



New York State Education Department
Office of Special Education
Educational Partnership





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Early Steps to Future Careers

Embedding Career Development in Elementary School

Produced by the Technical Assistance Partnership (TAP) for Transition at Cornell University.

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Disclaimer

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Introductions



- Name
- Educational Organization (EO)
- Position

Blueprint for Improved Results for Students with Disabilities



Self-Advocacy

Students engage in self-advocacy and are involved in determining their own educational goals and plan.



Family Partnership

Parents, and other family members, are engaged as meaningful partners in the special education process and the education of their child.



Specially-Designed Instruction

Teachers design, provide, and assess the effectiveness of specially-designed instruction to provide students with disabilities with access to participate and progress in the general education curriculum.



Research-Based Instruction

Teachers provide research-based instructional teaching and learning strategies and supports for students with disabilities.



Multi-Tiered Support

Schools provide multi-tiered systems of behavioral and academic support.



Inclusive Activities

Schools provide high-quality inclusive programs and activities.



Transition Support

Schools provide appropriate instruction for students with disabilities in career development and opportunities to participate in work-based learning.

Meeting Norms

- Take care of your needs (water, food, restroom, etc.)
- Speak your truth; use “I” statements
- Ask what you need to understand and contribute
- Listen with respect
- Push your growing edge
- Participate and struggle together
- Expect a lack of closure
- Respect each other's needs

Materials

- Participant Workbook
- Predictors for Post-School Success: Example Student Activities and Opportunities
- Career Development and Occupational Studies (CDOS) Learning Standards Elementary Summary Chart
- CDOS Elementary Core Curriculum for Career Development and Universal Foundation Skills
- Strategies to Incorporate Self-Determination Concepts Into Elementary Curriculum
- Elementary School Career Conversations

Training Objectives

Participants will:

- Discover why it's important to begin career development in elementary school.
- Identify elementary activities that support career awareness and career exploration.
- Enhance understanding of collaboration among schools, families, and community connections in elementary career development experiences.

