



New York State Education Department
Office of Special Education
Educational Partnership





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Introducing Elementary Students to the World of Work

Career Development Across the Lifespan

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

- Donald Super Developmental Self-Concept
- Career Development and Occupational Studies (CDOS) Learning Standards Elementary Summary Chart
- Participant Workbook
- 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:

- Review career development and its relation to elementary learning.
- Explore and expand elementary career development activities that support career awareness and career exploration.
- Enhance understanding of collaboration among schools, families, and community connections in elementary career development experiences.
- Review resources and strategies to ensure elementary experiences are impactful and encouraged throughout elementary school and beyond.

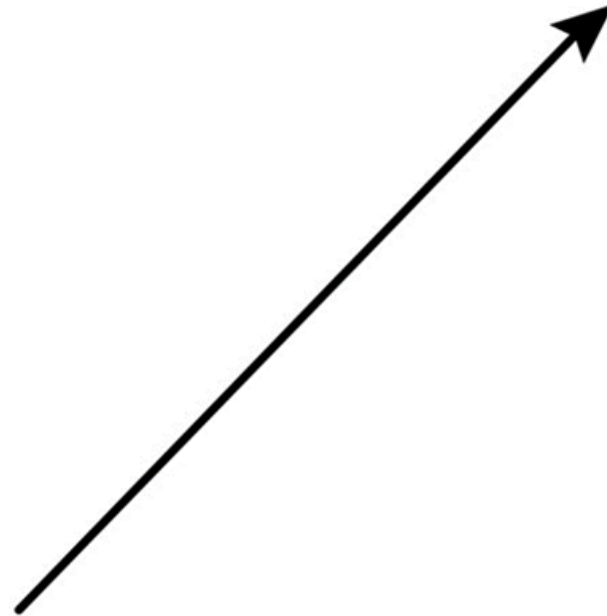
The Future Starts Now



Career Development Today Is Rarely Linear

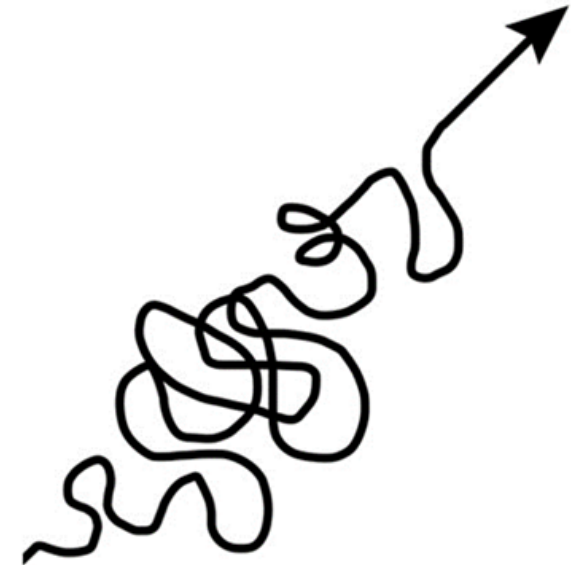
Why Do We Need to Think About Career Development in Elementary School?

