



2021 School Counselors' Virtual Conference

UNDERSTANDING HIGH-VALUE CAREERS FOR STUDENTS

DR. DANIELLE TALLENT

Session Time: 10:00 a.m.



Dr. Danielle Tallent



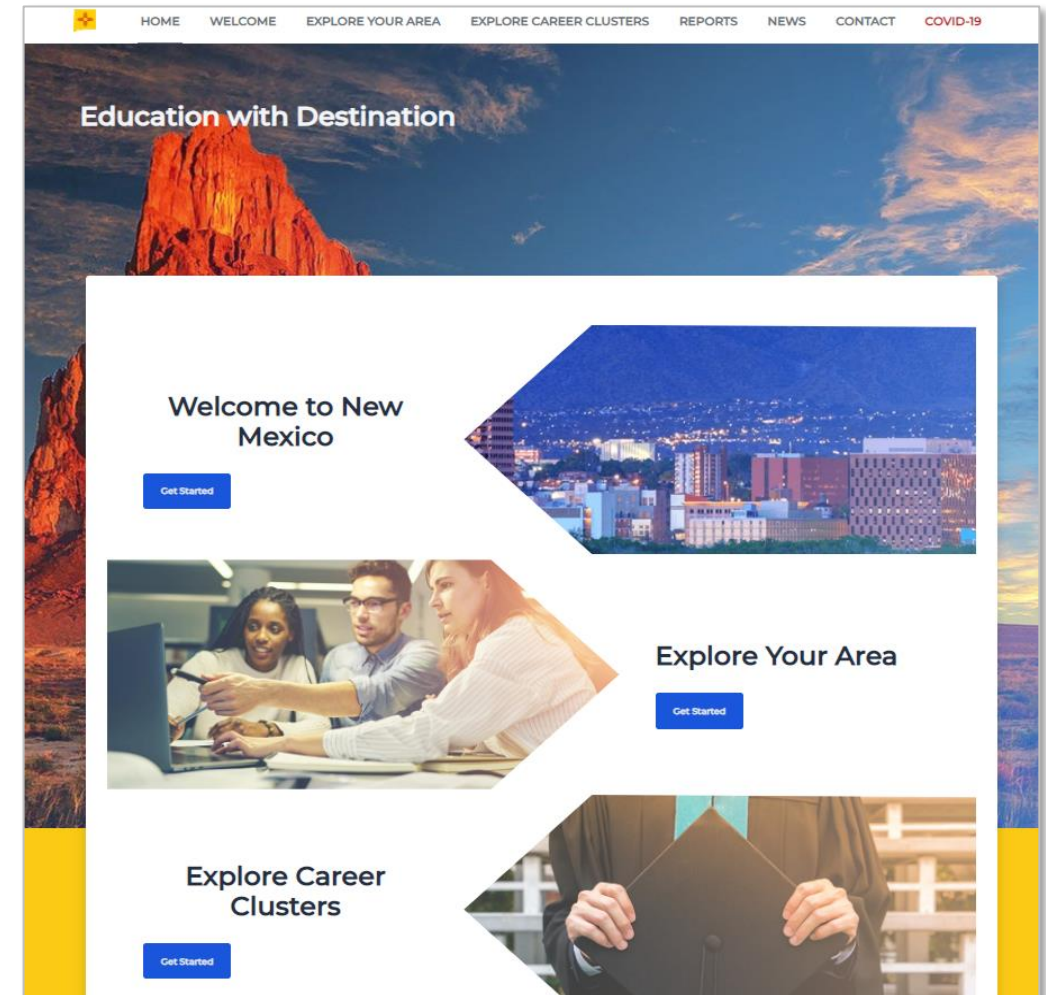
Dr. Danielle Tallent, NS4ed's Chief Learning Officer, has worked in education for over fifteen years. Starting her career as a college instructor, she gained expertise in the use of various instructional strategies that support student learning and growth. Her experience in online learning environments contributed to a strong foundation in online teaching methodology and best practices in the use of a variety of digital learning tools. In her current work with NS4ed and Pathway2Careers, she guides the development of clear and effective instructional materials for educators and students, focusing primarily on career readiness resources and the use of labor market data in educational settings. Utilizing her PhD in Developmental Psychology (University of Denver, 2009), Dr. Tallent specializes in making information relatable and developmentally appropriate to learners of diverse ages and backgrounds. She enjoys creating materials and resources that center around meaningful learning outcomes that are aligned with the personal goals of the learner.