The Future Starts Now

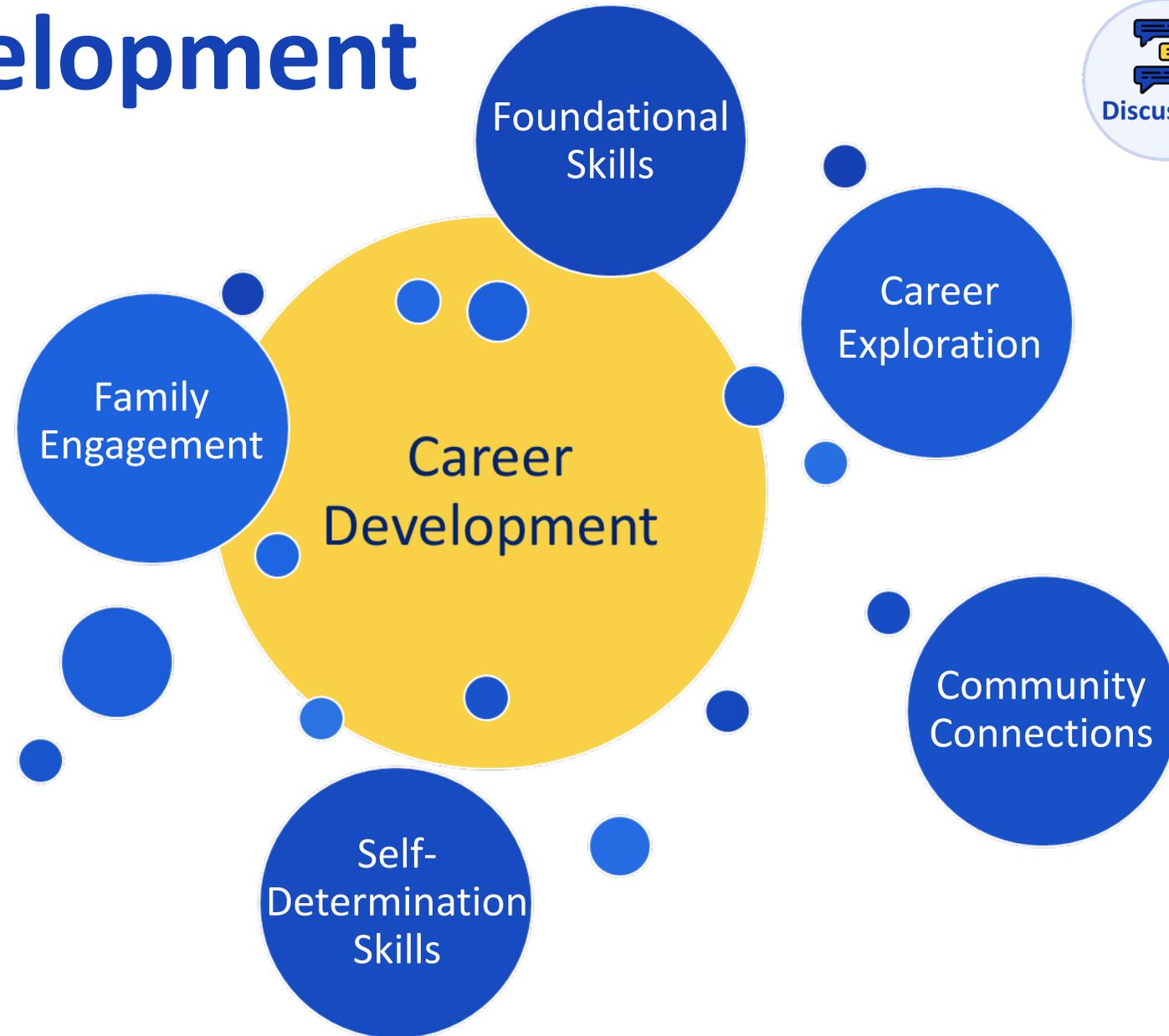
My First Jobs



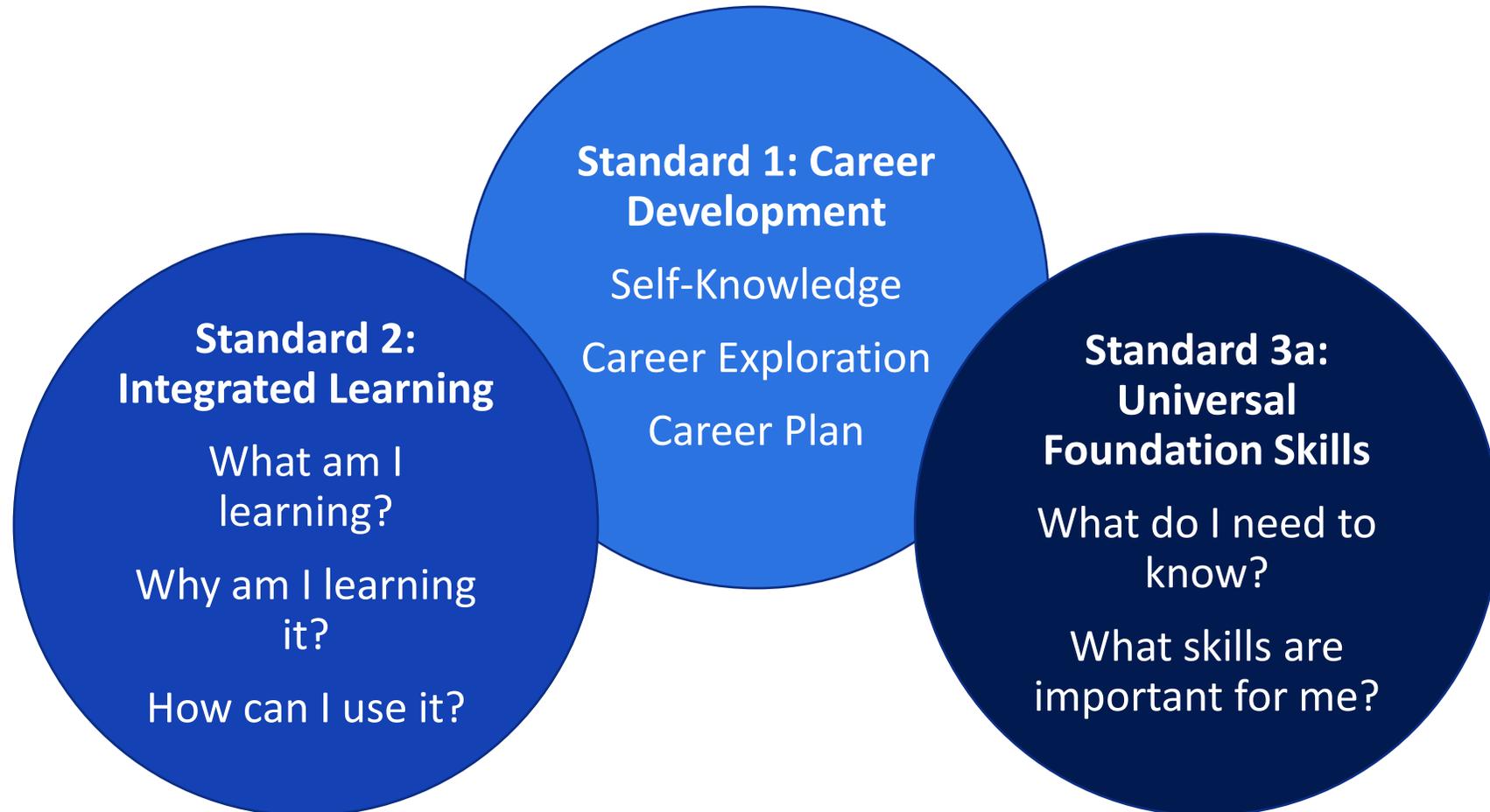
- Number 1-10 on a sheet of paper or on your device.
- Write down, in order, the first paid or unpaid job(s) you held (including household chores).
- Write down how old you were when you had your very first job.



Career Development Fosters



Enhancing Career Development Through the CDOS Learning Standards



CDOS Standard 1: Career Development



Example Elementary Performance Indicators

Students:

- Begin a career plan that would assist with the transition from school to eventual entry into a career option.
- Demonstrate an awareness of their interests, aptitudes, and abilities.
- Know the value of work to the individual and society in general.