SUCCESS



what people think it looks like

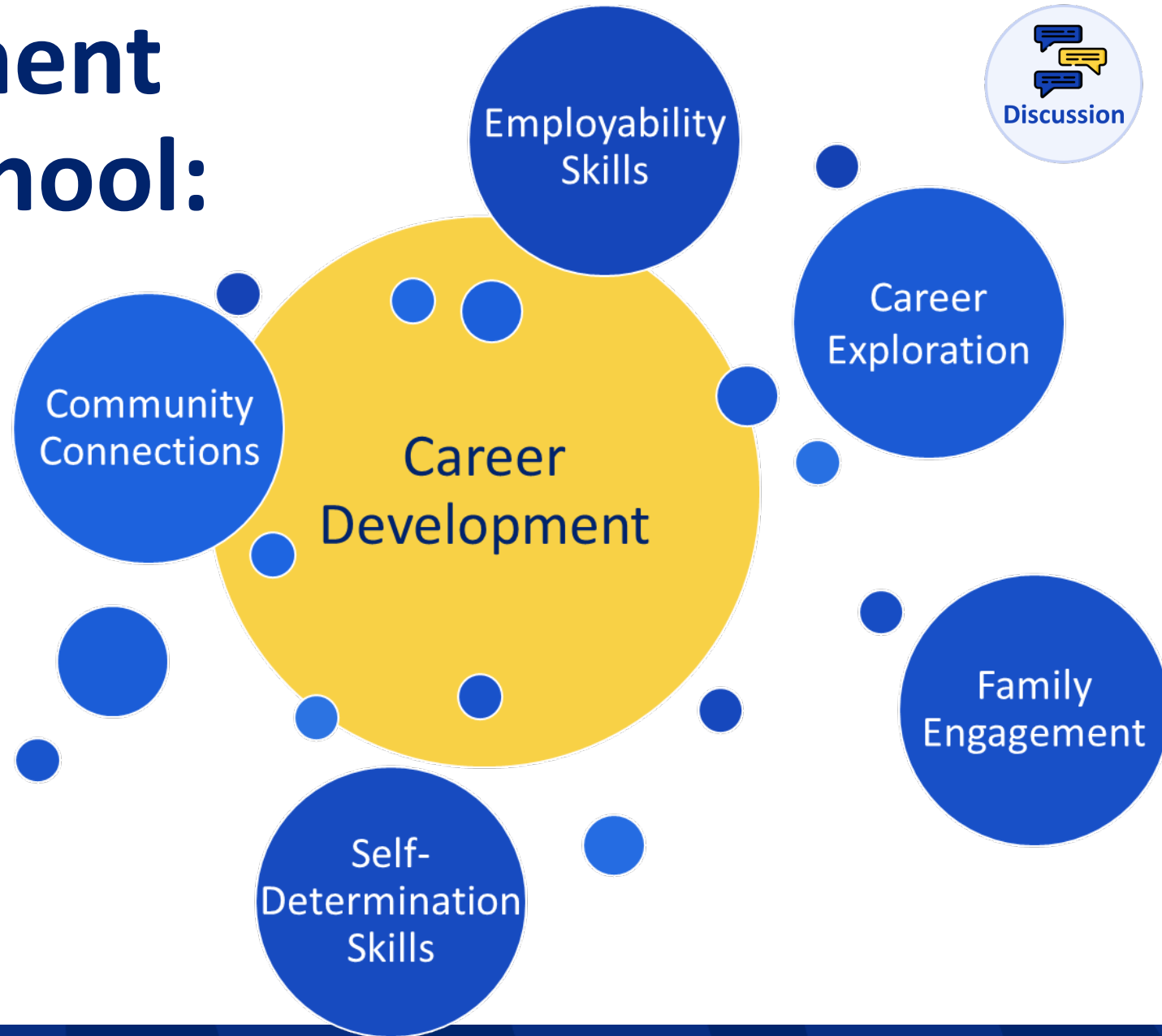
SUCCESS



what it really looks like

Career Development in Elementary School:

- Encourages goal-setting
- Develops students' employability skills
- Allows students to learn about the world of work
- Inspires and motivates students
- Connects school to real-world applications
- Encourages collaboration among students, families, schools, and the community



Career Development Encourages



Self-Awareness

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

Elementary-level activities could include:

- Social-Emotional Learning (SEL) activities
- Involvement in the Individualized Education Program (IEP)
- Teaching problem-solving skills
- Journaling
- Teaching growth mindset

Identity Exploration

Fosters students' understanding of how they fit into society, including their cultural heritage and social relationships.

