

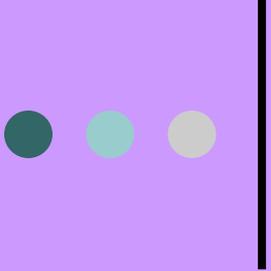
# **Helping Students Discover Career Interests**

**College & Career Planning Night  
February 28<sup>th</sup>, 2018**

**Greg Stolzer**  
**DGN Counselor**

# The Process of Career Planning

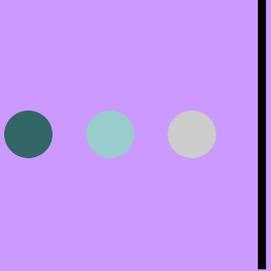




# High School To-Do List

- Exploration

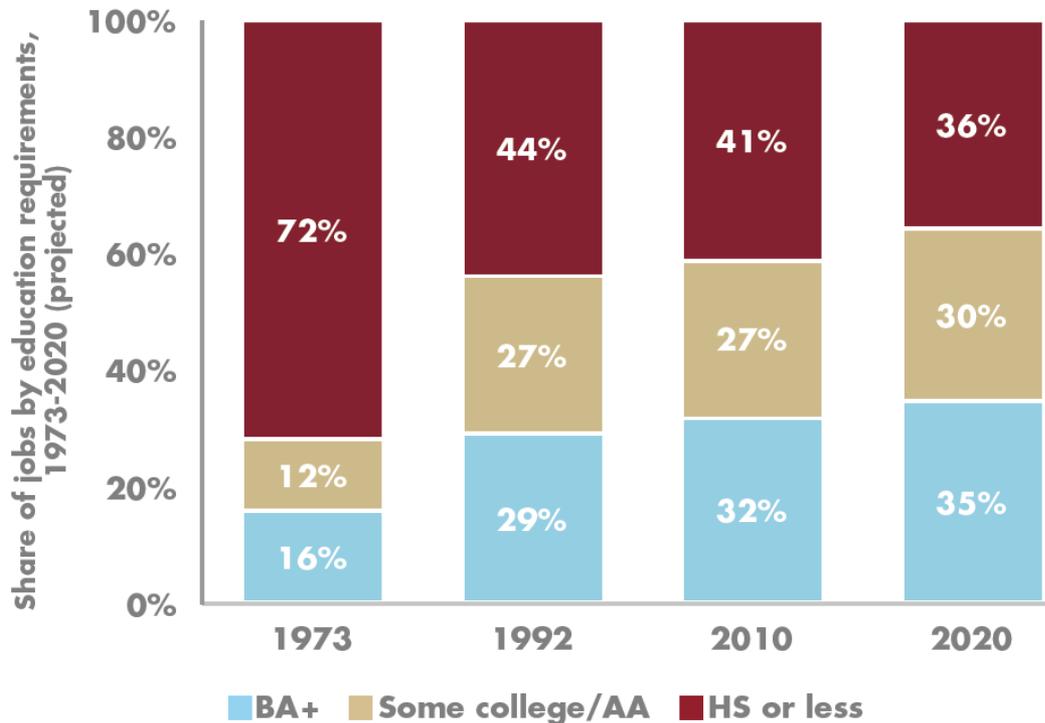
- Reflection



# Why is Career Exploration Important during High School?

# More Jobs Require More Ed.

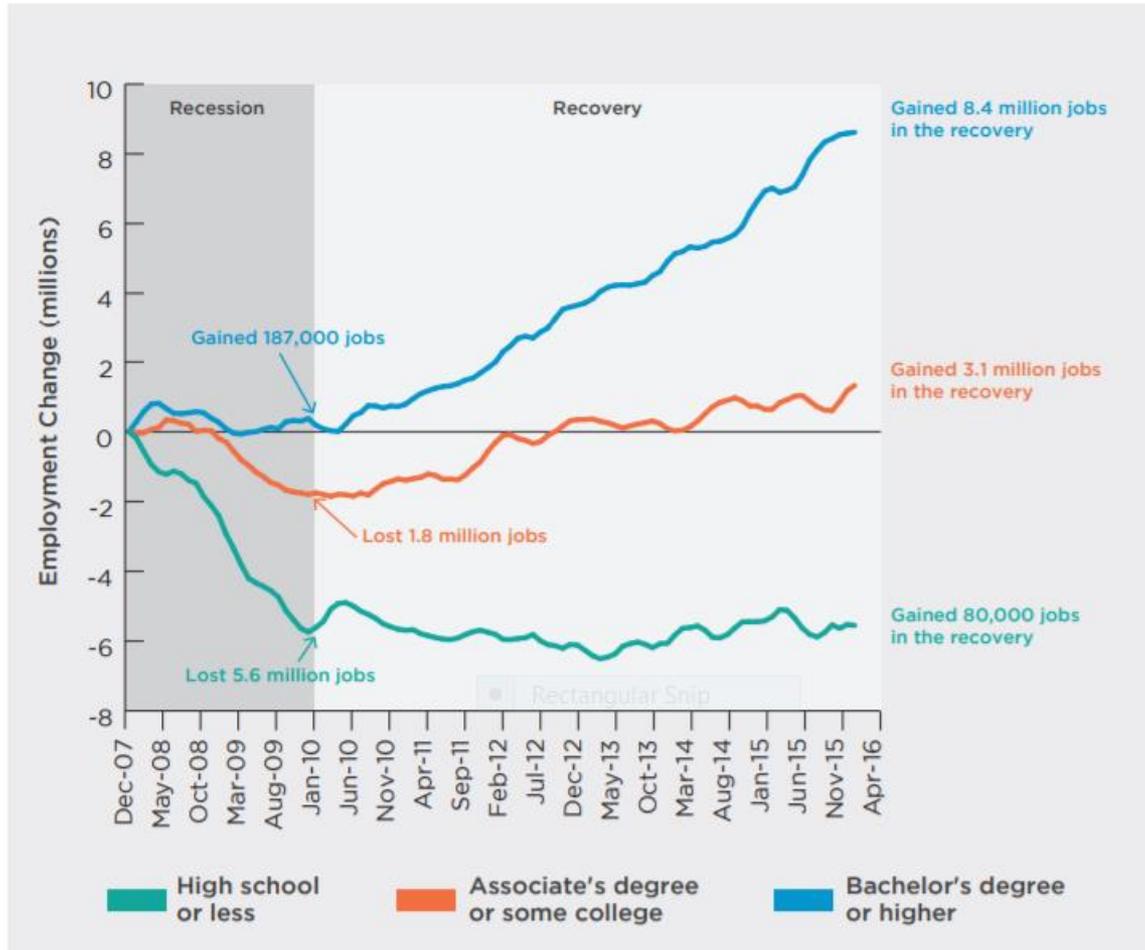
(Georgetown University – Center on Education and the Workforce – “Failure to Launch: Structural Shift and the New Lost Generation”)