Example Elementary Sample Tasks

Students:

- Classify hobbies, favorite school subjects, interests, and special talents with their relationship to working with people, information, or things.
- Identify favorite school subjects and special talents and relate them to specific occupations.
- Explain reasons why people work, describe different occupations in their community and how these occupations benefit others.

CDOS Standard 2: Integrated Learning



Example Elementary Performance Indicators

Students:

- Identify academic knowledge and skills that are required in specific occupations.
- Demonstrate the difference between the knowledge of a skill and the ability to use the skill.
- Solve problems that call for applying academic knowledge and skills.

Example Elementary Sample Tasks

- Tell a story about how a school cafeteria employee uses math and English language arts skills on the job.
- Explain why being able to tell time is important to an airline pilot, a football referee, or a teacher.
- Integrate math and/or science concepts to plan and design a garden, basketball court, or fish pond.

CDOS Standard 3a: Universal Foundation Skills



Example Elementary Performance Indicators

- **Interpersonal skills:** Students relate to people of different ages and from diverse backgrounds.
- **Managing Information:** Students describe the need for data and obtain data to make decisions.
- **Managing Resources:** Students demonstrate an awareness of the knowledge, skills, abilities, and resources needed to complete a task.

Example Elementary Sample Tasks

- **Interpersonal skills:** Work cooperatively with peers to accomplish a task.
- **Managing Information:** Plan a school store and determine which items might sell best.
- **Managing Resources:** Describe the resources needed to inventory the art supply cabinet in the classroom.



Foundational Skills Learned Through Career Development Activities

- Completing a task
- Reliability
- Punctuality
- Work ethic
- Problem-solving
- Organization
- Goal-setting
- Self-determination
- Social skills
- Communication skills

Career Development Stages

Career Awareness

Introduces students to the world of work, a variety of careers, workplace norms, and employer expectations, as well as personal interests and aptitudes.

Elementary-level activities could include:

- Career days
- Career interest assessments
- Classroom speakers
- Creating job posters
- Workplace field trips

Career Exploration

Promotes a deeper understanding of potential careers and provides opportunities to learn more about a particular industry, career, or occupation of interest.

Elementary-level activities could include:

- Community service/volunteering
- Informational interviews
- Job shadowing
- Mentoring
- School-Based Enterprise

Career Development Encourages Social-Emotional Learning (SEL)

Self-Awareness

Teaches students to explore their identity, interests, abilities, strengths, and needs, with a focus on positive self-image and promoting self-confidence.

Elementary-level activities could include:

- Identifying feelings
- Portfolios or autobiographies
- Individual or class identity capsules
- Involvement in the Individualized Education Program (IEP)

Social Awareness

Fosters students' ability to understand others' perspectives, social norms, and cultural and historical context.

Elementary-level activities could include:

- Participating in community events
- Exploring extracurricular activities
- Working cooperatively with peers to accomplish a task
- Learning about accomplished people of varied backgrounds (race, ethnicity, gender, dis/ability, etc.)

What Do You Notice?