Elementary-level activities could include:

- Participating in community events
- Exploring extracurricular activities
- Learning about names and where they come from
- Individual or class identity capsules

Students Participate In

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:

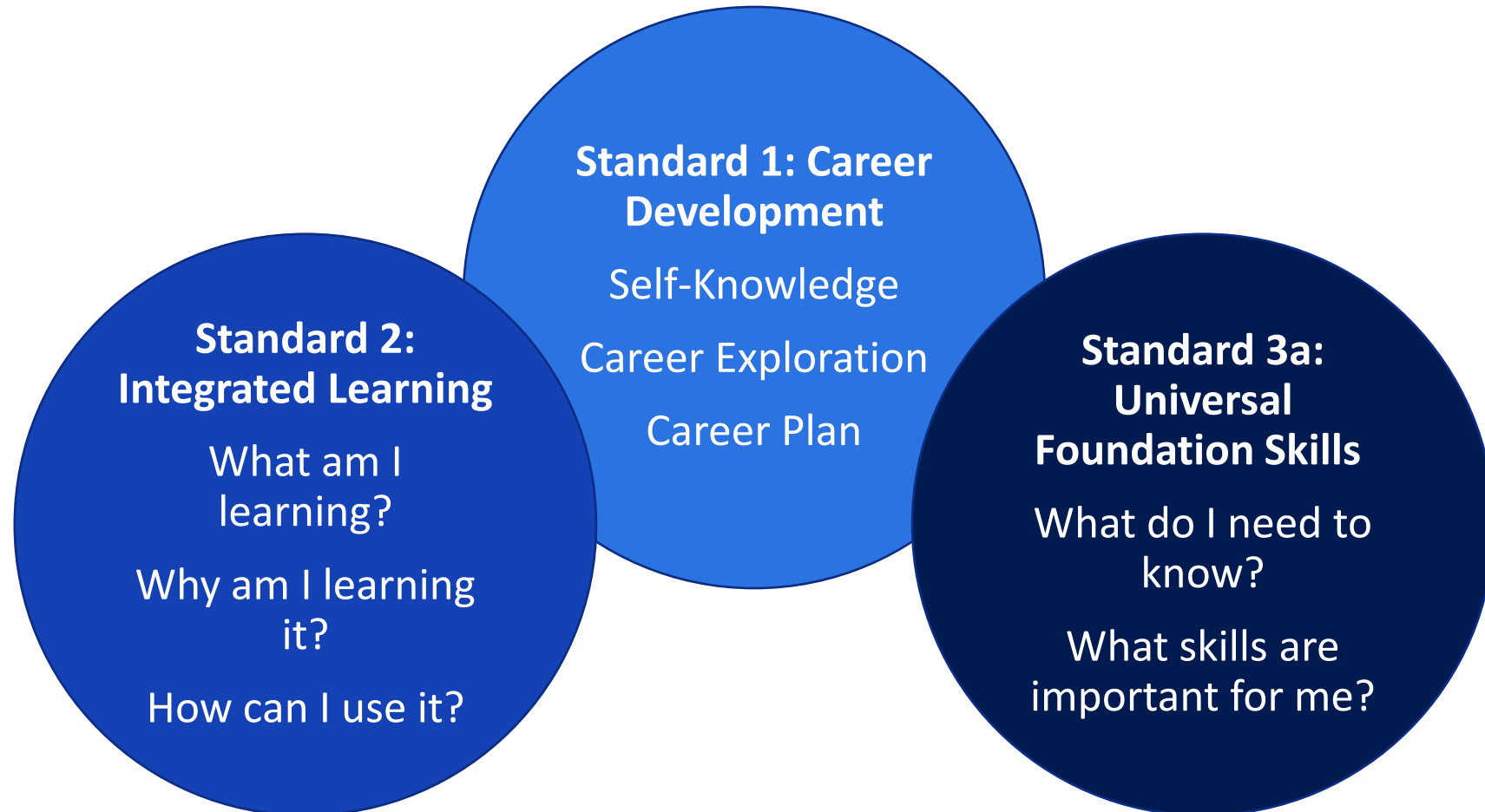
- Community service/volunteering
- Informational interviews
- Job shadowing
- Mentoring
- School-Based Enterprise



Elementary-Age Students Gain Foundational Employability Skills Through Career Development

- Learning how to complete a task
- Reliability
- Punctuality
- Work ethic
- Problem-solving
- Organization
- Goal-setting
- Self-determination
- Social skills
- Communication skills

Enhancing Career Development Through the CDOS Learning Standards



CDOS Standard 1

Elementary Career Development



Example 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 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

Building Career Development into an Elementary School Day

Integrating the Learning

What am I learning? Why am I learning it? How will I use it?

