Plan It Florida:
Preparing Today’s Students for Tomorrow’s Jobs

September 5, 2019
Welcome!

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Programs Coordinator

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Today’s Guest Presenter

Mark Vianello
Executive Director, Career & Technical Education
Marion County Public Schools
Today’s Guest Presenter

Nashla Dawahre
Assistant Director of Student Services
Florida Virtual Campus
Questions & Conversation

• Submit your questions

• Share on social media
  @FLCollegeAccess
  #FCAN  #PlanItFL

• Handouts

  This webinar is being recorded; all materials will be available within a week of recording
Florida College Access Network is the heart of a movement to ensure today’s students are prepared for tomorrow’s jobs.

**Our mission:** To create and sustain a statewide network that catalyzes and supports communities to increase college and career preparation, access, and completion for all students.

**Our vision:** At least 60% of working-age Floridians will hold a high-quality postsecondary degree or credential by the year 2025.
FCAN’s Work

**Research and Data** FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida’s talent pool. Recent publications highlighted student experiences with financial aid, transfer policies, and developmental education reform.

**Local college access networks (LCANs)** LCANs represent 82% of the state’s population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.

**Statewide Initiatives** FCAN coordinates four College Ready Florida initiatives to increase access to resources to support students in continuing their education after high school.
Poll: What type of organization are you with?
“Got College? Got Career?”

- Increase the number of **college tours** along with visits to Valencia College and O-Tech
- Invite Valencia “**ambassadors**” to visit K-12 classrooms
- Develop **visible means to measure** college-going rates
- Create a **coordinated, centralized schedule and community scholarship list** for the county through the education foundation
Plan It Florida

Ensuring every Florida student graduates high school with a college or career plan.

• Help students develop their skills while exploring interests and career options
• Expose students to various postsecondary options
• Build a college-going culture

www.floridacollegeaccess.org/initiatives/plan-it-florida/
Plan It Florida Resources:

• Plan It Florida toolkit

www.floridacollegeacces.org/initiatives/plan-it-florida/
What path will YOU take?

Education

Most jobs require education beyond high school. The level of education you will need will depend on the job you want.

Career and technical schools offer programs ranging from 6 to 18 months to prepare for careers in fields like plumbing, electrical, auto mechanical, culinary, cosmetology, etc.

Two-year colleges offer associate’s degrees. You can enter the workforce with a degree in fields like healthcare or information technology. You also have the option to transfer to a college or university to earn a bachelor’s degree.

In Florida, state colleges have formal 2+2 agreements with local universities. These relationships give students the option to complete the first two years of their bachelor’s degree at a state college and the second two years at a university. This can help families save money on a four-year degree.

A bachelor’s degree from a four-year college or university can prepare you for jobs in fields such as business, education, or engineering. You can also continue on to graduate school to study fields like law or medicine.

While earning your bachelor’s degree, you will build a broader body of knowledge, which can offer you more flexibility to change careers throughout your life.

Get the Support You Need

There are many options for what you can do after high school, so making a decision can seem intimidating. Use this guide to start planning your next steps early on.

As you take this journey, your plan might change along the way. That’s okay! You can always turn to the tools in this guide to revisit and revise plans as needed.

Service

If you enlist in the U.S. military, you will receive training and learn skills that can transfer to a career. You will also have the opportunity to continue your education later using GI Bill benefits.

AmeriCorps offers another opportunity for service. You can participate in projects that serve communities in need, like home building or disaster cleanup. You will also receive an education award you can use to go back to school.

Employment

Entering the workforce is another option for students. To increase your earning potential, consider looking at apprenticeship programs, or working for a family business.

Career Clusters

Florida’s state colleges offer courses in different career clusters. This can help you explore a field that interests you without needing to know the exact job you want.