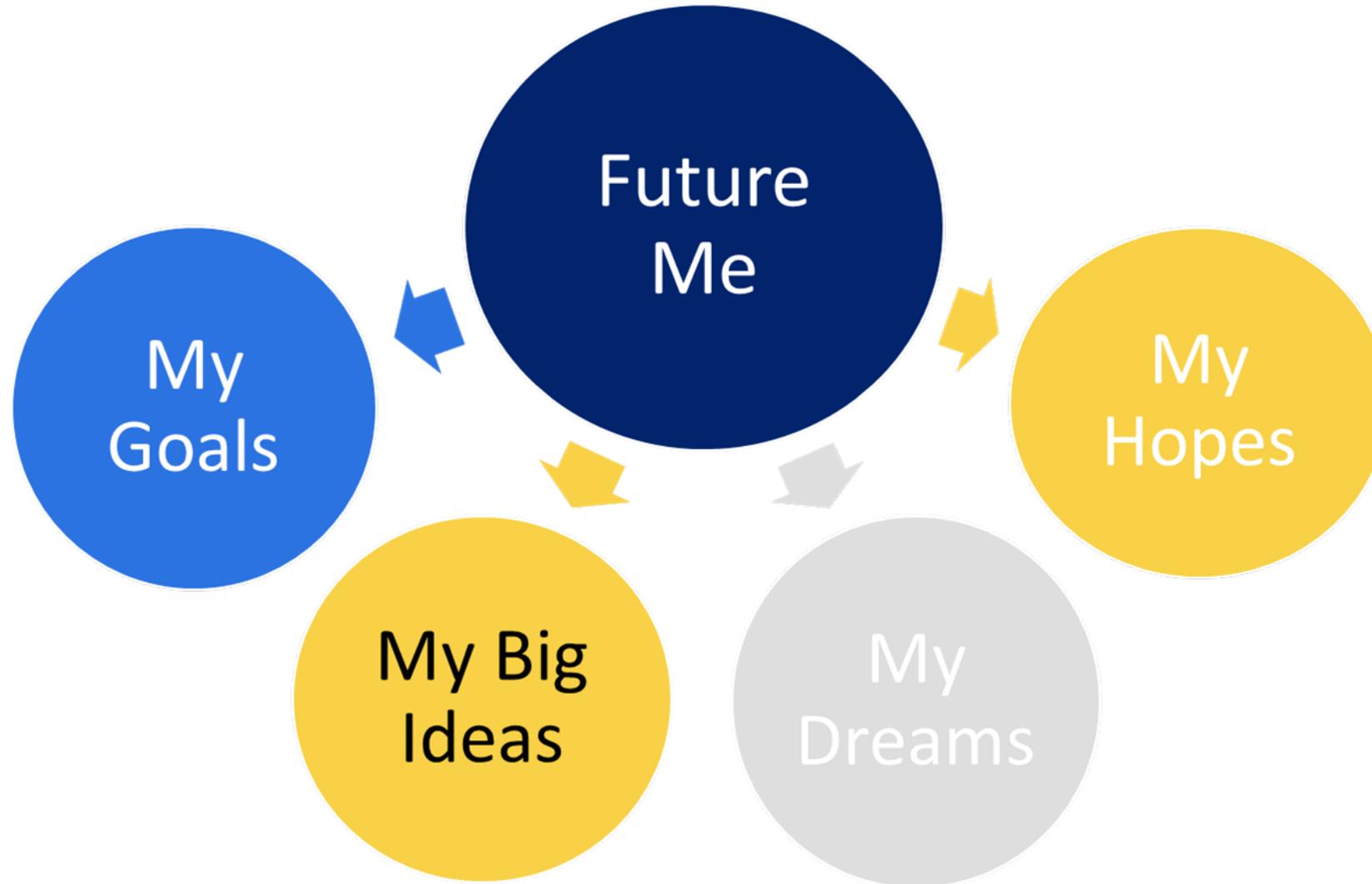
Building Career Development into an Elementary School Day

Career Conversations for the Classroom



- Discuss what work is and how the definition varies.
- Discuss jobs that other people in students' lives have (e.g., mail carriers, teacher, school staff, grocery store employee, etc.).
- Have students explain work or jobs that their family members have (e.g., this can include traditional and non-traditional forms of work).
- Cycle students through a variety of classroom jobs and discuss the responsibilities and importance of each one.
- Have students interview family members about their career paths and discuss the jobs they have had and the skills they needed to be successful.

Reflecting on the Future



Dress Like Your Future Job



Host a Big Truck Day



Dump Truck



Tow Truck



Semi-Truck



Tractor



Fire Truck



Garbage Truck

Engage in a School-Based Enterprise



**School
Garden/Plant Sale**



**Recycling
Program**



**Café/Cookie
Store**

Additional Examples

- Career ABC
- Career Assessments
- Create a Job Path
- Field Trips
- Job Shadowing
- Watch Educational Videos





Let's Take a Closer Look...



Using the Participant Workbook, review the **Building Career Development into an Elementary School Day** table on pages 4-6.

- Which activities already happen in your building/classroom?
- Which activities could be added?
- Share your thoughts with the group.

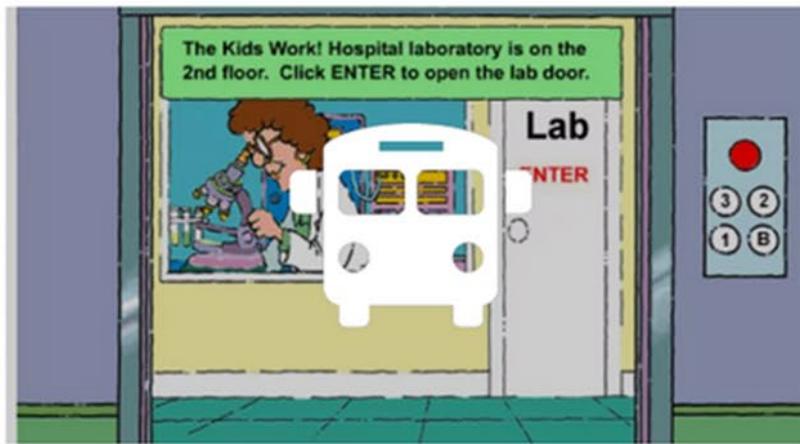
Resources for Elementary Career Development Activities

Integrating Technology Enhances Career Development

Integrating technology into career development activities allows students to:

- Connect career exploration to the world outside of their classroom and community.
- Learn how to make informed decisions about technology use.
- Increase both foundational career knowledge and technology skills.

Kids Work!



Medical Lab Technician | Kids Work!