Integrated Learning encourages students to:

- Use essential academic concepts, facts, and procedures in applications related to life skills and the world of work.
- See the usefulness of the concepts they are being asked to learn and to understand their potential application in the world of work.

CDOS Integrated Learning: Elementary Level 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.

Career Conversations for the Classroom



- Discuss what work is and how the definition varies.
- Discuss jobs other people in students' lives have (e.g., mail carriers, teacher, school staff, grocery employee, etc.).
- Have students explain work or jobs 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.

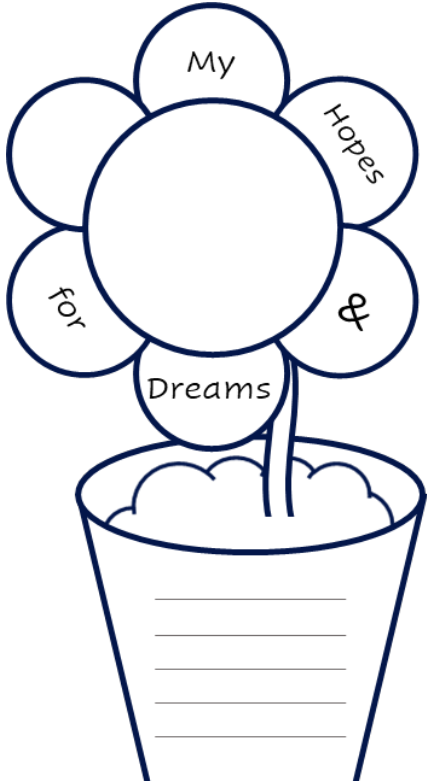
Reflecting on Hopes and Dreams



Rainbow



Poster Board



Flower Pot

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



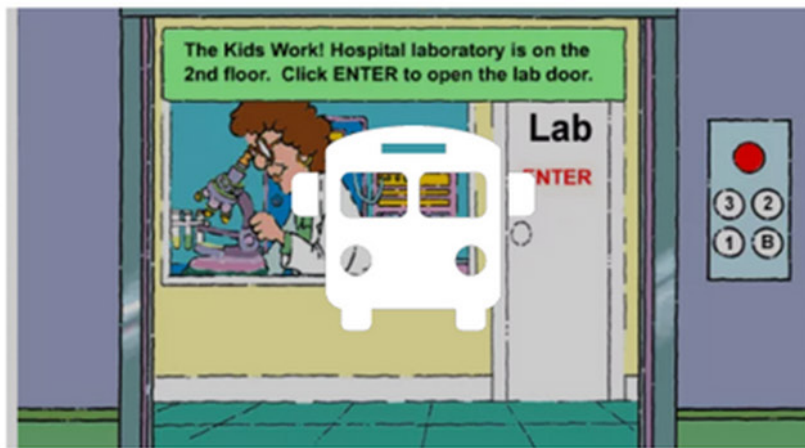
Job Shadowing



Watch Educational Videos

Resources for Elementary Career Development Activities

Kids Work!



Medical Lab Technician | Kids Work!

 Interactive

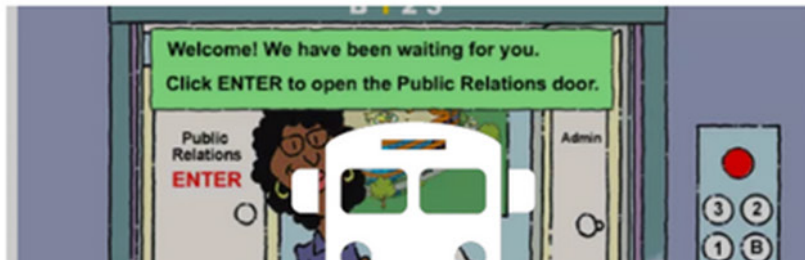
Students will play the role of the medical lab technician to understand the parts of a cell and begin to understand the difference between the bacteria and viruses that may cause disease. This...