**Figure 1.6.** By 2020, 65 percent of jobs will require at least some education or training beyond high school.

# More Jobs Require More Ed.

Figure I. Workers with a Bachelor's degree have added 8.4 million jobs in the recovery, but workers with a high school diploma or less added only 80,000 jobs after losing 5.6 million jobs in the recession.



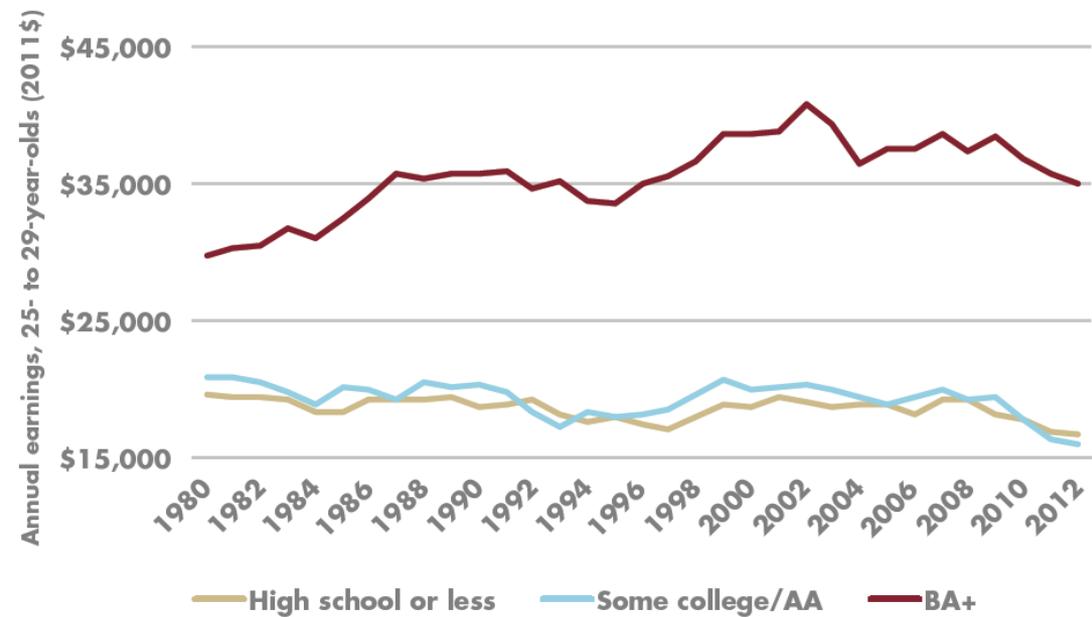
Source: Georgetown University Center on Education and the Workforce analysis of *Current Population Survey* (CPS) data, 2007-2016.

Note: Employment includes all workers age 18 and older. The monthly employment numbers are seasonally adjusted using the U.S. Census Bureau X-12 procedure and smoothed using a four-month moving average.

# More Education = Income Growth

(Georgetown University)

**Figure 1.10.** Young college graduates' earnings grew substantially between 1980 and 2000, but stagnated for those with less education.



# AMERICA'S

THE GROWING CRISIS FOR SKILLED LABOR

# SKILLS GAP



AVERAGE AGE:

**56**

YEARS UNTIL  
RETIREMENT:

**5-15**

# 10 million

**NEW SKILLED WORKERS NEEDED BY 2020**

**SKILLED WORKER:** A worker who has a special skill, knowledge, or ability in technical work.  
(ie. Factory worker, bricklayer, electrician etc.)