 Interactive

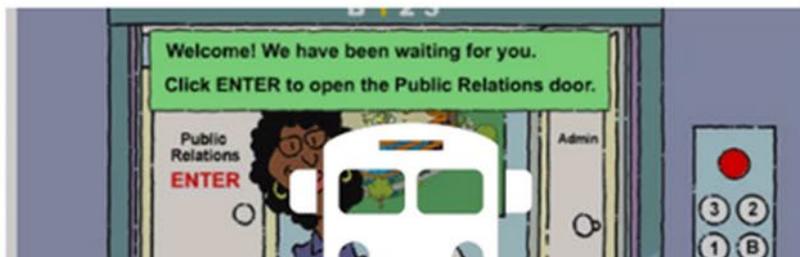
Students will play the role of the medical lab technician to understand the parts of a cell and begin to understand the difference between the bacteria and viruses that may cause disease. This...



Pharmacist | Kids Work!

 Interactive

Students will play the role of the pharmacist to understand the importance of math skills in correctly dispensing prescription drugs to patients.



Public Relations Specialist | Kids Work!

 Interactive

Students will play the role of a public relations specialist by

Virginia Career VIEW



Ology

Menu ✕

Games **Stories** **Hands-on** **Videos**

BIOLOGY	HUMAN CULTURES
 Biodiversity	 Anthropology
 Brain	 Archaeology
 Genetics	EARTH & SPACE
 Marine Biology	 Astronomy
 Microbiology	 Climate Change
 Paleontology	 Earth
 Zoology	 Matter + Motion
	 Water



Being a Molecular Biologist: Rob DeSalle
Find out where Rob has followed his born curiosity.



Being a Paleontologist: Mark Norell
What is it like to hunt for dinosaur fossils? And what discoveries are made back in the lab?



Being a Zooarchaeologist: Sandra Olsen
Find out from a zooarchaeologist how humans have tamed and bred horses.



A Nature and Nurture Walk in Mendel Park
Solve genetic riddles as you wind your way through the star-studded park.



Are YOU cut out for Antarctica?
Take this quiz to find out if you're up for the challenge!



Are YOU cut out for Mars?
Do you have what it takes to go on a space mission to Mars?

A-Z Career Lab

Explore career options from **A to Z** with the Lab Squad kids as they meet and interview career professionals.



3:24

Delaware Career Resources Network



Kindergarten, 1st, 2nd, 3rd, 4th & 5th

Kindergarten Resources



...doing

AN ACTIVITY

- Animals
- What I Like



...using

OUR RESOURCES

- Occupational Alphabet Printing Sheets
- Careers Coloring &



...reading

SOME BOOKS

- Discover Occupations
- K-5 Agriculture
- K-5 Architecture
- K-5 Arts



...searching

THE WEB

- WittyWe
- Career Videos

About This Age Group: Career Awareness

Career development at the elementary level involves helping students the role of work in society, the uniqueness of each individual, and a basic awareness of different occupations. Who works in the grocery store? What occupations might they see at the doctor's office other than the doctor? How many different occupations does it take to run an elementary school?

Take advantage of opportunities to help your students and young families become aware of a wide variety of occupations. Regardless of the method you choose, have fun revealing the world of work to this age group!

Students: Did You Know?

Did you know there are over 900 different occupations? Yikes! See how many occupations you can identify this year and use a notebook to keep track of them all. Share your findings with your friends and family!

Name: _____

Alphabet Soup

See if you can list an occupation that starts with each letter of the alphabet.



A _____

B _____

C _____

D _____

E _____

F _____

G _____

H _____

I _____

J _____

K _____

L _____

M _____

N _____

O _____

P _____

Q _____

R _____

S _____

T _____

U _____

V _____

W _____

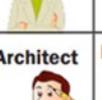
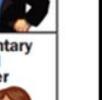
X _____