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

National Aeronautics and Space Administration (NASA) Climate Kids: Green Careers

★ ★ Green Careers



Earth Scientist Studying Glaciers



Ocean Scientist Studying Coral Reefs



Systems Engineer for Environmental Satellite



Games



Activities



People



Videos



Mystery

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



Story

Being a Molecular Biologist: Rob DeSalle

Find out where Rob has followed his born curiosity.



Story

Being a Paleontologist: Mark Norell

What is it like to hunt for dinosaur fossils? And what discoveries are made back in the lab?



Story

Being a Zooarchaeologist: Sandra Olsen

Find out from a zooarchaeologist how humans have tamed and bred horses.



Game

A Nature and Nurture Walk in Mendel Park

Solve genetic riddles as you wind your way through the star-studded park.



Game

Are YOU cut out for Antarctica?

Take this quiz to find out if you're up for the challenge!



Game

Are YOU cut out for Mars?

Do you have what it takes to go on a space mission to Mars?

Delaware Career Resources Network



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

Kindergarten Resources



AN ACTIVITY

- Animals
- What I Like



OUR RESOURCES

- Occupational Alphabet Printing Sheets
- Careers Coloring &



SOME BOOKS

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



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 

Interest Inventory and Coloring Book












Starring Me.... 

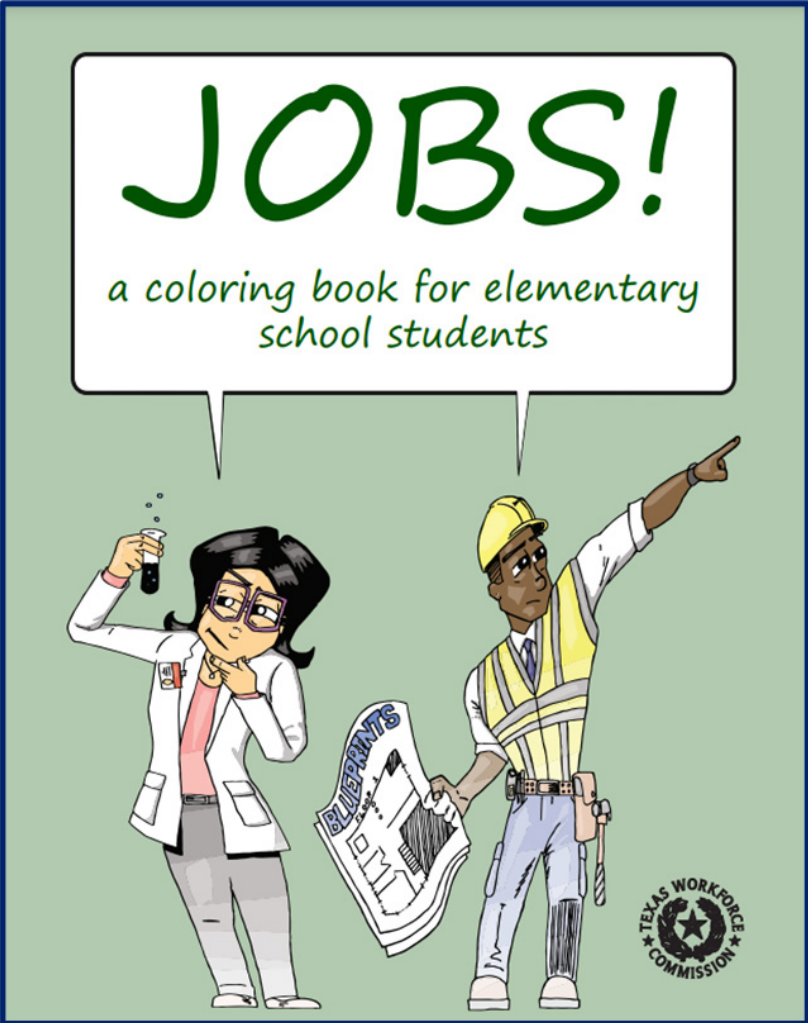
A Primary Interest Inventory.

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 employability 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

Grade(s)

Becoming a Good Friend-Kindergarten

K

- Students will communicate a variety of qualities of a good friend.
- Students will demonstrate a variety of ways to be a good friend.
- Students will use strategies to build working relationships with others.