# 600,000

**SKILLED JOBS ARE GOING UNFILLED**

# 83%

OF COMPANIES REPORT  
A MODERATE TO SERIOUS  
SHORTAGE OF SKILLED  
WORKERS

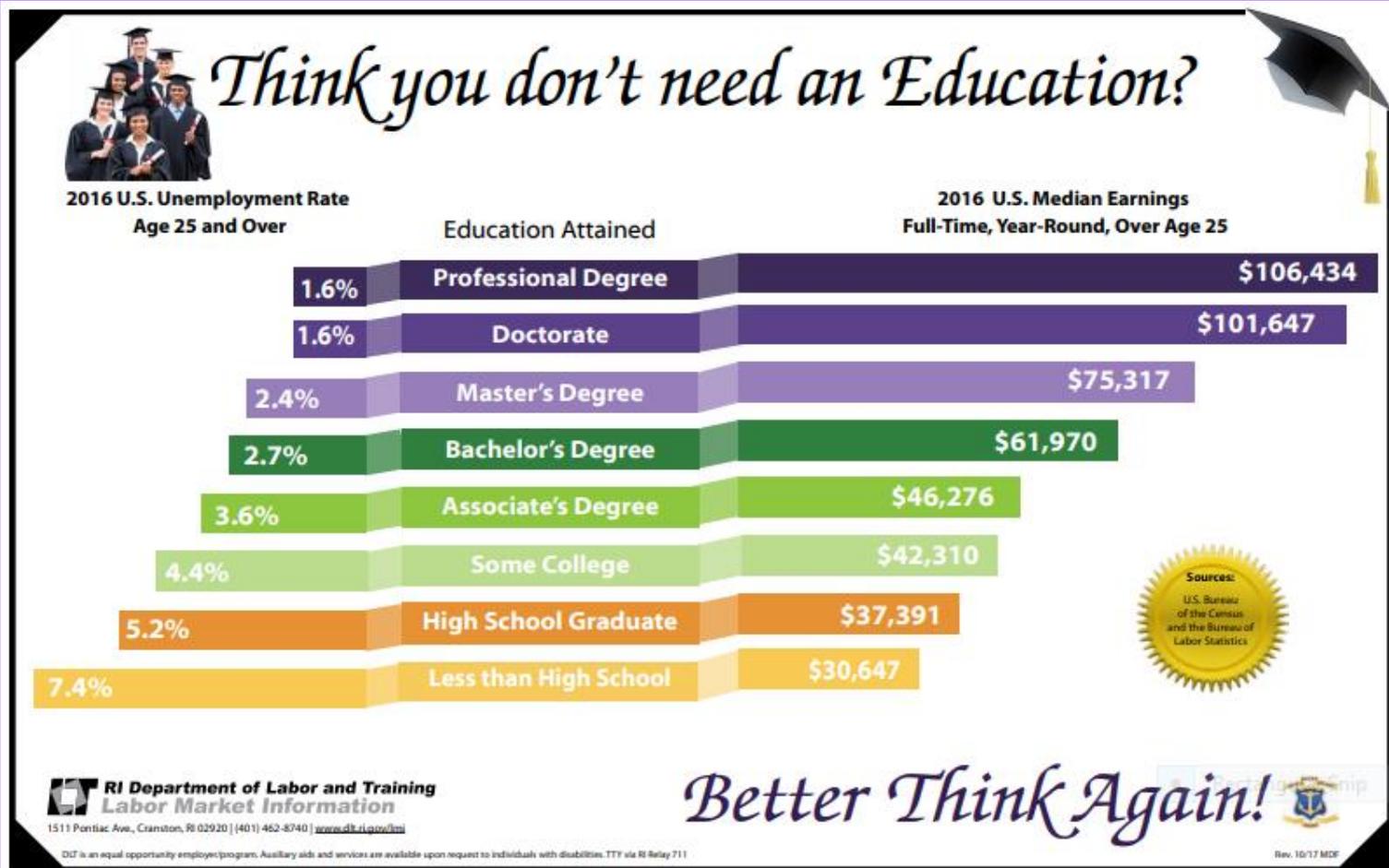


# 69%

EXPECT THE SHORTAGE  
TO GROW WORSE IN  
THE NEXT 3-5 YEARS

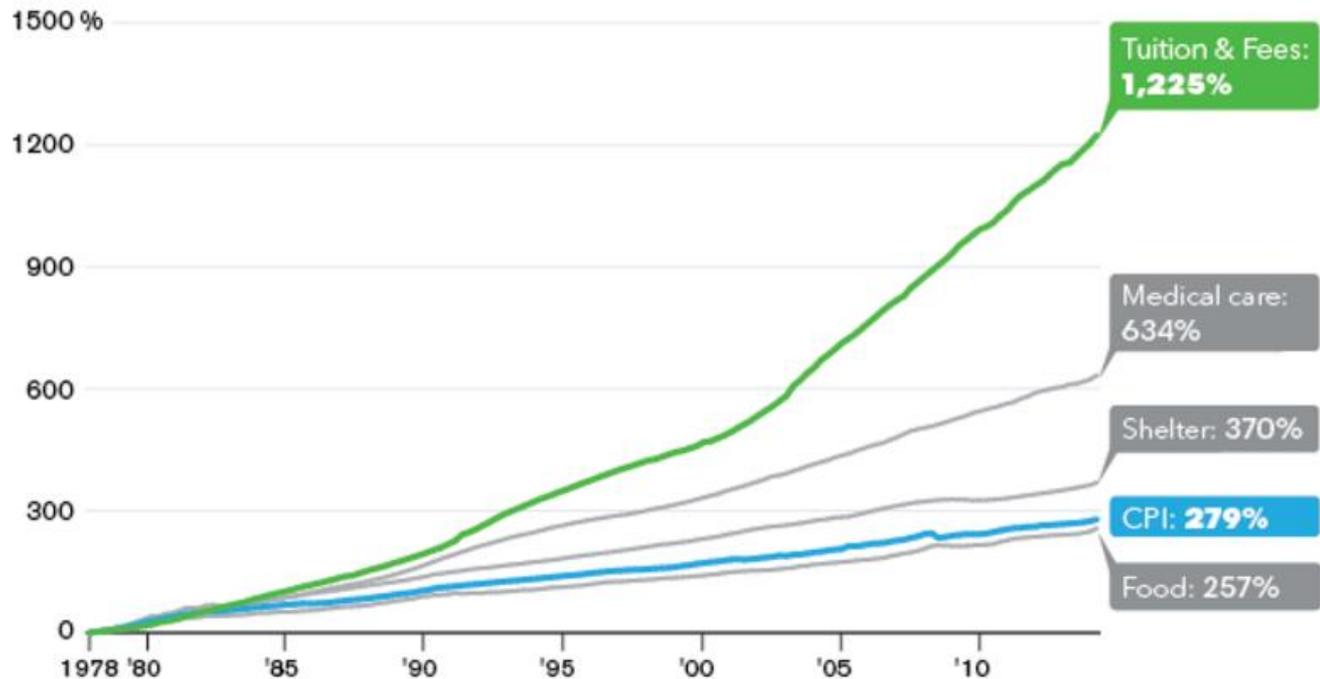


# More education = Chance for higher income, lower risk of unemployment



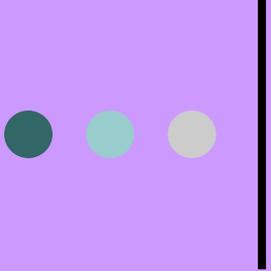
# Rapid Increase in Tuition...

Percentage increase in consumer prices since the first quarter of 1978