Overview

- Rethinking College and Career Readiness
- Making Informed Career Decisions
- NM Career Pathways
 - *P2C Labor Market Dashboard*
- Using Labor Market Information



careerpathways-nm.com



Rethinking College and Career Readiness



College and Career Readiness

Many schools focus on preparing students for college or careers.

Is this distinction helpful?

College Preparation

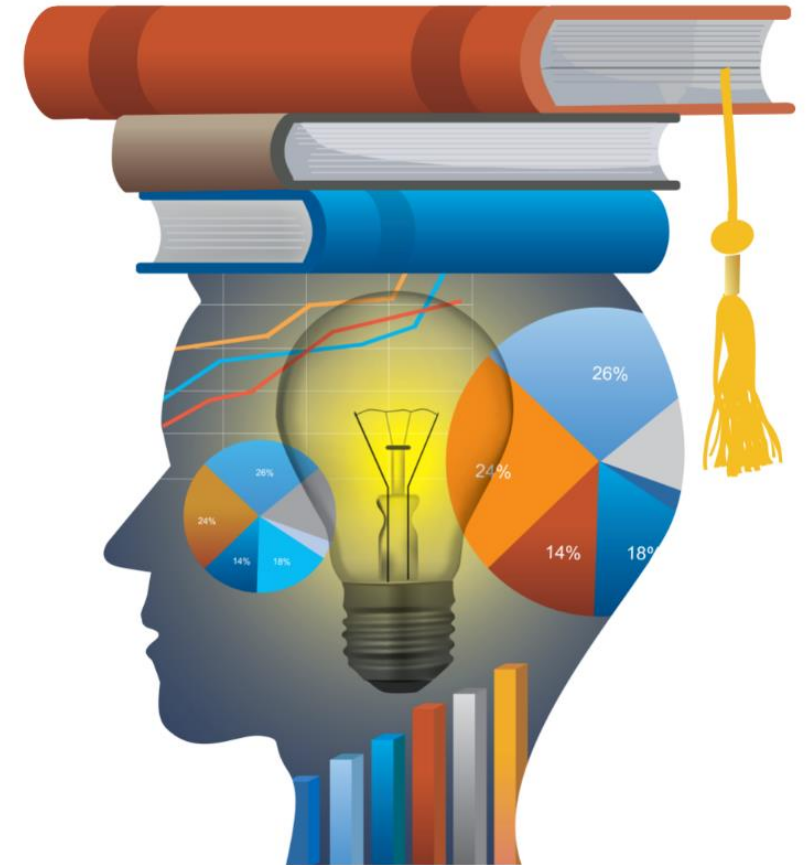
- School Exploration
- Academic Preparation
- Entrance Exams
- Financial Aid

Goal/Focus = getting into college

Career Preparation

- Career Exploration
- CTE Coursework
- Career-Relevant Training
- Job Preparation

Goal/Focus = preparing for a career



College and Career Readiness

College Graduation Rates

- Almost half of students who attend college drop out.
- Many students attend college without a strong career goal.
- Lack of purpose and value in college education is often cited as a reason for dropout.

Career Technical Education (CTE) Graduation Rates

- CTE students are more likely to graduate from high school and postsecondary institutions.
- Education aligned with career goals is commonly reported as a motivating factor.

Bottom Line – A career destination can be a critical component of postsecondary success.



College and Career Readiness



What if we prepared ALL students for careers?

- Separating students into college or career pathways emphasizes short-term goals, rather than long-term career destinations.
- College, like any other postsecondary experience, is simply part of the career preparation process – a stepping stone to a career.
- Helping all students identify strong, long-term career goals promotes:
 - Purpose and direction for learning
 - Motivation to obtain education requirements
 - Informed education decisions that are aligned with career choices

College and Career Readiness

A New Perspective

- The term “career readiness” can be applied to all students.
- Career preparation is not limited to CTE students and programs.
- ALL students can benefit from in-depth career exploration and planning.