Clusters may vary slightly from one college to another, but they generally fall into the following categories:

- Business
- Education
- Science, Technology, Engineering, and Math (STEM)
- Health Sciences
- Human Services
- Communications
- Law, Public Safety, Government
- Information Technology
- Culinary
- Manufacturing
- Construction
- Arts

To learn more about available career clusters, visit: www.floridacollegesystem.com/students/programs/meta-major_academic_pathways.aspx
7th-9th Grade
Exposé
It's never too early to start thinking about your future! Focus on building skills that will be useful no matter what path you take, and look for opportunities to expose yourself to post-high school options.

Develop good study skills and focus on getting good grades.
Notice which subjects you enjoy the most, and for which you are the strongest in, and get extra help in subjects you struggle with.
Research options for high school, and consider magnet schools or career academies.

10th Grade
Explore
In 9th and 10th grade, start exploring different options for life after high school and thinking about which one might be right for you. This can help you plan what classes you want to take in high school or what activities you participate in.

Start taking advanced classes in subject areas that interest you.
Consider options like AP, honors, and dual enrollment.
Participate in hobbies like sports, robotics, science fair, math league, debate, 4-H, Model UN, music, theater, faith-based activities, and community service to explore your interests.
Research area colleges and universities that offer enrichment programs like TRIO, GEARUP, or CROP.

11th Grade
Experiment
You might find that you have many interests, and you don't know which one you'd like to pursue. That's okay! Participate in activities and academic opportunities that allow you to experiment with different skills to learn more about who you are and what you're good at.

Focus on your grade! Since you will likely apply to colleges in the fall of your senior year, grades from your junior year will be the most recent ones they will see.

The state of Florida offers Bright Futures scholarships to students who meet certain GPA, SAT/ACT, and service hour requirements. Start researching those requirements now.
Research the admissions requirements for colleges that interest you, and make sure you are taking the classes you will need to take the SAT/ACT to later than the spring semester.

12th Grade
Execute
Research the financial aid opportunities available nationally and in your local community. You will need to complete college service hours, participate in extracurricular activities, or achieve a certain GPA to qualify.

Start visiting colleges that interest you. Find out if your school or a community organization sponsors college visits.
Use online tools like the College Scorecard to research colleges and universities that interest you.
You can also look into campus opportunities to spend a week on a college campus over the summer. Many sports, arts, and science camps offer these programs.

Finalize a list of 2-4 colleges you will apply to.
Ask teachers/supervisors/mentors for letters of recommendation starting in September.
Check with your guidance counselor to see if you qualify for application fee waivers.
Complete your college applications; keep in mind that, for some colleges, you may need to apply by November 1 to qualify for scholarships and aid from that institution.
Find out if any of the schools you are applying to accept the Common Application.
Complete the Free Application for Federal Student Aid (FAFSA) as early as possible to qualify for free money for college.
Complete the Florida Financial Aid Application to apply for Bright Futures and other state aid.
Research and apply for local and national scholarships.
Compare financial aid packages from schools that accept you, and talk to your guidance counselor for help.
Choose a college, complete enrollment paperwork, and submit your deposit.
Make plans to attend orientation and register for classes.

Goal: Identify 3 Career Clusters
Florida's state colleges divide degrees according to "career clusters." By the end of 9th grade, identify at least 3 of these clusters you'd like to learn more about. (See the back of this brochure for more info.)

Goal: Identify 3 Careers
Start learning more about careers in the clusters that interest you. By the end of 10th grade, identify 3 careers you want to learn more about. Start researching the education requirements for these careers.

Goal: Identify 2-4 Pathways
In 11th grade, identify 2-4 pathways you can take after high school based on your career interests. Check out the back of this brochure to learn more about the available pathways.

Goal: Apply and Go!
It's time to put your plan into action! Follow the steps above to apply to colleges and for financial aid. Soon you will be on your way to life after high school!
Plan It Florida 1-pagers

MAKE A PLAN!

Students often graduate high school without a plan for what comes next. To support students in planning for their future, engage them in the 4 Es—EXPOSE, EXPLORE, EXPERIMENT, EXECUTE—to encourage them in exploring their interests and career options, and developing a plan to achieve their goals:

**EXPOSE** your student to a wide range of potential careers and options available.
Activities can include a workplace visit or attending a college or career fair.