Source: Bureau of Labor Statistics

Bloomberg Visual Data



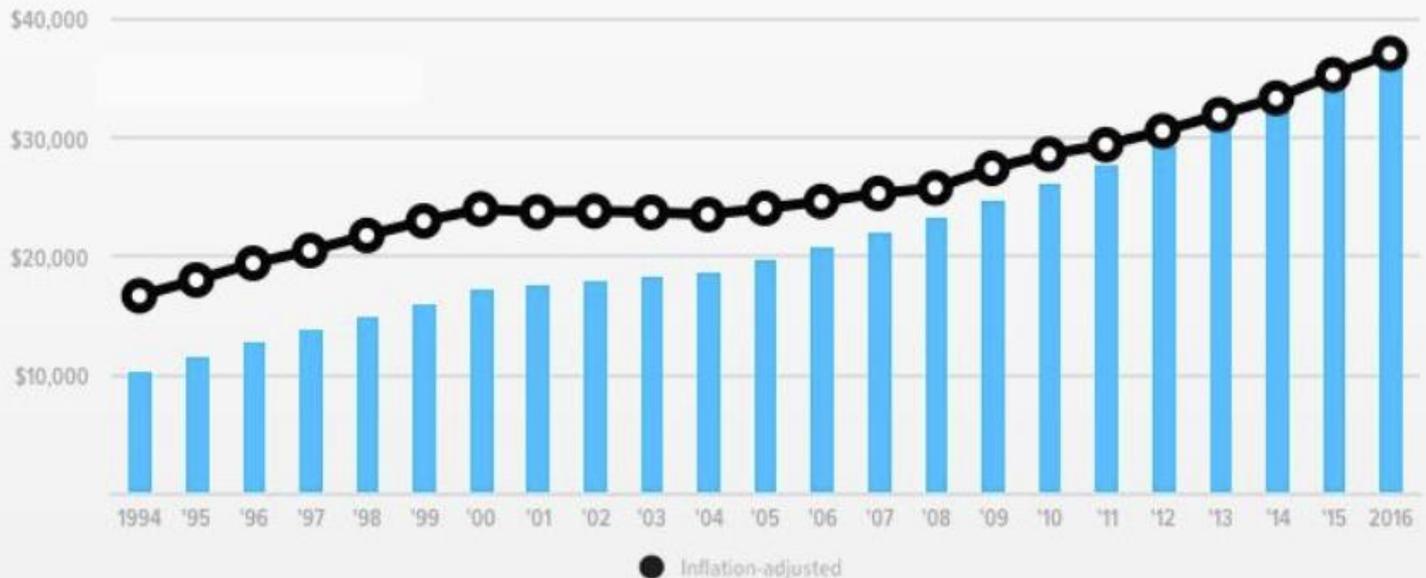
# College Costs Example

- U. of IL – 1992-93  $\approx$  \$7,500
- If costs followed inflation  $\approx$  \$13,000
- U. of IL - 2017-18  $\approx$  low to mid \$30,000s

# Student Debt has Increased

## The class of 2016 is graduating with the most student debt ever.

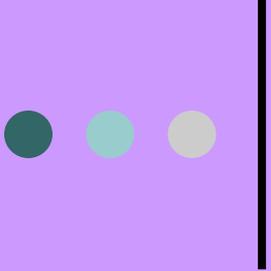
The average student will graduate with over \$37,000 dollars in student loan debt.



