles, save ones they might be interested in, and record their feelings about them
- ✓ Check out the profiles for schools of interest

8th Grade

LESSON	BEFORE BEGINNING...	STUDENTS WILL...
Skills  30 to 40 minutes	<ul style="list-style-type: none"> ✓ Save 3 careers 	<ul style="list-style-type: none"> • Explore how school, extracurricular, and leisure activities help build skills • Identify skills needed for a variety of occupations • Investigate career options related to their own skills
Explore Career Matches  30 to 40 minutes	<ul style="list-style-type: none"> ✓ Complete the <i>Matchmaker</i> quiz ✓ Save 3 careers 	<ul style="list-style-type: none"> • Investigate central, secondary, and other aspects of the career match assessment, and how they relate to careers • Reflect on their own career assessment results • Explore the aspects of a career that interests them
Transition to High School  20 to 30 minutes	<ul style="list-style-type: none"> ✓ Save at least 5 interests 	<ul style="list-style-type: none"> • Explore ways to make their transition to high school easier and more successful • Identify questions and concerns they might have about transitioning to high school • Explore clubs, activities, and other resources to help handle the transition to high school • Develop strategies to deal with transitions

Suggested activities



ABOUT ME

- ✓ Complete the *Matchmaker* quiz
- ✓ Update *Skills, Interests,* and *Storyboard*
- ✓ Add life and education experiences to the *Experiences Timeline*

GOALS & PLANS

- ✓ Begin a four-year high school course plan

EXPLORE OPTIONS

- ✓ Choose career profiles of interest and find out why certain options may be a better fit than others by reviewing *Matchmaker* answers
- ✓ Focus on the education section in a career profile and explore schools offering related training
- ✓ Choose a career profile and save it, record feelings about saved careers, and further investigate these options

9th Grade

LESSON	BEFORE BEGINNING...	STUDENTS WILL...
<p>Personality Styles</p> <p>🕒 30 to 40 minutes</p>	<ul style="list-style-type: none"> ✓ Complete the <i>Personality Styles</i> quiz ✓ Save 3 careers 	<ul style="list-style-type: none"> • Investigate <i>Personality Styles</i> • Explore how their own personality style can help them at home, school, work, and other areas of their life
<p>Exploring Career Factors</p> <p>🕒 30 to 40 minutes</p>	<ul style="list-style-type: none"> ✓ Save 3 careers 	<ul style="list-style-type: none"> • Further explore and investigate <i>Important Factors</i>: work/life balance, money, making a difference, education, interests, growth • Assess which of these 6 core factors are important to them when making a career decision, and why • Prioritize the 6 core factors that influence their career decisions
<p>Getting Experience</p> <p>🕒 20 to 30 minutes</p>	<ul style="list-style-type: none"> ✓ Save 3 careers ✓ Add 3 experiences to the <i>Experiences Timeline</i> 	<ul style="list-style-type: none"> • Explore different ways to get work experience now • Identify several ways to get experience while still in school: community service / volunteerism, co-op programs, part-time job, internships, etc. • Assess which type of experience is best suited for their career interests and goals

Suggested activities



ABOUT ME

- ✓ Update avatar and cover photos
- ✓ Complete the *Personality Styles* quiz
- ✓ Save interesting and helpful resources to help bring plans to life in *Storyboard*







GOALS & PLANS

- ✓ Create one or more plans

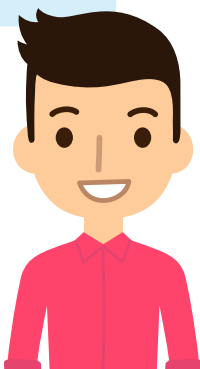
EXPLORE OPTIONS

- ✓ Choose a career profile, save it and rate the *Important Factors* for that career
- ✓ Start to explore programs and majors, see which programs are available at schools of interest



10th Grade

LESSON	BEFORE BEGINNING...	STUDENTS WILL...
Work Values  30 to 40 minutes	 Save 3 careers	<ul style="list-style-type: none"> • Consider what work values are • Explore their own work values • Investigate careers that may be satisfying based on their values
Careers and Lifestyle Costs  40 to 50 minutes	 Save 3 careers	<ul style="list-style-type: none"> • Identify some of their most important lifestyle goals • Assess whether or not they can achieve lifestyle goals in a career that interests them
Workplace Skills and Attitudes  20 to 30 minutes	 Students can dive right in!	<ul style="list-style-type: none"> • Explore skills and behaviors that employers look for, such as time management, dependability, good attitude, communication skills, problem solving, etc. • Explain why these skills and behaviors are important to various careers and how they manifest on the job • Assess their own employability skills