Making Informed Career Decisions



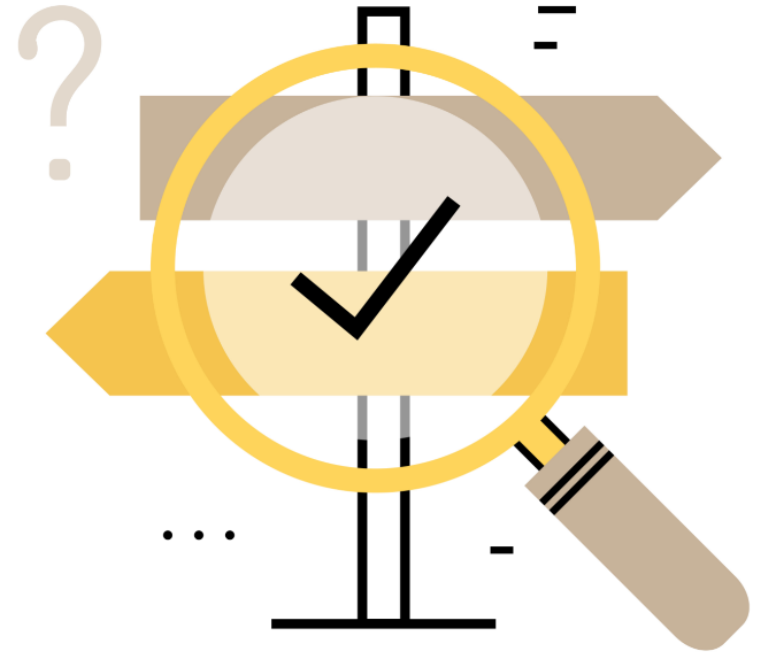
Making Informed Career Decisions

Goal of Career Exploration → Informed Career Decision