Help your student **EXPLORE** careers and post-high school options they’re interested in and encourage them to learn more about them.
Activities can include interviewing someone who works in a career or field that interests your student, volunteering with a particular group, or visiting a college campus.

Encourage your student **EXPERIMENT** with different skill sets and interests to discover what they like.
Activities can include shadowing someone at work, joining a career-focused club, or participating in an internship.

Help your student **EXECUTE** the plan they have made.
Activities can include applying to college, filling out the FAFSA, creating a résumé, or applying for jobs if they intend to work after high school.

CHOOSE YOUR PATH!

There are 3 main paths students can take after high school, depending on their future goals—education, service, or work.

**EDUCATION**
Career and technical education (CTE) programs help students learn skills to prepare for a specific career such as nursing, electrical, auto mechanics, culinary, cosmetology, etc. Local state colleges or technical colleges offer certificates for these types of jobs.

At a 2-year school like a local state college, students can earn an associate’s degree, which can help build a body of knowledge that can prepare students for a career or further education. Associate’s degrees in areas like healthcare or information technology/computer science can prepare students for work in specific fields.

At a 4-year college or university, students can complete a bachelor’s degree to prepare them for work in fields like business, engineering, and teaching. They can also continue on to graduate school for careers in medicine, law or other fields. As part of earning a bachelor’s degree, students will build a broader body of knowledge that can offer more flexibility to change careers over time.

Many students exist in the **military**, where they can receive on-going training in specific jobs that can translate to civilian work. They will also have the option to return to school later using GI Bill benefits.

Students may choose to do a **2-year program** that allows them to explore their interests. Organizations like AmeriCorps allow them to earn money for college through service. AmeriCorps members participate in service programs such as disaster cleanup, home building, and others.

**SERVICE**

After high school, students have the option to start working. To increase their earning potential, they should consider exploring apprenticeship programs or working for a family business. They can also look into job training opportunities online or through a local library.

THE MORE YOU LEARN, THE MORE YOU EARN!

By the time today’s students enter the workforce, the majority of jobs in Florida will require a degree or credential beyond high school. The word “college” is used to describe any high-quality, credential-granting education or training beyond high school, including 2-year degrees, 4-year degrees, technical certificates and industry-recognized credentials.

<table>
<thead>
<tr>
<th>Degree or Credential</th>
<th>Median Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s or higher</td>
<td>$65,000</td>
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<tr>
<td>Bachelor’s degree</td>
<td>$40,000</td>
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<tr>
<td>Associate’s degree</td>
<td>$25,000</td>
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<tr>
<td>Occupational certificate</td>
<td>$15,000</td>
</tr>
<tr>
<td>High school diploma</td>
<td>$25,000</td>
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<tr>
<td>Less than high school</td>
<td>$20,000</td>
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</tbody>
</table>

Average: $33,572

**Why College Matters**

- On average, bachelor’s degree holders earn $1 million more than those with just a high school diploma over their working life.
- By the year 2025, 65% of jobs will require education beyond high school; currently, only about 48% of Floridians hold such a credential.

1. Mater Degree: Florida Department of Education, September 2011
Career Planning Guide
Plan It Florida Webinar
September 5, 2019
Why the need for a Career Planning Guide?

What is the Career Planning Guide?
Florida’s Graduation Rate
1998-99 to 2017-18

Note: The graduation rate used in this graph is based on the business rules required for the Uniform Federal Graduation Rate required by the USDOE for the 2010-11 school year and beyond.
Why it’s needed

• 30 out of the top 50 fastest growing occupations in Florida only require one to two years of post secondary training
  ▪ 12 Master Degree or higher
  ▪ 8 Bachelors Degree
  ▪ 18 Career Certificate
  ▪ 7 Associates Degree
  ▪ 3 Less than a high school diploma
  ▪ 2 High School diploma

• Leaving school with a coordinated plan is a positive return on investment for our students and community

• Too many students are going to college without a plan, without a career in mind, because the traditional mindset in high school is just, “Go to college.”
Overview of the Career Planning Guide

