

Indiana Career Advising Framework Overview

In collaboration with the Indiana Career Advising Workgroup, EmployIndy and Education Strategy Group developed a framework for career advising to support the postsecondary planning and transition of all Indiana youth. This framework addresses the strengths and context of the state of Indiana to seamlessly integrate career advising with existing counseling and advising systems. By leveraging leading research on career advising, this framework supplements the vision for aligned advising for PK-12 students including 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.



Education Strategy Group

ACHIEVING GREATER IMPACT

Intensive Interventions

Use data to inform interventions

Targeted Interventions

Use data to inform interventions

Referral to transition programming
Employability skills coaching
Referral to wraparound support services

Structured intensive career immersion
Support for milestone completion
Experience:
Targeted group support for students and families with additional barriers

Access to high-quality coursework
Financial literacy curriculum
Documentation of graduation & postsecondary transition plan
Employability skill assessment

Policy, Curriculum, and District/School-wide Programs and Activities

Explore

Engage

Experience

Key Terms

Indiana Career Advising 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:** Understand the 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 **Financial literacy:** Understand 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:** Understand how one's interests, talents, and aspirations play a role in decision-making
- ♦ **Work-ready skills:** Define, develop, and master skills that increase student agency in navigating their career path

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A Learner-Centered Model

Indiana Career Advising 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 Indiana Career Advising Framework supports all Indiana students in meaningful navigation to their postsecondary plans.



Framework Components



Explore

Self-awareness

Financial literacy

Career

exploration Work

Ready Skills

Engage

Career engagement

Career through academics

Work Ready skills

Experience

Career mastery

Postsecondary planning

Career
experience Work



Milestones By Component

Indiana Career Advising 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 9-12
SELF-AWARENESS	<ul style="list-style-type: none"> • • Students are able to identify and express their strengths, values, and interests. Students are able to map the relationships and connections in their life. 	<ul style="list-style-type: none"> • • Students can articulate how their talents connect to possible future careers. Students understand the value of work and how they contribute to society. 	<ul style="list-style-type: none"> • • Students grasp the importance of participation in their community. Students take steps to build and leverage their network.
	<ul style="list-style-type: none"> • • WORK READY SKILLS • 	<ul style="list-style-type: none"> • • Students understand the concept of money and financial transactions. Students understand basic financial vocabulary. Students and families are informed of Indiana's 529 program. 	<ul style="list-style-type: none"> • • standards in K- 2 and 3- 5.
FINANCIAL LITERACY			
CAREER EXPLORATION	<ul style="list-style-type: none"> • • 	<ul style="list-style-type: none"> • • Students explore career clusters and occupations across the curriculum. Students will understand how academic subjects connect to different careers and career clusters. 	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Students demonstrate understanding and competency of employability skills through Indiana employability skills 	<ul style="list-style-type: none"> •

Indiana Career Advising Framework

Engage | Grades 6-10 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 9-10
CAREER ENGAGEMENT	<ul style="list-style-type: none">• <p>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.</p>	<ul style="list-style-type: none">• <p>Students can use Labor Market Information to compare and contrast different career paths of interest.</p> <p>Students engage in careers of interest from job shadows, workplace mentorships, service learning, and/or workplace field trips.</p>
CAREER THROUGH ACADEMICS	<ul style="list-style-type: none">•• <p>Students can identify the characteristics of an Indiana high school graduate.</p> <p>Students learn the available high school programming aligned with their career interests.</p> <p>Students select a career pathway as a part of completing an individualized career and academic plan in preparation for high school transition.</p>	<ul style="list-style-type: none">• <p>Students review their selection of career pathway and individualized career and academic plan and make changes according to interests.</p> <p>Students set and monitor progress toward their postsecondary goals.</p>
WORK-READY SKILLS	<ul style="list-style-type: none">• <p>Students are supported in incorporating employability skills into class- based projects and extra/cocurricular activities.</p>	<ul style="list-style-type: none">••• <p>Students demonstrate key employability and citizenship skills.</p> <p>Students develop and practice networking skills. Students apply employability skills to their class- based and extra/cocurricular activities.</p>

Indiana Career Advising Framework

Experience | Grades 9-12 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.

	GRADES 9-10	GRADES 11-12
CAREER MASTERY	<ul style="list-style-type: none"> Students option for high school coursework that is aligned with their intended postsecondary path and career. Students have a seamless transition to high school and demonstrate on- track metrics at the end of the academic year. 	<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 are informed of different postsecondary options. Students set goals related to their postsecondary intentions. Students and families will engage in critical conversations to develop a plan for postsecondary together. 	<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 conduct an interview of 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/cocurricular 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.

Aligned Activities By Component

Indiana Career Advising Framework

Explore | Grades PK-12 Aligned

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	<ul style="list-style-type: none"> Values and strengths assessment Community mapping Connection to student well-being curriculum 	<ul style="list-style-type: none"> Learn More Indiana program Connection to student well-being curriculum 	<ul style="list-style-type: none"> Co/extra-curricular participation Mock networking events Learn More Indiana program
FINANCIAL LITERACY	<ul style="list-style-type: none"> CAREER EXPLORATION 	<ul style="list-style-type: none"> PK-12 Financial Literacy curriculum 529 information sessions 	<ul style="list-style-type: none"> Connections to careers across the curriculum
	<ul style="list-style-type: none"> Career cluster curriculum 		

Indiana Career Advising Framework

Engage | Grades 6-10 Aligned Activities

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 9-10
CAREER ENGAGEMENT	<ul style="list-style-type: none">••• <p>Interest inventory assessment Postsecondary options field trips Alumni career panels and speakers</p>	<ul style="list-style-type: none">••• <p>Guided Labor Market information lessons Work-based learning experiences Structured mentorship experiences</p>
CAREER THROUGH ACADEMICS	<ul style="list-style-type: none">•••• <p>Development of individualized career and academic plan Profile of an Indiana Graduate curriculum Summer Bridge programming High school exposure programming</p>	<ul style="list-style-type: none">•• <p>Ongoing maintenance and tracking towards progress to goal of individualized career and academic plan Completion of advanced coursework and/or credentials Teacher- led advisory sessions</p>
WORK-READY SKILLS	<ul style="list-style-type: none">•• <p>Employability skills curriculum Project-based learning</p>	<ul style="list-style-type: none">•• <p>Document proficiency in Employability Skills Standards Micro- credentialing badges demonstrating mastery of employability standards</p>

Indiana Career Advising Framework

Experience | Grades 9-12

Aligned Activities

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

	GRADES 9-10	GRADES 11-12
CAREER MASTERY	<ul style="list-style-type: none"> • 4- year high school plan • High school bridge programming • Off- track intervention plan 	<ul style="list-style-type: none"> • Earn a credential of value • Next- level program of study • Capstone experience • Engagement with Career and Technical Student Organization
POSTSECONDARY PLANNING	<ul style="list-style-type: none"> • Career readiness assessments • Postsecondary goal- setting lessons • Family workshops for postsecondary planning • Guidance workshops • Near- peer coaching and advising 	<ul style="list-style-type: none"> • Resume development • FAFSA workshops • Postsecondary visits (campuses, training sites, employers) • One- on- one counselor sessions
CAREER EXPERIENCE	<ul style="list-style-type: none"> • Job shadowing • Structured career field trips • Career path camps • CTE summer programming 	<ul style="list-style-type: none"> • Work- based learning • internship • Youth apprenticeship • High school co- op experience