What is an informed career decision?

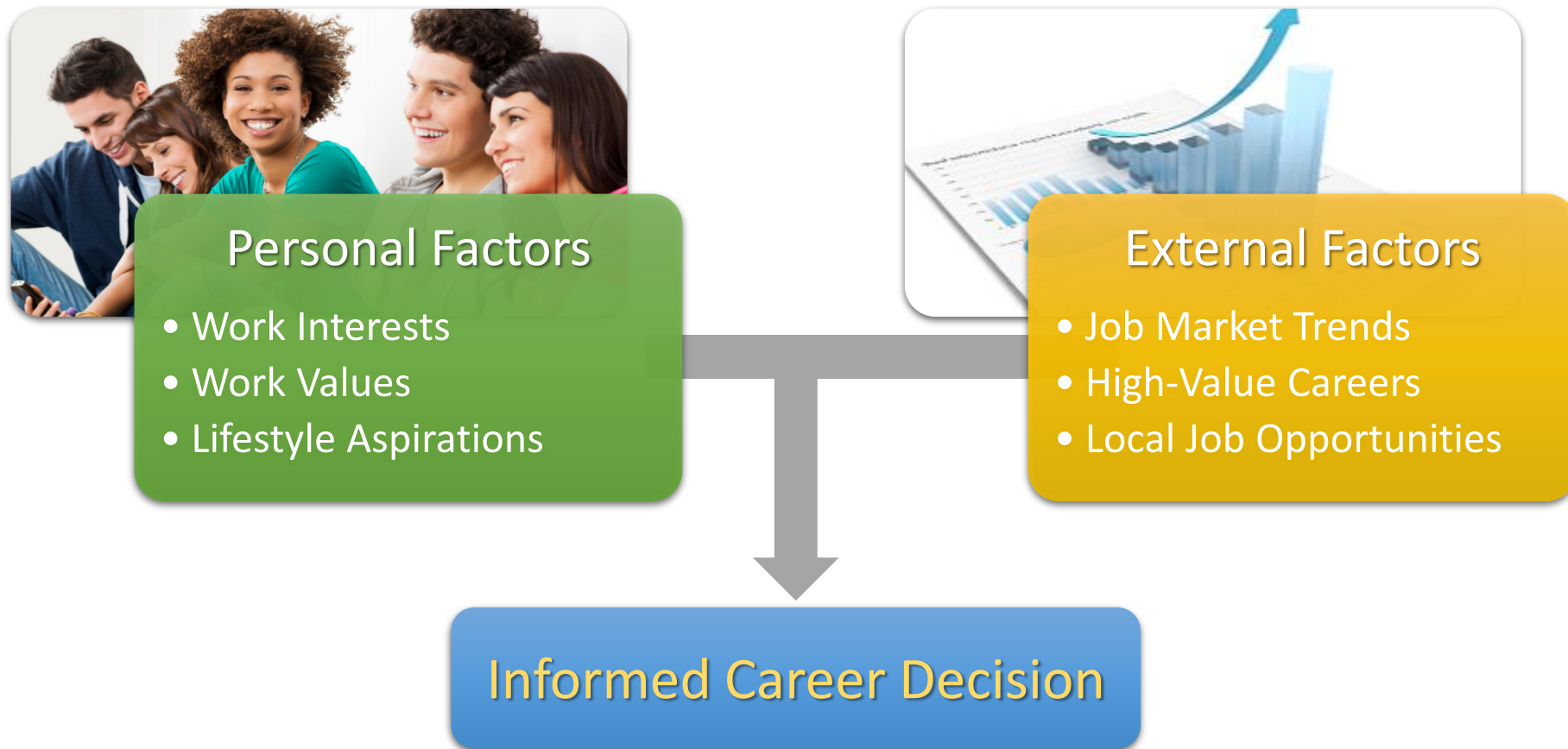
A career choice that incorporates multiple sources of information.