• 100% of our graduates leave high school with a well thought out, coordinated plan of what’s next

• The foundation of the plan is MyCareerShines, all students in grades 7-12 will enroll and take inventories

• Enrollment, Employment, Enlistment with checklists to guide the process

• Classes, programs, and experiences individually tailored to help each student reach their goal
It's all FREE

✓ Interest and Skills Inventories
✓ Explore Majors by assessment results
  ▪ Which schools offer the major/program
  ▪ Cost of tuition
✓ Explore Occupations, Salary, and Job Forecast
  ▪ Out to 2024 for state data and 2026 for national data
✓ Research Scholarships
✓ Research Employers
✓ Goal Setting
✓ Parent portal
✓ Covers any adult in the state of Florida
The *Career Planning Guide* includes tasks and events designed to help guide students toward one of the three E’s after high school – Enrolled, Employed, Enlisted.

<table>
<thead>
<tr>
<th>7th Grade</th>
<th>8th Grade</th>
</tr>
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</table>
| **August – October** | □ Register for an account, if applicable  
□ Take Interest & Skills Inventories* |
| **August – January** | □ Register for an account and take Interest Inventory* |
| **November – December** | □ Career Exploration† |
| **January – March** | □ Attend Youth Career Expo  
□ Attend Magnet Expo |
| **Outcome** | □ Assist with scheduling students into appropriate 8th grade coursework  
□ Assist with high school advisement |

*Indicates item/task within My Career Shines curriculum. Red – Required. † – Resources Provided (TBD). Ownership Possibilities: Career Lab Specialist, School Counselor, CTE Teacher, Digital Citizenship Instructor, AVID
<table>
<thead>
<tr>
<th>Month/Stage</th>
<th>9th Grade</th>
<th>10th Grade</th>
<th>11th Grade</th>
<th>12th Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>August to September</td>
<td>- Register for an account, if applicable</td>
<td>- Attend Careers &amp; Colleges Expo</td>
<td>- Take/Retake the Interest, Skills, &amp; Work Inventories*</td>
<td>- Win Soft Skills</td>
</tr>
<tr>
<td></td>
<td>- Take/Retake the Interest, Skills, &amp; Work Inventories*</td>
<td></td>
<td>- Review results of inventories*</td>
<td>- e-profile* completed</td>
</tr>
<tr>
<td></td>
<td>- Review results of inventories*</td>
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<td>- Use results to create goal sheet¹ for improvement</td>
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<td>Outcome</td>
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*Indicates item/task within My Career Shines curriculum. Red – Required. ¹ – Resources provided (TBD).

Ownership Possibilities: Career Lab Specialist, School Counselor, CTE Teacher, Digital Citizenship Instructor
Checklists

- 8th grade
- 9th Grade
- 10th Grade
- Enrollment
- Employment
- Enlistment

What will this do for secondary student and parent engagement?
But this is not on the test!

How will this impact academic achievement?
Lessons learned

**Suggested Do’s**

- Create a leadership team made up of both district and school based stakeholders
- Develop a plan that incorporates existing resources/strategies, i.e. MyCareerShines
- Designate a point person at each school, bring cohort together to plan, share, and problem solve
- Provide schools flexibility of how to implement
- Determine the process and reports used to monitor progress

**Suggested Don’ts**

- Lower your standards
- Proceed without buy in
- Forget to train stakeholders, i.e. School Board, district & school leadership, parents, students
- Forget to include all students
- Develop checklists in isolation
MyCareerShines

Preparing Today's Students for Tomorrow's Jobs
Shared service funded by the Florida Legislature to support the citizens of Florida. It’s all about career awareness and readiness for all Floridians.
Completing the assessments allows students to:

- align their results to career options;
- learn about careers;
- make an education plan;
- and build a college and career interest portfolio.
Welcome to MyCareerShines

MyCareerShines is an online education and career planning system that gives you the tools you need to build a foundation for lifelong career success. You’ll learn what your interests, skills confidence and work values are and how to apply them to a career plan for your future.

