



## Using Career Literacy to Drive College and Career Readiness

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### This Presentation Will:

- ▶ Introduce “career literacy” as a unifying national concept
- ▶ Describe ECAPs role in promoting career literacy.
- ▶ Describe how educators and parents can effectively participate in ECAP and career literacy efforts
- ▶ Focus on using career literacy to increase self-determination among youth with disabilities.



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### Who We Are

Institute for Educational Leadership (IEL)'s Center for Workforce Development

- ▶ National Collaborative on Workforce & Disability for Youth, a national technical assistance center
- ▶ Focus on needs of ALL youth, including youth with disabilities and other disconnected youth
  - Improve state and local policy
  - Strengthen workforce development service delivery
  - Improve competencies of youth service professionals
  - Engage youth and families
- ▶ Supported by Office of Disability Employment Policy, U.S. Department of Labor



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### Career Literacy

- ▶ Context – evolved from think tank of professionals from business, education, federal,
- ▶ Goal – est. shared national vision
- ▶ Definition – 3 skills:
  - Self-exploration
  - Career exploration and
  - Career planning



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### Skills Related to Career Literacy

- **Self Exploration** – Can you describe your Exploring their personal interests, skills, values and the ways in which they apply to the world of work?
- **Career Exploration** – Can you describe both the nature of your personal career opportunities and goals, the labor market outlook, and the education pathways needed to pursue them?
- **Career Planning** – Can you describe the range of academic and non-cognitive/soft/resiliency/etc skills you need to develop, your short-term goals for developing those skills and the work-based learning opportunities you are pursuing to further explore your career interests?



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### What is an ECAP?

- ▶ States use different names – Student Success Plan in CT, Individual Career & Academic Plan in CO, many more
- ▶ 37 states and DC require or encourage ECAPs
- ▶ ECAPs typically begin in middle school
- ▶ Purposes:
  - To personalize learning
  - To develop college and career readiness
  - To prepare early to meet graduation requirements
- ▶ Long history of individualized plans in Special Education
- ▶ Not the same as an Individualized Education Program (IEP)



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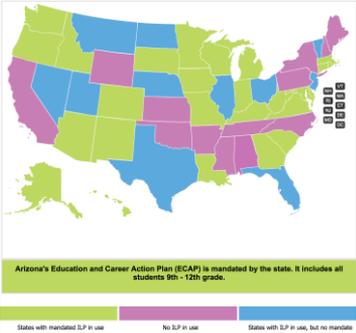
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### Which states require or encourage using ILPs?

ILP Policy Map: <http://www.dol.gov/odep/ilp/map/>



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### What is a Quality ECAP?

#### Quality ILP Activities

- ▶ A **document** consisting of:
  - (a) course taking and post-secondary plans aligned to career goals; and
  - (b) documentation of the range of college and career readiness skills that the student has developed.



- ▶ A **process** that enhances the relevance of school and out-of-school learning opportunities, and provides the student access to career development opportunities that involve building skills in self exploration, career exploration, and career planning and management.

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### Evidence Indicators of Becoming Career Literate

- Identify one or more careers of interest
- Clearly describe plans to pursue the careers of interest
- Connect career plans to personal interests, skills & values
- Identify how current courses relate to career plan
- Articulate skill & entry requirements for careers
- Engage in additional learning opportunities
- Describe their needed skills & future development plan

Solberg et al., (2013).

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**Key Point:**  
**ECAPs and Career Literacy are Student Driven**

Quality implementation is based on the extent to which youth are able to demonstrate self-determination with respect to identifying their personal career and life goals as well as advocate to gain access to the learning opportunities they want to pursue in realizing those goals



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**Comparing ILPs with IEPs**

- ▶ ILPs are not required by federal law. They are required by state law or executive edict.
- ▶ ILPs do not replace IEPs.
- ▶ Students work on their ILPs more regularly and own the ILP portfolio
- ▶ ILPs should inform the IEP/Transition Planning process
  - Kentucky, the state legislative code specifically states that transition services must be aligned with the student's ILP



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**Adult's Role in Career Literacy**

- ▶ Commit to be a *Caring Specialist, not a career specialist*
- ▶ Longitudinal research indicates that caring adults demonstrate:
  - Focus on youth potential
  - Are "real" and authentic
  - Concern for the person not the activity
  - Able to convey the purpose and value of the activity



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### Helping Youth Engage Positively With Adults



▶ [4-H](#) focused on positive youth development and building capacity of both adults and youth to establish effective relationships

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### Illinois 4-H and Caring Adult Guide

- ▶ Do adults treat youth with respect? How can we tell?
- ▶ Do youth feel comfortable sharing and interacting with adults about their needs and interests? How do we know?
- ▶ Do adults allow youth to make decisions? Are they included in decision-making processes? What decisions have they made?
- ▶ Do adults provide guidance to youth members through coaching, feedback, and discussion? How can we tell?
- ▶ Do adults convey a sense of truly caring about youth? How do they show it in their relationships with them?

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### Ralph Waldo Emerson

*“Friendship is not the outstretched hand nor the kindly smile, it is the **inspiration** that comes to one **when they find that another believes in them and is willing to trust them**”*

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### Applying it to Career Literacy

- ▶ Cultivate possibilities, ignore realities, and disarm yourself from stereotypes
- ▶ Wonder aloud and imagine how it can be possible
- ▶ Show wonderment and excitement in each possibilities
- ▶ Encourage youth to consider possibilities and aspire to new opportunities
- ▶ Expand their imagination to consider a wider range of possibilities
- ▶ Deepen their understanding of their possibilities by learning virtually and directly about their career interests



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### Family's Role

- ▶ Share your personal dreams and aspirations that you had growing up.
- ▶ Convey your belief that with effort, accommodations, and support they can succeed.
- ▶ Play! Completing self-assessments, comparing your results, and exploring the careers that are aligned to your results
- ▶ Follow up by learning virtually and directly about the careers.



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### Individualized Career Development Plan

- ▶ ICDPs are developed using a youth-driven process to improve buy-in and follow-through.
- ▶ Based on several research-based tools, including the Individualized Mentoring Plan used by the IEL/CWD-led RAMP, and NCWD/Youth's research on ILPs.
- ▶ ICDP used by caring adults to enable youth to pursue career pathways of interest, including secondary and postsecondary education, career exposure, work experiences, and skills attainment.
- ▶ The ICDP is a process that offers a flexible and adaptive guide for supporting youth development.



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## Contact Us



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