Average debt per borrower by graduating class. Includes federal and private student loans.

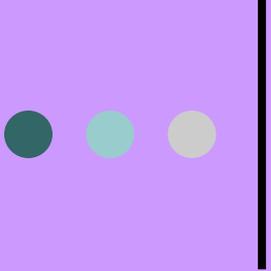
Source: Mark Kantrowitz, Cappex





# Why is Career Exploration Important during High School?

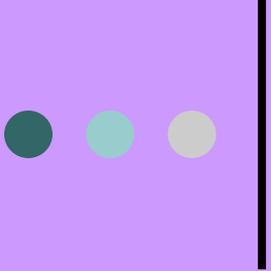
- Increasing requirements for entry-level jobs (college and/or technical skills)
- The cost of college/acquiring skills continues to increase
- Exploration in high school allows students to enhance their ability to make career-related decisions (e.g., Intro to Teaching, TCD)



# Exploring Careers in High School

## 2 Key Themes

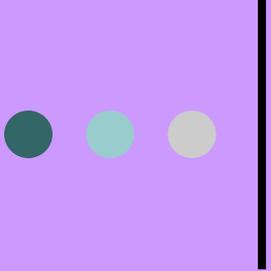
- Exploration
- Reflection



# Exploring Careers in High School

## 5 Areas for Exploration

- School
- Family Connection/Web Resources
- Community
- Family/Student
- College/post-secondary training



# School-based Opportunities

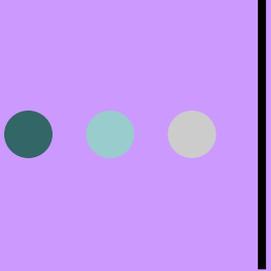
- Classes

- Core and elective offerings

- Clubs/Activities

- Science Club, Women in Stem, DECA, FCCLA, SkillsUSA, etc.

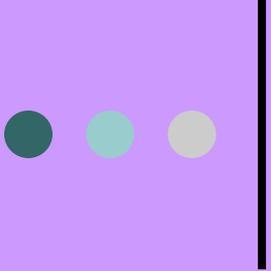
- Sports/Music



# School-based Opportunities

## Classes

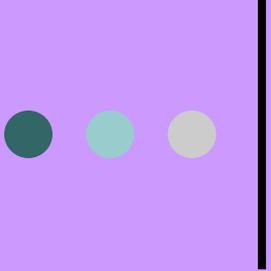
- Prepare for 2018-19 classes
- Many elective course options
  - TCD ([tcdupage.org](http://tcdupage.org)), Engineering, Architecture, Anatomy, Journalism, Intro to Teaching, etc.
- Cooperative Work Training (CWT)
  - Junior/senior elective option
- Talk to teachers about additional opps.
- Reflect on experiences
  - What did I like/not like? What did I do well? What did I struggle with? How did I adapt/change?



# School-based Opportunities

## Clubs/Activities

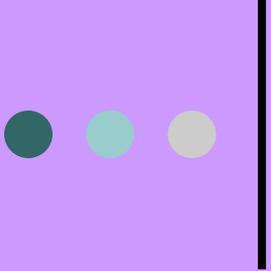
- Opportunity to pursue interests
- Enhance skills
- Many options
  - Science Club, DECA, FCCLA, SkillsUSA, Attainable Futures, etc.