- Awareness of career options
- Insight into personal needs and wants
- Understanding of local job market



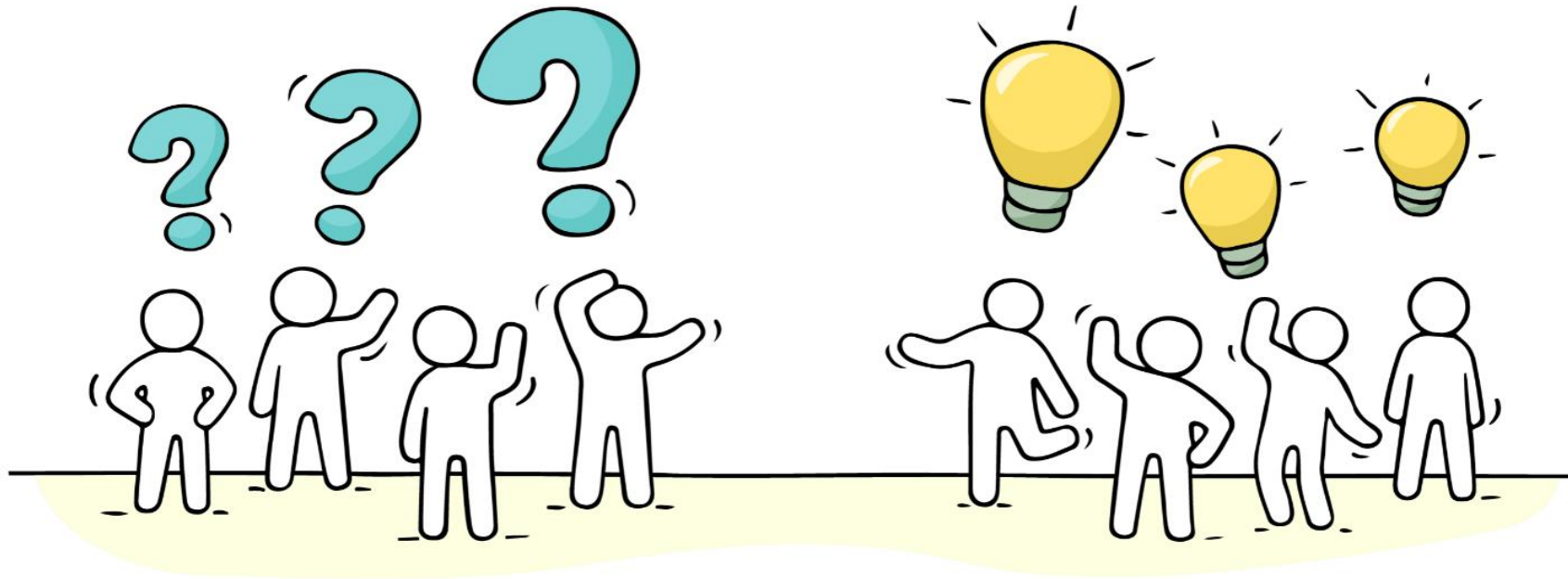
Making Informed Career Decisions

Components of an Informed Career Decision



Making Informed Career Decisions

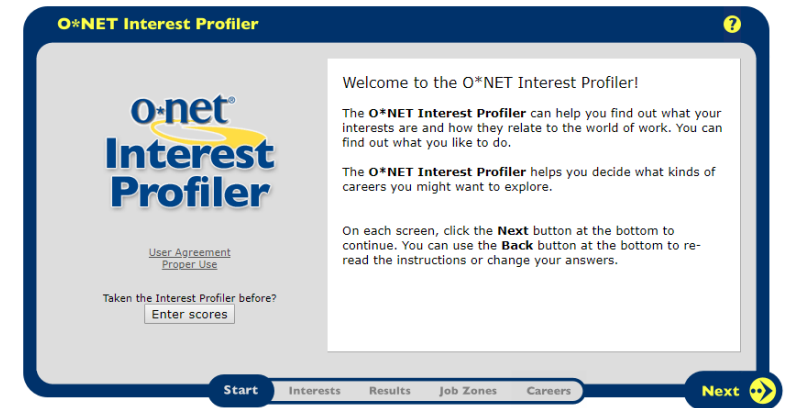
- What are some benefits to helping students make informed career decisions early in their educational journey, while they are middle school or high school?



Making Informed Career Decisions

Personal Factors = personality traits, work needs, ideas, and other individual characteristics that can influence job satisfaction

Aligning career choices with personal factors helps individuals find fulfillment in their work and avoid burnout.



Common Personal Factors

- **Work Interests** – O*NET Interest Profiler
- **Work Values** – O*NET Work Importance Locator
- **Lifestyle Aspirations** – Cost of Living Calculators



Making Informed Career Decisions

External Factors = elements that extend beyond the individual that can affect employment success

Aligning career choices with external factors can help minimize obstacles and streamline access to good jobs.

Commonly Neglected External Factors

- Labor Market Trends
- High-Value Careers
- Local Employment Opportunities



Making Informed Career Decisions

How can we develop awareness of occupation trends in our local regions?



Labor Market
Information (LMI)



Making Informed Career Decisions

Simple labor market statistics can reveal jobs with the most openings, highest wages, and most growth.



Annual Openings



Median Wages



Projected New Jobs



Growth Rates

Making Informed Career Decisions

High-Value Careers = high-demand, high-wage careers

Labor Market Information (LMI)

- Use LMI to evaluate annual openings and median wages for occupations
- **Goal** = determine occupations with the most employment opportunity that offer a living wage or better