Career Standards

Applies appropriate academic and technical skills

Communicates effectively and appropriately

Works productively in teams and demonstrates cultural competency

Manages personal career development

Attends to personal and financial well-being

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



ELEMENTARY
SCHOOL

CAREER



CONVERSATIONS

Premises:

- All students have the opportunity to explore interests, abilities, values, and goals with a certified school counselor.
- All students have freedom of postsecondary training and career choice.
- Career development should engage students, parents, and community partners.
- Career development is a lifelong process beginning at Pre-K through grade five.
- Students have the right to change their career aspirations and goals at any time.
- Career conversations are primarily strength-based.



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.

Encouraging Family Engagement and Community Connections

Encourage Families to:

Participate in opportunities for the student to develop their self-awareness and explore their identity and career interests through:

- 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



Connect with Community Organizations to:

- 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, such as washing dishes, folding laundry, cleaning their room, and picking up toys.
- Have the student interview family and community members to learn about their career paths.
- Help the student develop a schedule for their day, including before-and after-school activities.
- Talk with the student about their strengths, preferences, and needs and how they apply to jobs in the community.
- Help the student to identify all the different jobs needed in typical community locations such as grocery stores, medical offices, restaurants, and movie theaters.
- Talk with the student about their disability and what it means to disclose it and advocate for themselves.

