

DRAFT Indiana Career Coaching and Navigation Framework

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This draft Career Coaching and Navigation Framework is designed to support the postsecondary planning and transition of all Indiana youth. It addresses the strengths and context of the state of Indiana to integrate career coaching and navigation with existing counseling and advising systems. By leveraging leading research, this framework supplements the vision for aligned career coaching and navigation for PK-12 students and includes career-specific components, milestones, and resources so all Indiana graduates have the skills, knowledge, and advising needed to ensure success in high-quality career pathways. A learner-centered model, the draft Career Coaching and Navigation Framework is a multi-year process

that supports students on their journey from learner to earner. By aligning to research-based practices and milestones that are developmentally appropriate, the Career Coaching and Navigation Framework supports all Indiana students in meaningful navigation to their postsecondary and career plans.



DRAFT Career Coaching and Navigation Framework

Explore | Grades PK-12 Milestones

Foundational to the development of meaningful and fulfilling postsecondary advising, learners need to be able to examine their capacities, capabilities, and interests.

GRADES PK-5

GRADES 6-8

GRADES 9-12

SELF-AWARENESS

- Students are able to identify and express their strengths, values, and interests.
- Students are able to map the relationships and connections in their life.

- Students can articulate how their talents connect to possible future careers.
- Students can describe the value of work and how they contribute to society.

- Students are able to leverage their strengths and talents.
- Students grasp the importance of participation in their community.
- Students take steps to build and leverage their network.

FINANCIAL LITERACY

- Students can articulate the concept of money and basic financial transactions.
- Students demonstrate basic financial vocabulary.
- Students and families are informed of Indiana's 529 program.

- Students and families know the benefits of Indiana's 529 program and 21st Century Scholarships.
- Students demonstrate the basics of saving, spending, and debt.

- Students can articulate the cost of their chosen postsecondary options and value of different credentials/degrees.
- Students can develop basic budgets inclusive of costs of living.
- Students can describe the differences in funding sources and the different requirements for scholarships, grants, and loans.

CAREER EXPLORATION

- Students are exposed to multiple career and postsecondary opportunities through structured exploration opportunities.
- Students explore careers across the curriculum.
- Students will articulate how academic subjects connect to different careers and career clusters.
- Students are exposed to industry and employers.

- Students develop an awareness of the breadth of career options in high-wage/demand sectors.
- Students are exposed to multiple career and postsecondary opportunities through structured exploration opportunities.
- Students explore careers aligned with their completed interest inventory.
- Students connect with industry and employers.

- Students are exposed to multiple career and postsecondary opportunities through structured exploration opportunities aligned to the students' career interest and/or pathway.
- Students connect with industry and employers.

WORK-READY SKILLS

- Students demonstrate competency of employability skills through Indiana employability skills standards in K-2 and 3-5.

- Students demonstrate understanding and competency of employability skills through Indiana employability skills standards in 6-8.

- Students demonstrate understanding and competency of employability skills through Indiana employability skills standards in 9-10 and 11-12.

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Engage | Grades 6-12 Milestones

Building on exploration, learners need to understand the possibilities for careers, develop the skills to research and experience pathways, and have access to opportunities that develop clearer personalized plans.

GRADES 6-8

GRADES 9-12

CAREER ENGAGEMENT

- Students learn the connection between their career interests and the various postsecondary pathway options available to Indiana high school graduates, including how to pay for it.

- Students can use labor market information to compare and contrast different career paths of interest.
- Students engage in careers of interest from job shadows, workplace mentorships, service learning, and/or workplace field trips.

CAREER THROUGH ACADEMICS

- Students can identify the characteristics of an Indiana high school graduate.
- Students learn the available high school programming aligned with their career interests.
- Students select a career pathway as a part of completing an individualized career and academic plan in preparation for high school transition.

- Students review their selection of career pathway and individualized career and academic plan and make changes according to interests. Students set and monitor progress toward their postsecondary goals.
- Students determine secondary courses that will contribute to their goals.

WORK-READY SKILLS

- Students begin to demonstrate incorporating employability skills into class-based projects and extra/co-curricular activities.

- Students demonstrate key employability and citizenship skills.
- Students develop and practice networking skills.
- Students apply employability skills to their class-based and extra/co-curricular activities.

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Experience | Grades 8-12 Milestones

Culminating in the transition to postsecondary, learners need to have access to knowledge, resources, and tools to transition to their next step and beyond.

	GRADE 8	GRADES 9-10	GRADES 11-12
CAREER MASTERY		<ul style="list-style-type: none"> Students select high school coursework aligned with their intended postsecondary path and career. Students participate in activities that support a seamless transition to high school and demonstrate on-track metrics at the end of each academic year. Schools intentionally drive toward dual credit and dual enrollment courses for postsecondary credit and CTE training with certifications or degrees with local institutions (may fall in postsecondary planning) 	<ul style="list-style-type: none"> Students engage in a culminating experience or attain a credential aligned with their career pathway. Students track their academic plan progress including graduation requirements and coursework aligned to postsecondary intentions.
POSTSECONDARY PLANNING	<ul style="list-style-type: none"> Students create their ScholarTrack account (grade 8) 	<ul style="list-style-type: none"> Students are informed of different postsecondary options. Students set goals related to their postsecondary intentions. Schools engage students and families in critical conversations to develop a plan for postsecondary. Schools intentionally drive toward dual credit/ enrollment courses, AP, IB, CLEP, etc for postsecondary credit and CTE training with certifications/degrees with local institutions. Students create their ScholarTrack account. Students describe the differences in funding sources and the different requirements for scholarships/grants/loans. 	<ul style="list-style-type: none"> Students complete milestones that ensure a seamless transition for their documented postsecondary plan before high school graduation (i.e. FAFSA completion, college applications, apprenticeship enrollment, On The Job orientation).
CAREER EXPERIENCE		<ul style="list-style-type: none"> Students interview someone in a career field of interest. Students complete a job exposure experience in an area of career interest before selecting a career pathway. 	<ul style="list-style-type: none"> Students complete a career immersion experience before high school graduation (i.e. internship, youth apprenticeship, paid work experience etc.).
WORK-READY SKILLS		<ul style="list-style-type: none"> Students incorporate key employability and citizenship skills in their career experiences. Students work together in teams on extra/co-curricular activities. 	<ul style="list-style-type: none"> Students demonstrate employability and citizenship skills in their career experiences. Students engage in networking activities with peers and professionals.

DRAFT Career Coaching and Navigation Framework - Key Terms

Career engagement	Gain insight into potential careers, research the viability of pathways, and develop aligned goals
Career experience	Access experiential instruction that supports the development of skills and knowledge
Career exploration	Research and exploration into different careers, articulating a range of pathways and opportunities
Career mastery	Complete aligned coursework and credentials of value that support high school graduation and beyond
Career through academics	Access intentional coursework aligned to career interests and postsecondary goals
Credential of value	A verified credential that allows students to successfully demonstrate competencies critical to success in postsecondary enrollment, employment, or enlistment in service. Its value is clearly shared by institutions, employers, and learners alike.
Financial literacy	Research and articulate personal financial literacy concepts and the cost of postsecondary options
Postsecondary planning	Achieve milestones that matter for a seamless postsecondary transition
Self-awareness	Interpret how one's interests, talents, and aspirations play a role in decision-making
Work-based learning	A continuum of diverse work-relevant experiences that (a) allow students to build on their knowledge and skills and (b) become more complex as student move through their chosen pathways, and (c) show a measurable impact on student career readiness at time of graduation
Work-ready skills	Define, develop, and master employability skills that increase student agency in navigating their career path