High-Demand

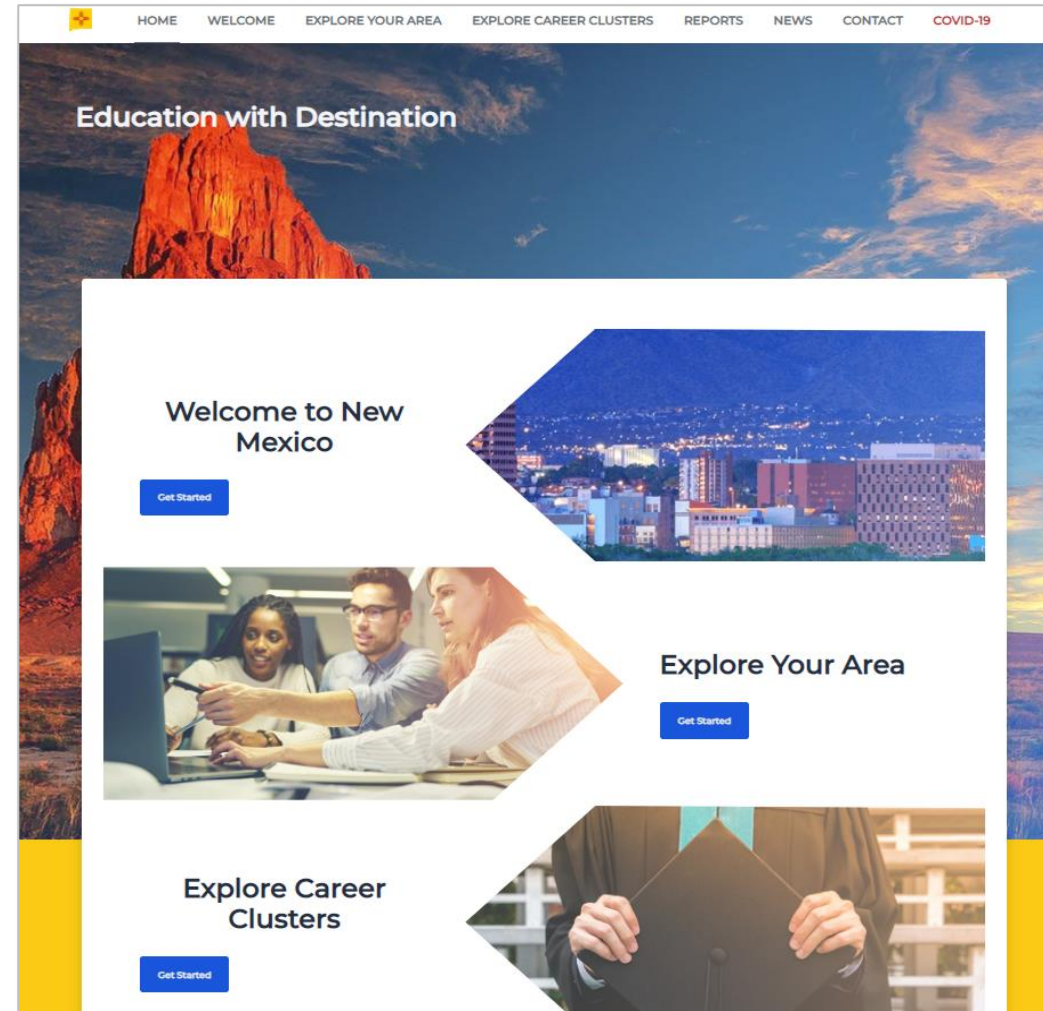


High-Wage

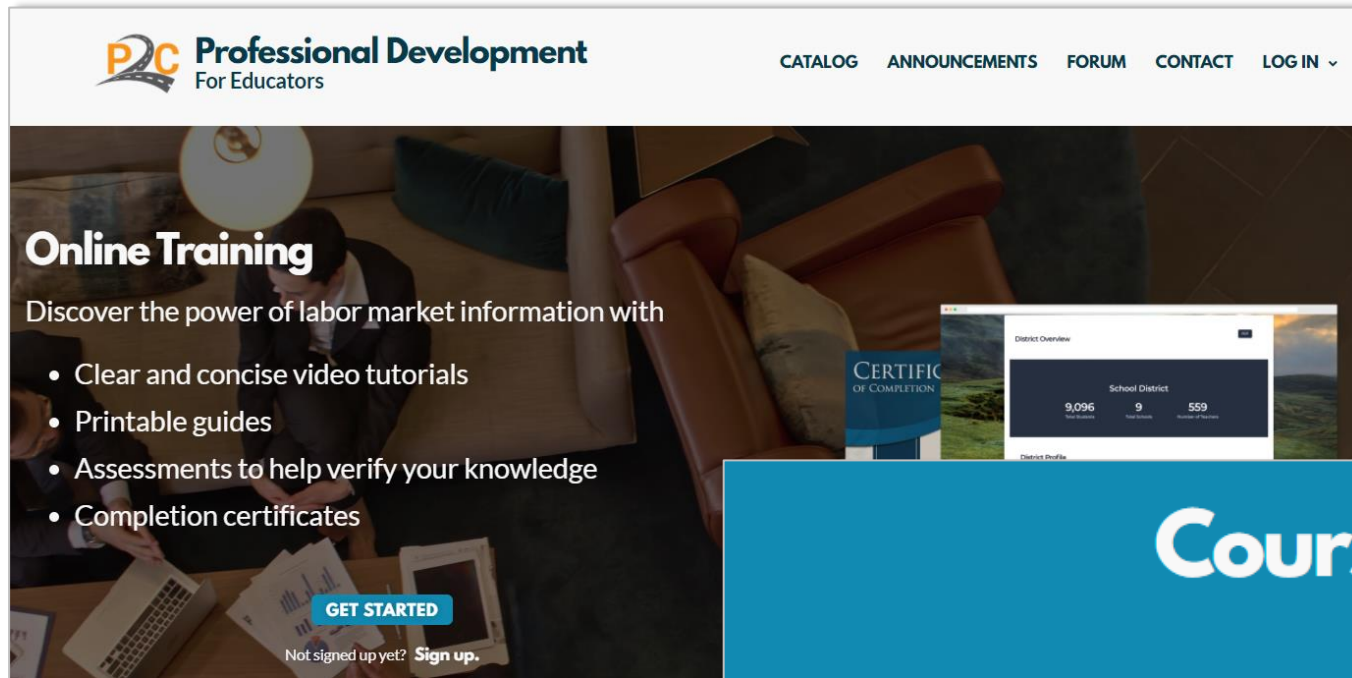
Making Informed Career Decisions

Let's Take a Look

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Professional Development



The screenshot shows the Pathway2PD website. The header includes the logo "P2C Professional Development For Educators" and navigation links: CATALOG, ANNOUNCEMENTS, FORUM, CONTACT, and LOG IN. The main content area features a large image of people in a meeting with the text "Online Training" and "Discover the power of labor market information with". Below this is a bulleted list of features: "Clear and concise video tutorials", "Printable guides", "Assessments to help verify your knowledge", and "Completion certificates". A "GET STARTED" button is present, along with a link "Not signed up yet? Sign up." A small inset image shows a "CERTIFICATE OF COMPLETION" and a "District Overview" dashboard with statistics: 9,096 Total Students, 9 Total Schools, and 559 Number of Pathways.

Professional Development
For Educators

CATALOG ANNOUNCEMENTS FORUM CONTACT LOG IN

Online Training

Discover the power of labor market information with

- Clear and concise video tutorials
- Printable guides
- Assessments to help verify your knowledge
- Completion certificates

GET STARTED

Not signed up yet? [Sign up.](#)



pathway2pd.com



The banner has a blue background with the title "Course Catalog" in large white text. Below the title is an illustration of three people climbing a red staircase that represents an upward trend on a graph. To the right of the illustration is the course title "Introduction to Labor Market Exploration for Educators" and a description: "This introductory course looks at how labor market information can be used to connect with the future of work and reveal critical directions for policy and practice that supports employment success for students." A "LEARN MORE" button is located at the bottom right.

Course Catalog

Introduction to Labor Market Exploration for Educators

This introductory course looks at how labor market information can be used to connect with the future of work and reveal critical directions for policy and practice that supports employment success for students.