# School-based Opportunities

## Sports/Music

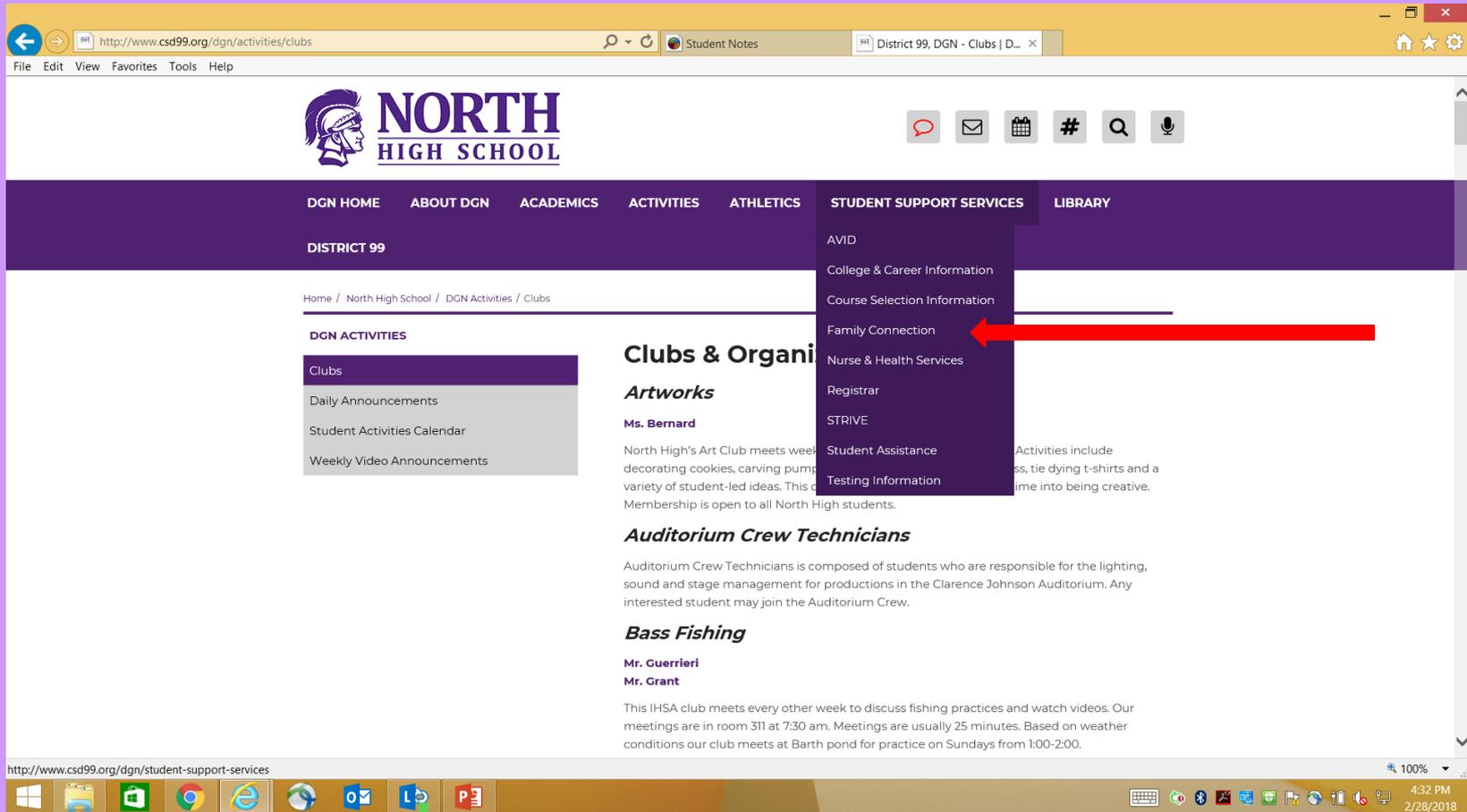
- Opportunity to pursue interests
- Enhance skills through training
- Transferable skills
  - Leadership
  - Working in a group
  - Working with people different from you
  - Continuous focus on improvement
  - Working effectively with adults



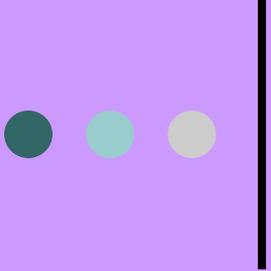
# Family Connection/Web

- Family Connection - Web-based resource on DGN homepage
  - College and career searches
  - Career resources and activities
  - Student account, but family resource

# Family Connection/Web



The screenshot shows a web browser window displaying the North High School website. The browser's address bar shows the URL <http://www.csd99.org/dgn/activities/clubs>. The website header features the North High School logo and a navigation menu with the following items: DGN HOME, ABOUT DGN, ACADEMICS, ACTIVITIES, ATHLETICS, STUDENT SUPPORT SERVICES, and LIBRARY. A dropdown menu is open under 'STUDENT SUPPORT SERVICES', listing: AVID, College & Career Information, Course Selection Information, Family Connection (highlighted with a red arrow), Nurse & Health Services, Registrar, STRIVE, Student Assistance, and Testing Information. The main content area is titled 'Clubs & Organizations' and includes sections for 'Artworks' (led by Ms. Bernard), 'Auditorium Crew Technicians', and 'Bass Fishing' (led by Mr. Guerrieri and Mr. Grant). The browser's taskbar at the bottom shows various application icons and the system clock indicating 4:32 PM on 2/28/2018.

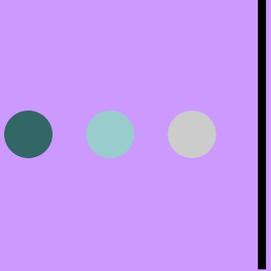


# Family Connection/Web

- Family Connection – Activities (Careers tab)
  - Career Interest Profiler
    - How do your interests match with different careers
    - View matching occupations
  - Cluster Finder
    - Matches students with 16 career clusters
    - Activities, Personal Qualities, School Subjects

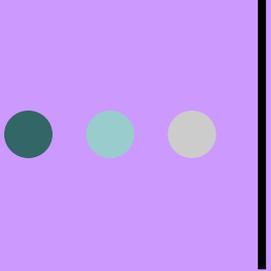
# 16 Career Clusters





# Family Connection/Web

- Family Connection - Activities
  - Strengths Explorer
    - Helps students to understand areas of natural talents and strengths
  - Do What You Are
    - Personality type test
    - Learn about personal strengths/blindspots



# Family Connection/Web

## ○ Family Connection - Activities

### ● Learning Styles Inventory

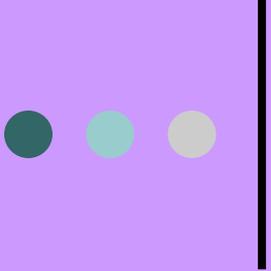
- How do you learn best as a student

### ● MI Advantage

- Develop an Intelligence Profile
- Spatial, Kinesthetic, Intrapersonal, Interpersonal, etc.

