

Career Development Initiative

Purpose

Career development is an educational program designed to assure individuals know how to make career choices and create education plans to prepare themselves for those careers. The program ensures individuals make informed career decisions based on facts and not the latest sitcom.

Career development is based upon the tenet that individuals (K-12 students and adults) who have career maturity make better career choices and have a better sense of the education plans needed to reach their career goals, including entrepreneurship. **Career maturity is when an individual has personal insight into the process of and readiness for making career choices.** It is not the process of choosing a specific career or job.

Through the career development system, Oklahomans will have the necessary knowledge and skills to make informed career choices. It will provide youth and adults avenues to identify economically productive passions and purposes. It will improve student transition to postsecondary education and, in turn, careers; strengthen the connection between students and business; promote career exploration through awareness of career options; and increase student engagement and motivation through business collaboration and involvement.

Key program activities

Career development will include several areas:

- Career interests development for each student through reliable career interest assessments and activities that emphasize the importance of academic demands in school to career opportunities.
- Career exploration, including job shadowing, school activities and online options for students to discover more career options and link career options and educational requirements.
- Career planning, including in-depth development of individual education and career plans.
- Completing resumes and cover letters, learning interviewing skills and directly engaging with businesses and postsecondary institutions to ensure a smoother transition into additional education and, in turn, desired careers, including entrepreneurship.

Key initiative components

The Career Development Initiative will achieve four goals:

- Establish a robust Web-based career development and planning system with open access to all Oklahomans. This system will provide everyone with access to research-based interest surveys, skill and work assessments, lifelong learning portfolios and postsecondary education and career information, and it will give students, businesses and postsecondary institutions the ability to connect with each other to advance student options in education and business.
- Provide regional staffing to support career development activities within a school district desiring to participate in the program.
- Develop curriculum materials useful for guidance staff, teachers, parents and students to assure they achieve career maturity.
- Coordinate with regional workforce investment boards so every Oklahoman gets access to the Web-based career development system.

Why the program is needed

Career development is available today throughout the CareerTech system, but the scope is random and sporadic. This initiative would broaden the scope and allow for a more robust career development system. It will also open up access to the more than 90 percent of Oklahoma students who are underserved or not served with career development services.

Businesses, government entities and others strongly support helping students understand career options:

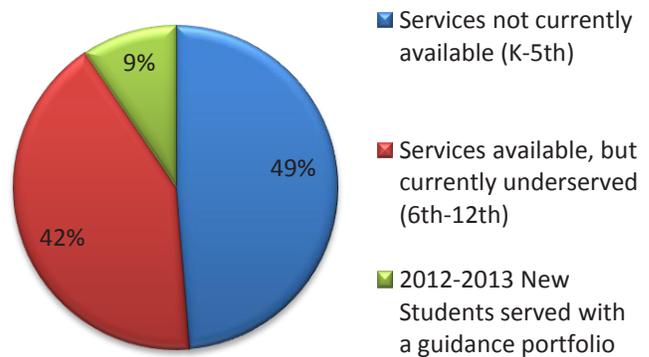
- The Governor's Commission on Economic and Workforce Investment.
- Major companies such as BMW and ADEX in the manufacturing Dream It Do It initiatives.
- STEM advocates, as noted at the 2013 governor's STEM conference.

Cost

Statewide career development efforts require a robust Web-based career development tool and three to five regional pilot sites creating, implementing and evaluating career development curriculum. The pilot sites will validate the impact and efficiency of efforts to assist in statewide implementation. Participation in pilot sites and career development initiatives will be voluntary.

- Cost details
 - Reallocation of current staff
 - Pilot sites \$1,550,000
 - Online career development tool \$1,500,000

Students Served by Career Development



How results will be measured

The success of this program will be measured by an individual's career maturity as evidenced by two criteria:

- The quality of the person's individual career and education plans.
- How well he or she can articulate a career objective and explain how he or she determined it. Students will NOT be expected to choose specific careers, but should be able to prove they know how to make many career choices throughout their lives.

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