

WHY CAREER DEVELOPMENT FOR YOUNGER STUDENTS (GRADES 4-8)

- Current CRN resources cover K-5 and 6-12
 - K-5: PAWS in Jobland, PAWS curriculum, Elementary Resources Packet
 - 6-12: RUPReady.ND.gov, RUPReady lesson plans, Roads to Success, Career Outlook and COUG, Career Resource Toolkit
- Information from ND School Counselors and Staff, 2015-2016
- Career awareness and development begins in early childhood
 - Careers unfold and develop throughout the life span
 - For children, school and leisure activities are their work

PERCEPTIONS MAY LIMIT CAREER DEVELOPMENT IN ELEMENTARY GRADES...

- Takes time away from core academic subjects
- Programs not systematic and coordinated
- Topic not seen as appropriate at elementary levels

WHEN WORKING WITH ELEMENTARY STUDENTS...

- Become a careful observer
- Attend to how children process planned activities
- Involve parents and families in career planning process

WHAT THE RESEARCH SAYS...

- **Erickson**—*Age and Stage Model*
 - In elementary school, children develop initiative (ages 4-6) and industry (ages 6-12)
 - If successful, they use curiosity to gather information about themselves and the world...resulting in sense of personal effectiveness
- **Havighurst**--*Middle childhood developmental tasks*
 - Academic and physical skills
 - Build positive attitudes toward one's self and others
 - Develop interpersonal skills and achieve greater independence
- **Super and Savickas**—*Elementary School Career Interventions*
 - Encourage students to participate in activities related to their interests
 - Become interested/concerned about the future and increase personal control
 - Convince themselves to achieve in school and develop good habits and attitudes
- **Hanover**--*Effective Career Awareness for K-8 Students*
 - Encourage effort through free exploration and career-focused make-believe play
 - Scaffold learning by expanding or adding complexity to favorite activities
 - Invite self-evaluation by asking students to reflect on jobs they like/dislike
 - Invite school staff to talk about their work at school
 - Plan successful try-outs of occupations through role-play and hands-on experience with real job tasks.

WHAT THE STANDARDS SAY...

- Child Developmental Milestones
 - Physical
 - Academic
 - Social
- National Career Development Standards for Elementary and Middle School

SELECTED DEVELOPMENTAL MILESTONES, AGES 9-10

- ***Classify objects into categories***
 - Sort occupations into categories!
- ***Add and subtract 2 digit numbers***
 - Ready for basic financial literacy!
- ***Can organize and plan activities***
 - Can begin a plan for career!
- ***Decision-making skills improve***
 - Choose between interests and career directions!
- ***More emotionally stable/caring***
 - Can participate in team projects!
- ***Choose reading related to interests***
 - Read about interesting careers!
- ***Good fine motor skills***
 - Ready for hands-on job tasks exploration!
- ***Try on various identities***
 - Ready to explore life roles!
- ***Worldview expands from home to community***
 - Can research careers in home and community!
- ***Self view improves with goal success***
 - Setting goals and taking action!

WHAT WE CHOSE...

- Self-Knowledge
 - Self-awareness: like/dislikes, strengths and talents
 - Interaction skills—“essential skills”
- Educational and Occupational Exploration
 - Importance of school achievement and study skills
 - Explore variety of careers
- Career Planning
 - Understand how to make decisions and achieve goals
 - Early stages of the career planning process—begin seeing self in job

ACTIVITIES WE CHOSE...

- Self-Knowledge
 - South Dakota Career Cluster Inventory
 - Career Heroes—Holland-type Inventory
 - *If time allows:*
 - Review: Career Features Explorer—Learn More Indiana
 - Review: Multiple Intelligences Field Guide—Marek Bennet
- Educational and Occupational Exploration
 - Career Heroes activities
 - Career Café/Stations Party
 - *If time allows:*
 - Review: SD Career Aware Cluster booklet
 - Review: Careers—Explore...Learn...Grow worksheet
 - Review: Career Exploration Lapbook--TPT
- Career Planning
 - ABC's of Study Skills (Team Activity)—Learning for Life
 - Time Management: Log of Daily Activities—Learning for Life
 - Goal-Setting: Big, Hairy, Audacious Goal (BAHG) Activity—WVA Links
 - Review: Career Quest Goals Journal—VA Career View

STRUCTURE OF TODAY'S WORKSHOP...

- **9:00am** **Introductions/Overview**
- **9:30am** **SD and Heroes**
- **10:30am** **Career Parties**
- **Noon** **Lunch**
- **1:00pm** **ND Resource Review**
- **2:00pm** **Other Resources**
- **2:45pm** **Wrap-up and Evaluations**