

# Designing Career Curriculum Strategies to Promote 21st Century Workforce Readiness

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# Presentation Goal

Share *Guideposts* and research based curriculum ingredients that can be used to design and assess curriculum and programs promoting career and workforce readiness



# Values Underlying Guideposts

- High expectations for all youth, including youth with disabilities;
- Equality of opportunity for everyone,
- Full participation through self-determination, informed choice, and participation in decision-making;



- Independent living
  - skill development
  - long-term supports and services;
- Competitive employment and economic self-sufficiency;
- Individualized transition planning
  - Person-driven
  - Culturally and linguistically appropriate.



# Birthing Guideposts for Success

- Review of 30 plus years of research
  - focused on what youth need to succeed as adults
- Vetted by researchers and practitioners
- Designed for use by institutions, families and youth



# How to use the Guideposts

- Framework for designing comprehensive services that are developmental and age appropriate
- Target services for specific populations
- Expand range of services



# School Based Preparatory Experiences

- Academic programs based on National standards;
- Career and technical education based on
  - professional and industry standards
  - universal design
  - work and community-based learning experiences;



- Learning environments that are small, safe and provide extra supports such as tutoring;
- Support provided by highly qualified staff;
- Access to an assessment system that includes multiple measures; and
- Graduation standards that include options.



# Career Preparation and Work-Based Learning

- Career assessments to help identify students' school and post-school preferences and interests;
- Structured exposure to postsecondary education and other life-long learning opportunities;



- Exposure to career opportunities that
  - lead to living wages,
  - includes information about educational requirements,
  - includes information about entry requirements,
  - describes income and benefits potential, and asset accumulation; and
- Training designed to improve 21<sup>st</sup> Century job-seeking skills and work-place basic skills



# Youth Development/Leadership

- Mentoring activities designed to establish strong relationships with adults through formal and informal settings;
- Peer-to-peer mentoring opportunities;
- Exposure to role models in a variety of contexts;



- Training in skills such as self-advocacy and conflict resolution;
- Exposure to personal leadership and youth development activities, including community service; and
- Opportunities that allow youth to exercise leadership and build self-esteem.



# Connecting Activities

- Mental and physical health services;
- Transportation;
- Tutoring;
- Financial planning and management;
- Structured arrangements in postsecondary institutions and adult service agencies; and
- Connection to other services and opportunities (e.g., recreation, sports, faith-based organizations).



# Family Involvement & Supports

- High expectations that build upon the young person's:
  - strengths, interests, and needs and
  - fosters their ability to achieve independence and self-sufficiency;
- Involvement in their lives and assisting them toward adulthood;



- Access to information about employment, further education and community resources;
- Taken an active role in transition planning with schools and community partners; and
- Access to medical, professional, and peer support networks.



# Strategies for Improving Quality of Services and Curriculum

Nine empirically support curriculum ingredients drawn from:

Social cognitive career theory

Self-determination theory

Meta-Analyses on Career Interventions



# Curriculum Ingredients

- *Written exercises*
- *Individualized interpretations and feedback*
- *World of work information*
- *Modeling/vicarious opportunities*



- *Building support networks*
- *Mastery experiences*
- *Verbal Persuasion*
- *Building social connections between youth, adults and peers*
- *Anxiety Management*



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<http://www.ncwd->

[youth.info/resources\\_&\\_Publications/guideposts/](http://www.ncwd-youth.info/resources_&_Publications/guideposts/)

