

Job Exploration Counseling

Pre-Employment Transition Services

Guiding Questions | Activities | Progress & Outcome Indicators

Job Exploration Counseling is one of the five required pre-employment transition services designed to:

- Coach the student through the job exploration process to help them learn more about themselves and the world of work in order to make career, educational, and life decisions, and
- Enhance the student's opportunities for meaningful interaction, engagement, and self-reflection as they participate in activities leading to a greater awareness of various career and employment opportunities.

Content Areas

- Vocational/career interest inventories/self-assessments
- The labor markets
- In-demand industries and occupations
- Non-traditional employment options
- Career pathways of interest to the student

Guiding Questions

- 1. Awareness: Does the student have a general awareness of careers, various occupations, and career pathways?**
 - a. Students connect the present (career clusters and pathways of interest now) to the future (jobs/careers/post-secondary education after HS).
 - b. Students see how their current skills and academic knowledge relate to future opportunities in postsecondary educational settings and employment.
- 2. Exploration: Has the student been able to explore occupations and career pathways in their area of interest?**
 - a. Students learn to combine career interests with career opportunities.
 - b. Students identify the requirements and demands of the job (academic, training, physical, environmental, etc.), and explore any possible assistive technology, accommodations or supports.
- 3. Planning and Preparation: Is the student prepared to express their vocational interests, and identify the career pathway they want to pursue?**
 - a. Students recognize the importance of focusing on their career journey, rather than a specific job.
 - b. Students understand the value of available resources and supports in the job exploration process, including family, friends, mentors, and peers.

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Examples of Activities

1. Have the student complete a career interest inventory/survey, and identify friends, family and/or famous people that work in related jobs within their top two career pathways.
2. Coordinate opportunities for visitors/speakers, role models and mentors to meet with students either in-person or virtually to describe their work, postsecondary education and training, early interests in careers, and personal information that informed their career decisions.
3. Explore military career pathways using clips of various movies and ask students to identify all of the different jobs they could find within that clip (e.g. Top Gun, etc.)
4. Instruct students on how to use both local and national labor market information (e.g. [Career Index Plus](#), [O*Net](#), etc.) to explore in-demand occupations, and help inform/support career goals.
5. Create a career profile scavenger hunt for students featuring jobs in the various career pathways, and explore multiple on-off ramps, and industry recognized credentials/certifications.
6. Assist the student in learning about skills, academic/training requirements, and any physical or environmental demands required for employment in various career fields.
7. Explore how assistive technology, and other types of accommodations can be utilized in various employment settings or career fields.
8. Access websites and print information offering self-assessments, career information, employment, and training information.

Key Considerations

- VR is the only entity that can provide or arrange for the provision of Job Exploration Counseling as a pre-employment transition service to students with disabilities.
- Since local education agencies (LEAs) are obligated to provide transition services under the Individuals with Disabilities Education Act (IDEA), VR must collaborate with the LEA to ensure there is no duplication of services.
- Ensure students are engaged, and build in opportunities for student self-reflection.

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Student Progress & Outcome Indicators

Identify how student participation, progress, and outcomes for job exploration counseling will be tracked, reported, measured, and shared. Consider the following:

- Identify learning objectives and/or outcome indicators in order to:
 - *evaluate and document student progress*
 - *determine if more or different guided career exploration opportunities are needed*
 - *identify and/or solidify career interests within a specific career pathway*
 - *determine if no further job exploration counseling services are needed at this time*
- Conduct Pre-Post Surveys.
- Identify curricula/activities that are interactive and keep students engaged.
- Implement activities/events that incorporate student voice and decision-making.
- Incorporate opportunities after each activity for student self-reflection.
- Share student progress and outcomes with the student, IEP team, school contacts, internal VR team members, and parent/family, as appropriate.

Examples of Learning Objectives/Outcome Indicators

Job Exploration Counseling

1. Identifies reasons to go work
2. Identifies personal interests, values, personality traits, and current skills
3. Identifies at least three career choices related to personal interests, values, Describes the jobs of various family members
4. Describes the jobs of various family members
5. Accesses information about jobs in the community, state, and country that are available
6. Describes tasks, work environment, training and salary involved in various jobs (at least two)
7. Evaluates job requirements and benefits for at least two career options
8. Researches Local/State labor market information that matches stated career interest
9. Identifies what is important to them in any job related to pay, benefits, or chance for advancement
10. Identifies what is important to them in a work environment, work setting, and/or work culture
11. Identifies any needed supports or accommodations that might be needed in a work setting
12. Identifies required skills, certifications, and/or post-secondary training requirements for jobs

Curriculum options and more resources can be found at the link below:

[NTACT:C Pre-Employment Transition Services Job Exploration Counseling](#)

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