Suggested activities






ABOUT ME

-  Complete *Matchmaker Mission Complete* questions
-  Add volunteer experiences to the *Experiences Timeline*







EXPLORE OPTIONS

-  Choose career profiles of interest and then look through the *Earnings* and *Sample Career Path* sections of those profiles

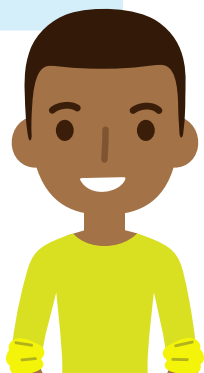
EXPLORE OPTIONS *(continued)*

-  Review saved careers, update list and further investigate preferred careers
-  Explore schools and majors, experiment with the filters to see how different factors affect the options
-  Save schools and majors of interest



11th Grade

LESSON	BEFORE BEGINNING...	STUDENTS WILL...
Choosing a College or University  40 to 50 minutes	 Save 3 schools	<ul style="list-style-type: none"> Identify which factors are important to them in a potential postsecondary school Investigate how a college or university stacks up to their priorities
Career Demand  40 to 50 minutes	 Save 3 careers	<ul style="list-style-type: none"> Learn about career projections and outlooks Analyze factors that impact career demand, such as changes in technology, demographics, business practices or production methods, consumer preferences, and workplace restructuring Explore how their career plans may be shaped based on the demand for a career that interests them
Entrepreneurial Skills  20 to 30 minutes	 Save 3 careers	<ul style="list-style-type: none"> Identify the skills and characteristics that make entrepreneurs successful Investigate paths to becoming an entrepreneur (including starting your own business, buying a franchise and others) Explore the benefits and challenges of becoming an entrepreneur Investigate ways to apply entrepreneurial skills within a career that interests them (develop entrepreneurial opportunities for themselves with any career)


Suggested activities





ABOUT ME

-  Add part-time and/or summer job experiences to *Experiences Timeline*
-  Explore educator-provided links and resources for financial aid







GOALS & PLANS

-  Update and edit plans in *My Plans*—delete any plans that may no longer be relevant

EXPLORE OPTIONS

-  Select school profiles that are of interest and further explore academic options by looking at admission requirements for those school and majors
-  Review saved schools and programs, update list based on new experiences or insights

12th Grade


LESSON	BEFORE BEGINNING...	STUDENTS WILL...
Defining Success  20 to 30 minutes	 Save 3 careers	<ul style="list-style-type: none"> • Explore what success means to them in various aspects of life including in their personal life, school, and career • Explore ways they can make a difference and achieve success in a career that interests them
Career Backup Plans  30 to 40 minutes	 Save 3 careers	<ul style="list-style-type: none"> • Learn the importance of career backup plans • Investigate strategies for dealing with obstacles that may come up in their career path • Explore potential backup careers for themselves
Job Interviews  20 to 30 minutes	 Students can dive right in!	<ul style="list-style-type: none"> • Explore ways to prepare for a job interview • Describe their own abilities and qualifications in the context of an interview • Investigate job interview questions in the context of a career that interests them • Explore appropriate post-interview behaviors and actions





Suggested activities




ABOUT ME

-  Review content and make any updates


GOALS & PLANS

-  Identify a plan or plans to put into action and delete any plans that might be outdated
-  Select schools and programs and begin application process

EXPLORE OPTIONS

-  Conduct a final exploration of schools and majors of interest—become familiar with campus locations, culture and program requirements

DASHBOARD

-  Explore educator-provided links and resources for financial aid

Ongoing Activities

Explore Options

Students are encouraged to browse, filter and research to learn more about the range of career, school and education programs available. The more exposure, the better!

Building About Me

Good career decisions start with strong self-knowledge. With regular updates to the *Experiences*, *Skills* and *Interests* sections of *About Me*, students create a fuller picture of who they are.

Course Planning

The best course planning is done over time, in the context of career exploration and planning. Course plans can be modified and updated on an ongoing basis. Of course, annual course selection is a regular event for all students throughout the high school years.

Lessons and Assignments

Educators can activate new lessons and assignments for students at any time. Students are encouraged to log in regularly to stay on top of their assigned projects.

Curate Saved Options

Review, reflect, and update saved options over time to keep pace with new learnings and evolving preferences. An up-to-date list of saved options is a great foundation for students' future planning.

Storyboard

Students can add content to their personal *Storyboard* at any time. Ongoing, organic building of content allows students to create a rich archive of resources they value and develop a library of their proudest or most relevant accomplishments from each grade.

Building Plans

Students are encouraged to regularly create new plans, edit existing plans, and delete the plans that no longer inspire them. Over time, they can both strengthen and gain confidence in their ability to plan for their future.





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