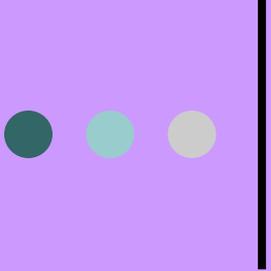
### ● Road Trip Nation

- 3500+ interviews with leaders speaking about their career paths



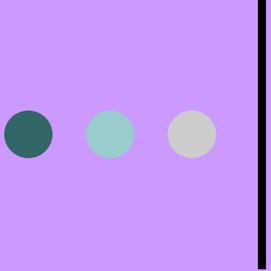
# Family Connection/Web

- Occupational Outlook Handbook
  - <http://www.bls.gov/ooh/>
  - Occupational searches
  - Occupational Finder tool



# Community-based Opportunities

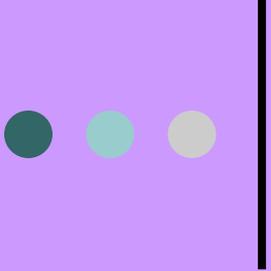
- Career Interviews
- Job Shadowing
- Volunteering
- Career Camps/Experiences
- Employment



# Community-based Opportunities

## ○ Career Interviews

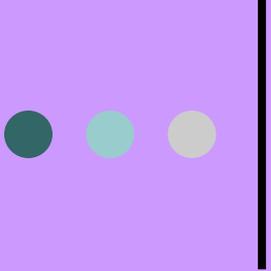
- A great way to learn what a job is really like
- Ask friends/relatives for suggestions
- What do people do in their careers? What do they like/dislike? What are important skills/credentials needed? etc.



# Community-based Opportunities

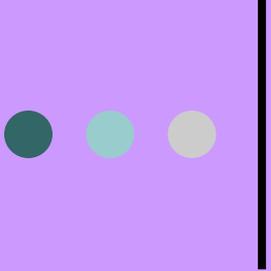
- Job Shadowing

- Shadow an individual for a day to see what the job is like
- Ask friends/relatives for suggestions
- Can ask similar questions as a career interview, but you get to see things in action



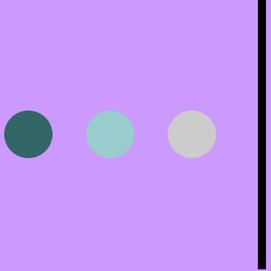
# Community-based Opportunities

- Volunteering
  - Great way to get experience
    - e.g., Interested in education – be a tutor
  - Lots of organizations need help
    - Libraries, non-profits, schools, churches



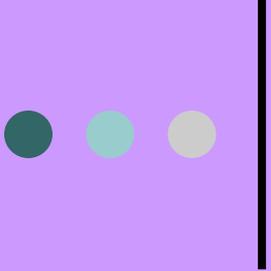
# Community-based Opportunities

- Career Camps/Experiences
  - Locally based
  - Career focused
    - I-Body Human Body & Health Summer Camp – Amita Health/Adventist Medical Center - Hinsdale
    - “Careers in Pharmacy Summer Program” – Northwestern University’s Chicago College of Pharmacy



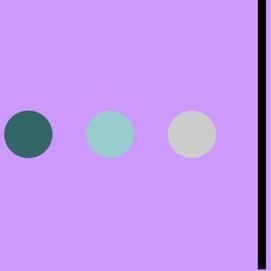
# Community-based Opportunities

- Employment
  - Great way to get experience
  - Start to learn/reinforce basic job skills
  - Don't be afraid to ask and to follow up



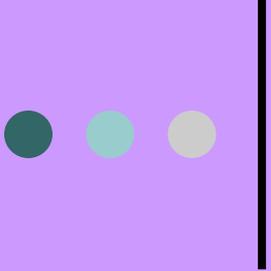
# Family/Student

- Family friends/relatives – use as resources
  - Job shadowing, career interviews, employment, volunteering
- Encourage reflection – make this a regular activity
- Student - Start a career/activities journal in Family Connection (within Careers tab)
- Student - Take ownership of the process



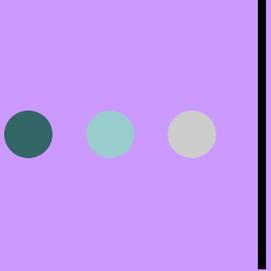
# Colleges/Post-Secondary Training

- Are there summer camps that align with my interests?
  - Check Family Connection “enrichment programs” – within the “College” tab
  - IACAC website - [www.iacac.org/summer-programs](http://www.iacac.org/summer-programs)
- How can I acquire the skills I need to pursue my career interest(s)?
- How can I continue to explore my interests in college?