Y _____

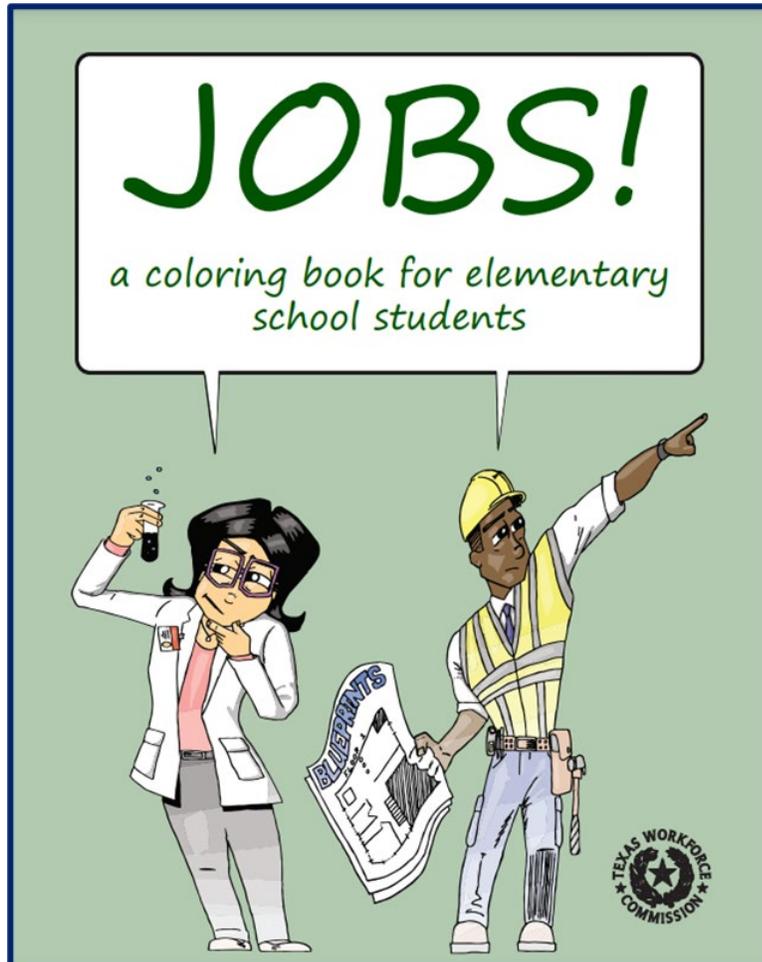
Z _____

Delaware Career Resource Network
<http://dcrn.delawareworks.com>

CAREER HEROES BINGO

Registered Nurse 	Travel Agent 	Police Officer 	Nutritionist 	Training Specialist 
Dentist 	Fitness Trainer 	Computer Programmer 	Mail Carrier 	Veterinarian 
EMT 	Welder 	FREE SPACE	Auto Mechanic 	Hairstylist/Cosmetologist 
Judge 	Librarian 	Chef 	Trash Collector 	Bank Teller 
Firefighter 	Architect 	Biochemist 	Photographer 	Elementary School Teacher 

Early Career and Self-Awareness Resources



Starring Me....



A Primary Interest Inventory.

Student's Name: _____
 Grade: _____ Teacher: _____

In order for me to get to know you better, and to know what your interests are, I am asking you to rate these different questions. Think about these topics and put a check in the box that best fits what you think of them.

I am interested in these topics in this way:

			
1. Dinosaurs 			
2. Birds 			
3. Zoo animals 			
4. Insects 			
5. Trees, plants and flowers 			
6. Pets 			
7. Reptiles 			
8. Fish 			

NYSED Career Plans

“Who Am I?”

Directions: For each grade level, draw a picture to show something you like to do. Then complete the sentence below to tell about your picture. If you have time, you may color the picture.

“Something I Like To Do”

Grade 2

Date _____



I like to _____

Grade 3

Date _____



I like to _____



Let's Explore



Choose a resource to explore more closely.

- Which resource did you choose and why?
- What did you like about the resource?
- What is one way you could use this resource with students?

Resources for Elementary Career Development Lesson Plan Ideas

CDOS Elementary Core Curriculum

Career Development and Universal Foundation Skills Sample Activities



- Includes activities to build career development and foundational skills in grades K-4.
- Offers two sample activities to address each of eight essential questions.
- Provides the activity objective, description, materials required, potential modifications, and method of assessment.
- Identifies possible connections to additional standards.

Nebraska Career Development Toolkit Lessons

Nebraska Career Development Toolkit Lessons:

- Includes downloadable lesson plans for grades K-12.
- Focuses on Career Awareness, Career Exploration, and Career Planning and Management.
- Provides associated worksheets and materials as needed to conduct the lesson.

InCharge Financial Literacy for Kids

- Offers financial literacy guidance and lesson plans for preschool, kindergarten, first grade, and second grade on:
 - Making Spending Decisions
 - Spending Plans
 - Earning Money
 - What Is Money?
- Offers financial literacy lesson plans for grades three through six on:
 - Allowances
 - Money Responsibility
 - Saving and Investing
 - Comparison Shopping



Early Steps to Self-Determination Curriculum



Curriculum is:

- Based on the model of self-determination developed by Field and Hoffman
- Designed to be taught in grades K–5
- Includes between six and eight developmentally appropriate instructional activities for each of the following content areas for each grade level: Know Yourself and Your Context; Value Yourself; Plan; Act; and Experience Outcomes and Learn

Elementary School Career Conversations



- Questions aligned to American School Counselor Association (ASCA) Student Standards: Mindsets and Behaviors for Student Success: K-12 College- and Career-Readiness Standards for Every Student.
- Career Conversations questions are based on ecological systems theory, counseling theory, and thorough review of counseling and career counseling literature.
- Questions can be used to work with individuals and groups of students, parents and community members.