Running Errands



**House
Painter**



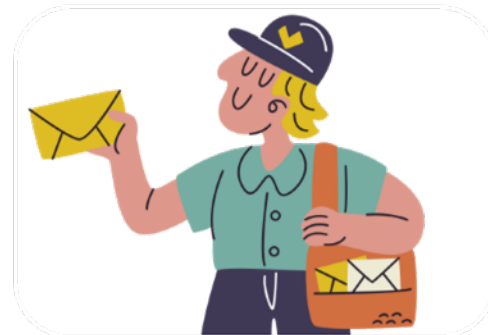
**Construction
Worker**



**Car
Mechanic**



Police Officer



**Postal
Worker**



Hairdresser

Volunteer Together



**Food
Drive**



**Town
Clean Up**

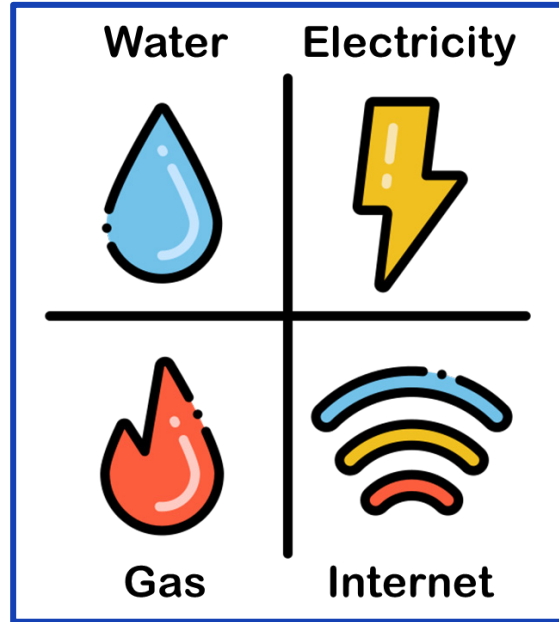


**Clothing
Drive**

Money Management



Buying Groceries



Household Utilities



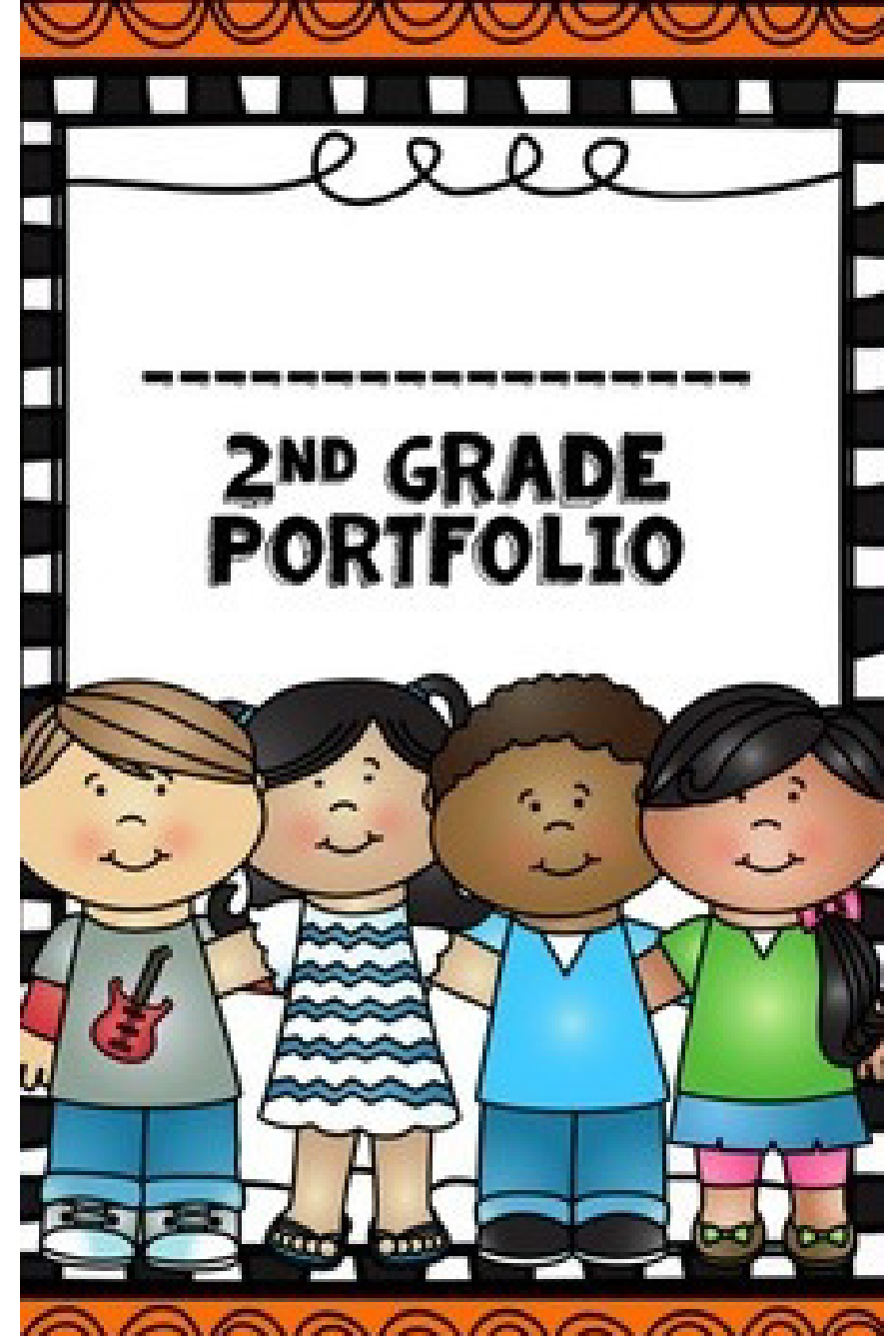
Checking and Savings Accounts

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)

[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](#)

[Kids Work!](#)

Resources (2 of 2)

[NASA Climate Kids](#)

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

[NYSED Career Plans](#)

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

[OLogy](#)

[Primary Interest Inventory](#)

[Virginia Career VIEW](#)

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Contact Us

TAP for Transition

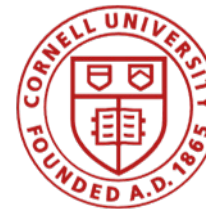
Jessica Elliott, Director
TAPtransition@cornell.edu



New York State
EDUCATION DEPARTMENT
Knowledge > Skill > Opportunity



New York State Education Department
Office of Special Education
Educational Partnership
Technical Assistance Partnership
for Transition



Cornell University

This training was provided by the Technical Assistance Partnership for Transition at Cornell University. The OSE Educational Partnership is funded by the New York State Education Department Office of Special Education.