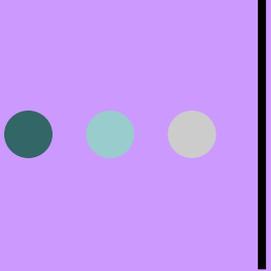
# Colleges/Post-Secondary Training

- Are there summer camps that align with my interests?
  - Many colleges will host various summer camps related to career interests
  - Affordable way to see a college and learn more about a career
  - e.g., Augustana Summer Academy 2018 (<http://www.augustana.edu/academics/summer-academy>), NIU - <http://www.niu.edu/summercamps/>



# Colleges/Post-Secondary Training

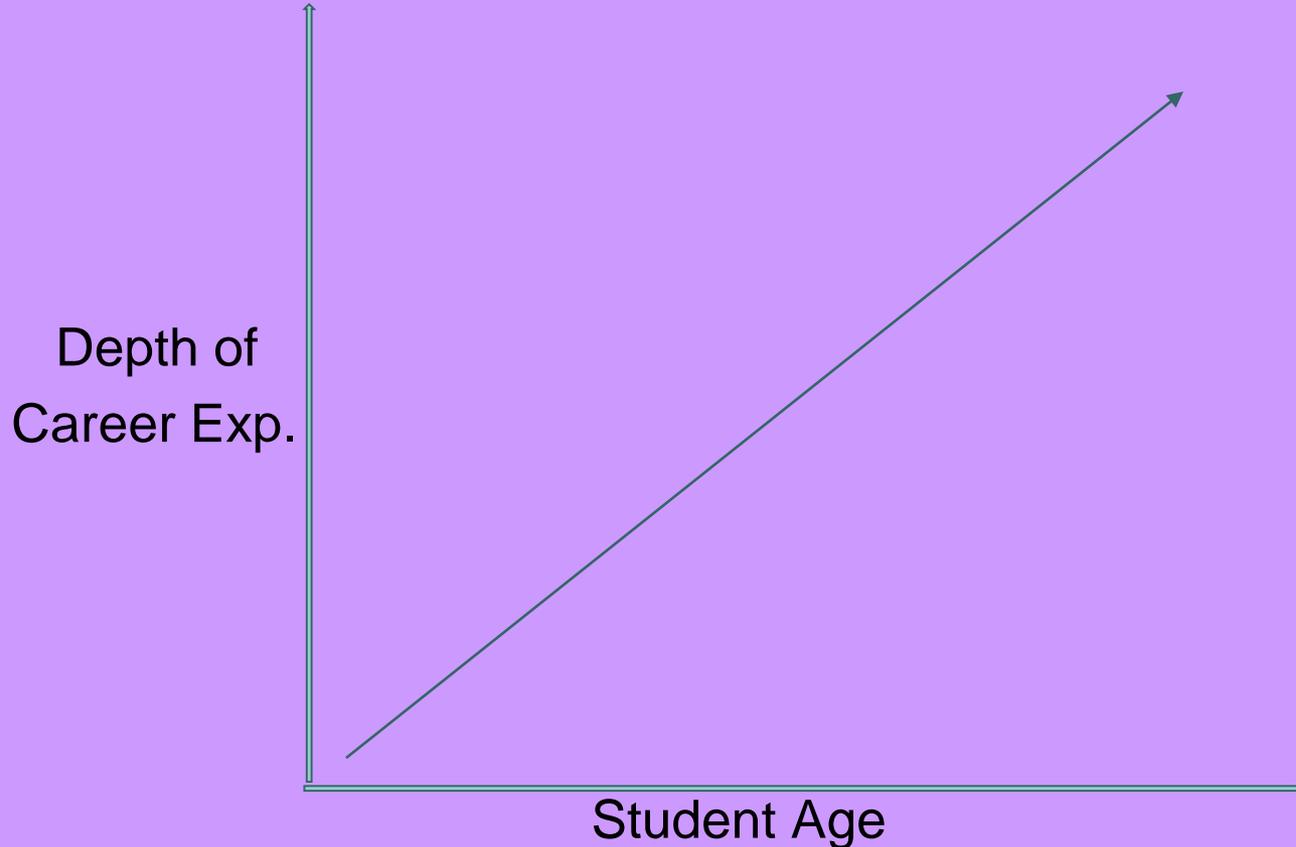
- How can I acquire the skills I need to pursue my career interest(s)?
  - Research credentials/training need
    - Occupational Outlook Handbook
    - Family Connection
    - College visits/ reps
    - Speak with employers
    - DGN Counselors/College Center



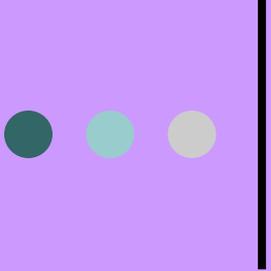
# Colleges/Post-Secondary Training

- How can I continue to explore my interests in college?
  - Continue to seek out opportunities to get in-depth experiences
    - College majors
    - Student professional associations
    - Internships
    - Cooperative work experiences

# Relationship - Age/Career Experience



Ideally, as students get older their career experiences should be deeper and more hands-on.



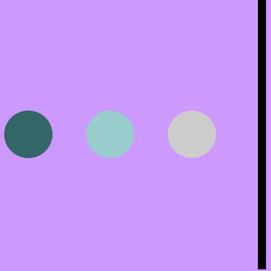
# Trends with Careers/Job Market

- Change/Need for flexibility
- Emphasis on skills/credentials
- Soft skills (social+comm.) + hard skills
- Increasing diversity of workplace



# Conclusion #1

Marketable skills combined with strong interpersonal abilities are critical to increasing employment opportunities.



## Conclusion #2

When students have direct, hands-on career experiences during high school their ability to make career-related decisions is enhanced.

# QUESTIONS?