Taking a Deeper Dive



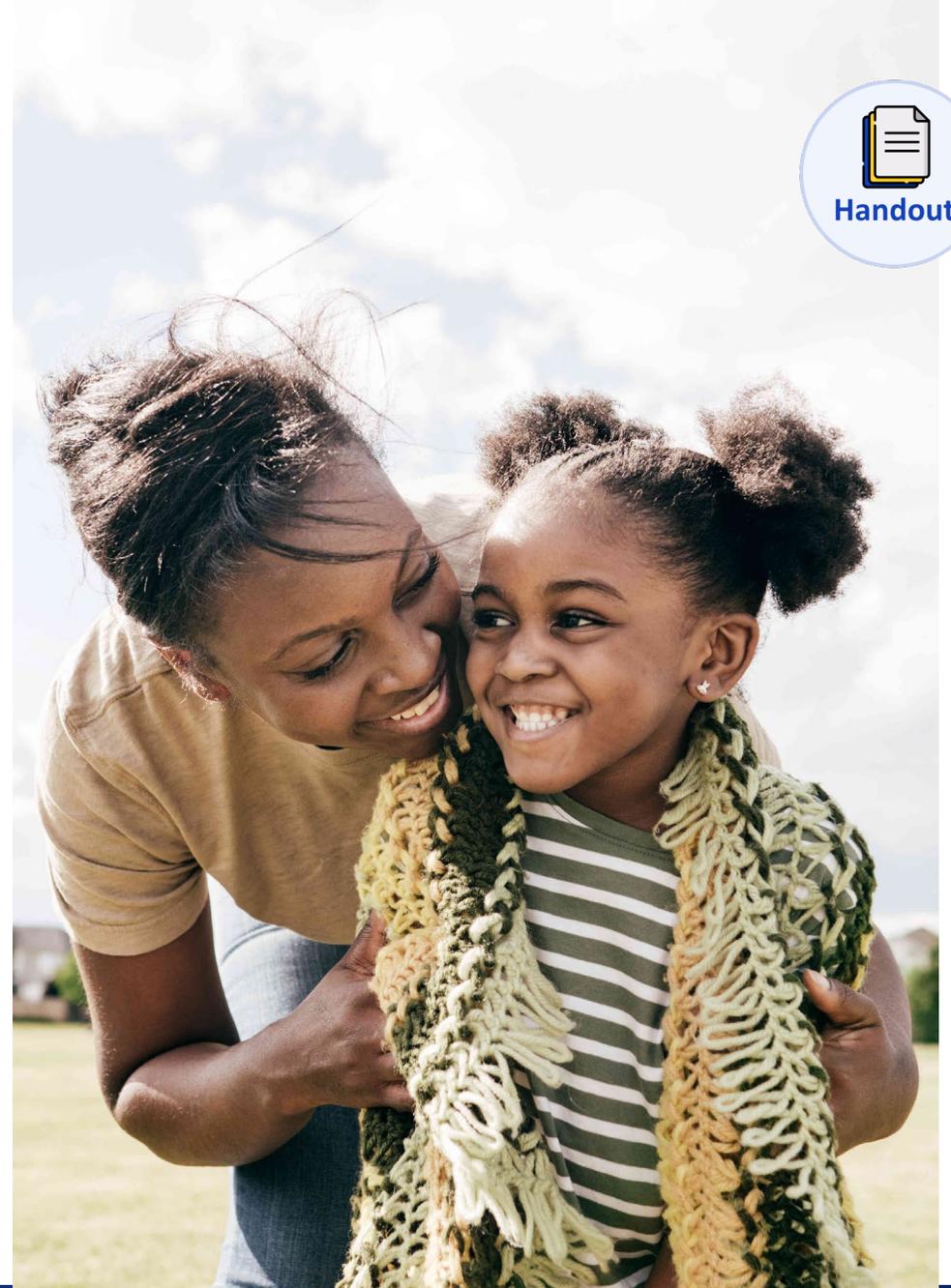
- Choose a resource to explore more in depth.
- Pick one activity you could implement in your classroom or role.
- Share out the activity you chose and why.

Family Engagement and Community Connections

Families can:

Participate in opportunities for students to develop their self-awareness and explore their identity and career interests by:

- Sharing cultural values and traditions.
- Attending and participating in career days.
- Volunteering with the student.
- Talking with friends and families about their jobs and careers.
- Attending community events.



Ways Educators and Families Can Partner to Build Career Connections for Students:

- Host virtual or in-person career days.
- Develop volunteer sites.
- Access social capital and expand student's network.
- Hold informational interviews.
- Provide field trips or job shadowing opportunities.



Career Conversations at Home and in the Community

- Discuss the importance of and assign household chores
- Help the student develop a schedule for their day, including before- and after-school activities.
- Have the student interview family and community members to learn about their career paths.
- Talk with the student about their strengths, preferences, interests, and needs. Draw connections to jobs in the community.
- Help the student to identify all the different jobs needed in typical community locations.
- Talk with the student about their disability, what it means to disclose it and advocate for themselves, and ways disclosure and advocacy may come up, including at work.