This website also helps you with real-world skills such as how to write resumes and cover letters, how to research employers, and how to prepare for job interviews. You can even create an electronic profile that you may choose to share online with prospective colleges or employers.

Begin by Taking Assessments

Your assessment results will help us tailor your experience throughout the site. To take or re-take a Kuder online assessment, visit the Take an Assessment page.

Your assessment results will show you what your interests, skills and work values are and how to apply them to a career plan for your future.
Students can explore occupations suggested by interests, skills, and work values assessment results.

- National Career Clusters and Pathways
- College Major
- Holland Code
Make a Plan

- Explore Career Centers, Colleges and Universities in Florida
- Review your **High School Academic Progress** Evaluation and **Bright Futures Eligibility Evaluation**
- Attend Virtual College Week
- Create an Education Plan
• Keep track of progress, milestones and showcase accomplishments, by creating an e-Portfolio
Tracking Progress: Schools & Counselors

• Classroom activities for your career planning course.
• Curriculum Guides
“Don’t ask kids what they want to be when they grow up, but what problems they want to solve. This changes the conversation from who do I want to work for, to what do I need to learn to be able to do that?”

Jaime Casap, Google Global Education Evangelist
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Recommended Links

<table>
<thead>
<tr>
<th>Links</th>
<th>Recommended By</th>
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<tbody>
<tr>
<td>Bright Futures</td>
<td>*FL Training Use Only</td>
</tr>
<tr>
<td>CTE Website</td>
<td>*FL Training Use Only</td>
</tr>
<tr>
<td>Florida Department of Education</td>
<td>*FL Training Use Only</td>
</tr>
<tr>
<td>Florida Shines: Pay for College</td>
<td>*FL Training Use Only</td>
</tr>
<tr>
<td>My Next Steps Grades 6-12</td>
<td>*FL Training Use Only</td>
</tr>
</tbody>
</table>
Activities by Grade Level
Curriculum Aligned to Academic Standards

MyCareerShines

MyCareerShines is a comprehensive online education and career planning system for students. With MyCareerShines, Florida’s middle school students can assess their interests and skills, explore careers, and make a plan for education to land their dream job.

MyCareerShines:
- Personalized Online Assessments
- Career Cluster Snapshots
- Occupation Catalog

Career Planning for Middle School Students

Beginning July 1, 2019, middle school students will be required to complete a career planning course before entering high school. Incorporating MyCareerShines into your lesson plans will create an interactive education and career planning experience for students.

Students who complete the course requirement should be able to:
- Describe the influences that societal, economic, and technological changes have on employment trends and future training.
- Develop skills to locate, evaluate, and interpret career information.
- Identify and demonstrate processes for making short and long-term goals.
- Demonstrate employability skills such as working in a group, problem-solving and organizational skills, and the importance of entrepreneurship.
- Understand the relationship between educational achievement and career choice/postsecondary options.
- Identify a career cluster and related pathways through an interest assessment that match career and education goals.
- Develop a career and education plan that includes short and long-term goals, high school program of study, and postsecondary/career goals.
- Demonstrate knowledge of technology and its application in career fields/clusters.

Get Started
1. Explore the resources at MyCareerShines.org.
2. Have your students create an account at MyCareerShines.org.

MyCareerShines Activities Aligned to Academic Standards

Standard 1 & 2: Describe the influences that societal, economic, and technological changes have on employment trends and future training.

MyCareerShines uses three symbols to reflect future employment trends. A sun indicates a bright outlook nationally for the career. A leaf indicates a career will be part of a green economy. One or more arrows indicate demand for the job in Florida.

National Bright Outlook  National Green Economy  Florida State Demand

Activity

Ask your students to find careers with those symbols in MyCareerShines and explain why they think those careers earned those symbols. Examples:

- Why do you think Florida has high demand for jobs in healthcare? Because Florida has an older population and older people often require more medical care. As more people retire and move to Florida, the demand for healthcare jobs to care for them will grow.

Why is the national outlook bright for jobs in information technology? Many people rely on technology, such as computers and smartphones, for their work, school, shopping, and entertainment. As more people depend on technology, more people will be needed to work in the field of information technology.

Standard 2: Develop skills to locate, evaluate, and interpret career information.

MyCareerShines offers an expansive catalog of careers with state-specific occupational information from the U.S. Department of Labor’s O*NET database and the Florida Department of Economic Opportunity. Students can find jobs based on the 16 career clusters, job title, or personal assessment results. Each career cluster provides multiple career pathways and each pathway offers a list of occupations.

Standard 3: Identify and demonstrate processes for making short and long term goals.

MyCareerShines offers the ability to sort jobs based on education requirements. Students can narrow down the options to jobs that align with their educational goals.

Activity

Have your students compare jobs in a career cluster based on the education level required and explain the pros and cons of pursuing a particular career, such as a college degree may take longer to earn but may also increase earning potential.

Standard 4: Demonstrate employability skills such as working in a group, problem-solving and organizational skills, and the importance of entrepreneurship.

MyCareerShines offers tips for writing resumes and interviewing.

Resume Writing for Success

Florida’s free online career resource to help your future shine
Tracking Progress: Districts

- Monitor usage and progress.
- Post recommended links to your students' home pages, such as other helpful online resources or forms, and district-specific checklists.
- Communicate with system users for district-wide messaging.
Administrative Database Management System (ADMS)

- Allows for curriculum, workforce, and economic development planning.
- Eases accountability reporting.
- Includes communication tools, data and report export options, and system training materials.
Welcome!

Your Kuder® Administrative Database Management System (ADMS) offers you a wide array of reports, tools, and resources, as well as easy-to-use administrative options. With the ADMS you can ease users' experience in the Kuder system, help maximize usage of the different solutions we offer you, and collect information that is useful when developing career programs.
Assessment Reports

Measure your district’s top-ranked career clusters of interest as indicated by your students' assessment results
Activity Progress Reports

Monitor activity progress related to registration, assessment completion, education plans, and job preparation tools.

Registration  Assessments  Education Plans  Job Preparation Tools
Additional Resources
Parent Resources & Accounts

• Resources and tips for the important role parents and guardians play.
• Parent handbook encourages parent engagement in their child’s education and career planning.
• Free account where parents may review their child’s system progress, their personal career portfolio, assessment results, and much more.
FIND A CAREER

MyCareerShines can help you land the career of your dreams. Learn about yourself. Explore careers. Make a plan for education. Prepare for work. It all starts here.

MyCareerShines for Kids
Grades K-5

Learn about jobs with our one-page job profiles specifically designed for students in elementary school.

MyCareerShines for Middle & High School Students

Get ready to shine. Find a career that matches your interests and make an education plan to achieve your dreams.

MyCareerShines for College Students and Workforce

Assess your interests. Explore careers. Make a plan for your education and work after school.
We are committed to live, responsive training and support.

Phone/Chat  
Webinars/Tutorials  
Face-to-Face

Trainers are specialists in career advising and development experts.
Training & Support

Find a trainer near you.

- **REGION 1**
  Maggie Miller
  millerm@kuder.com

- **REGION 2**
  Maggie Miller
  millerm@kuder.com

- **REGION 3**
  Paula Crutchley
  crutchleyp@kuder.com

**Training.** Face-to-Face and virtual training tailored to your needs.

**Start-up and On-going Support.** Resources, materials, advice and guidance from career experts.

**Research and Evaluation.** Expertise from experts across the state of Florida, working with partners from Florida DOE, Florida DEO, University of West Florida.
Marketing and Communication. Stay informed. Sign up for our monthly newsletter.

Conferences and Events Outreach.

Promotion Portal. Flyers, posters and brochures are available free of charge to Florida schools, libraries, career centers, and other interested organizations. They’re great resources for use during student and parent events, to hang or distribute in your classroom, or to share electronically by email or on your school listserv.
Nashla Dawahre
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ndawahre@flvc.org
(850) 922-3274
www.MyCareerShines.org
Questions?

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Florida Virtual Campus  
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Conclusion