Running Errands



**House
Painter**



**Construction
Worker**



Baker



Police Officer



Librarian



Postal Worker

Volunteer Together



**Food
Drive**



**Town
Clean Up**



**Clothing
Drive**

Money Management



**Buying
Groceries**



**Household
Utilities**



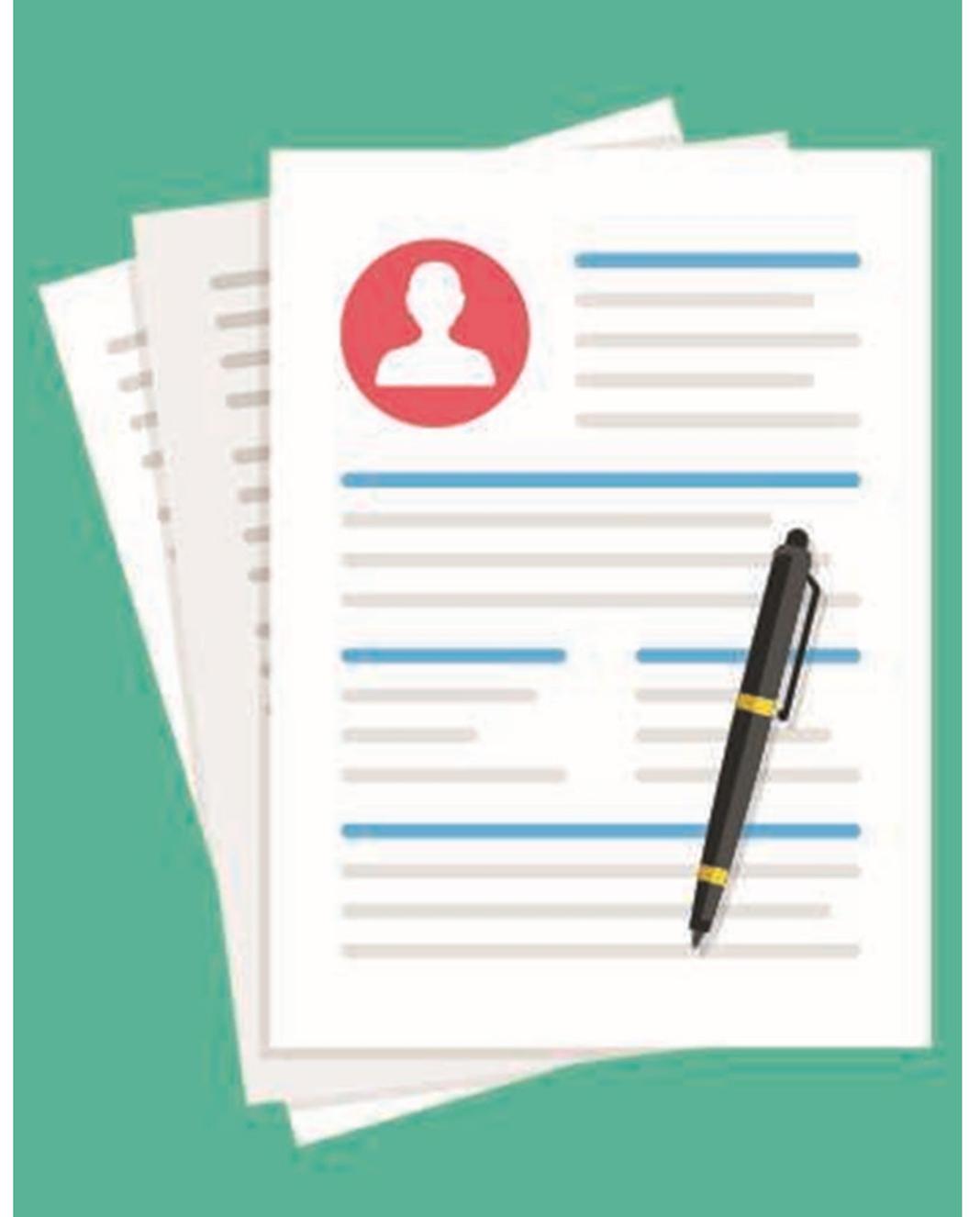
**Checking and
Savings Accounts**

Celebrating and Sharing Student Learning

Student Portfolios

Student Portfolios can include:

- Completed interest inventories
- Student's career poster
- Pictures of the student engaging in work activities
- Pictures/facts about preferred careers
- Questions and answers from an informational interview
- And much more



Portfolios Celebrate and Share Learning By:

- Documenting what the student has done and learned throughout the year.
- Being presented as a culminating activity.
- Following the student from year to year, allowing experiences to build and develop.
- Connecting and informing career development from elementary to middle and high school.

Goodbye, Elementary



Next Stop: Middle School!

Incorporating Elementary Career Development Into Practice

- What two career conversations are you interested in using with students?
- What two resources could you use to enhance your lesson plans?
- What two career development activities could you engage your students in?
- What steps could you take to engage families and community organizations in this process?



Questions and Answers



Resources (1 of 2)

[A-Z Career Lab](#)

[CDOS Elementary Core Curriculum for Standards 1 and 3a](#)

[CDOS Learning Standards at Three Levels](#)

[Delaware Career Resources Network](#)

[Early Steps to Self-Determination](#)

[Elementary School Career Conversations](#)

[InCharge Financial Literacy for Kids](#)

[Jobs! Coloring Book For Elementary Students](#)

Resources (2 of 2)

[Kids Work!](#)

[Nebraska Career Development Toolkit—Nebraska Department of Education](#)

[NYSED Career Plans](#)

[New York Social Emotional Learning \(SEL\) Benchmarks](#)

[New York State Work-Based Learning \(WBL\) Manual](#)

[OLogy](#)

[Primary Interest Inventory](#)

[Virginia Career VIEW](#)

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Contact Us

TAP for Transition

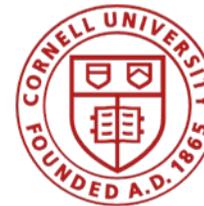
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New York State
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