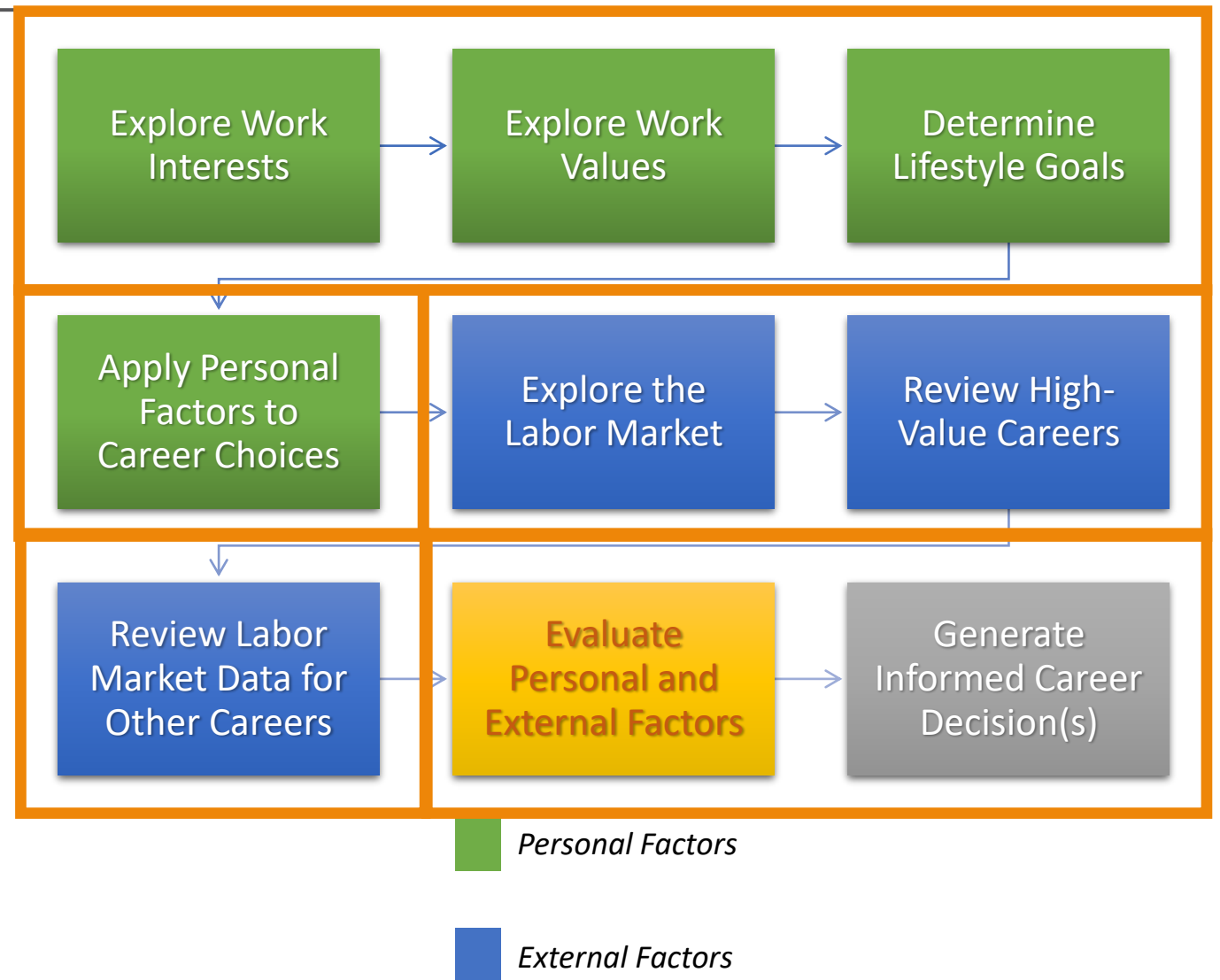
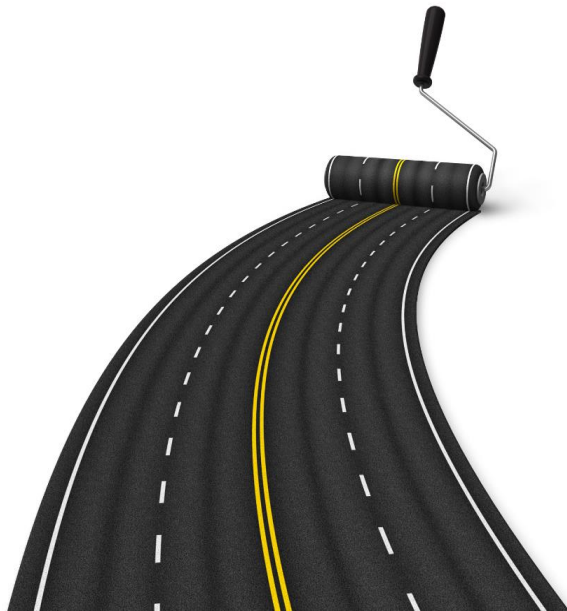
LEARN MORE

Using Labor Market Information



Using Labor Market Information

Roadmap for the Career Exploration Process



Using Labor Market Information

High-Value Careers Tables


- Template for listing high-value careers by cluster
- Provides quick insight into top jobs within each cluster
- Can be shared with students as a simple resource to assist in making informed career decisions

Template available at
pathway2careers.com
(see P2C Downloads)

Local High-Value Careers


High-value careers are high-demand, high-wage careers that are stable or growing in demand.

School Name _____
School District _____
Workforce Region _____



Architecture and Construction


Occupation	Annual Openings	Median Wages	Career Pathway	Information Link



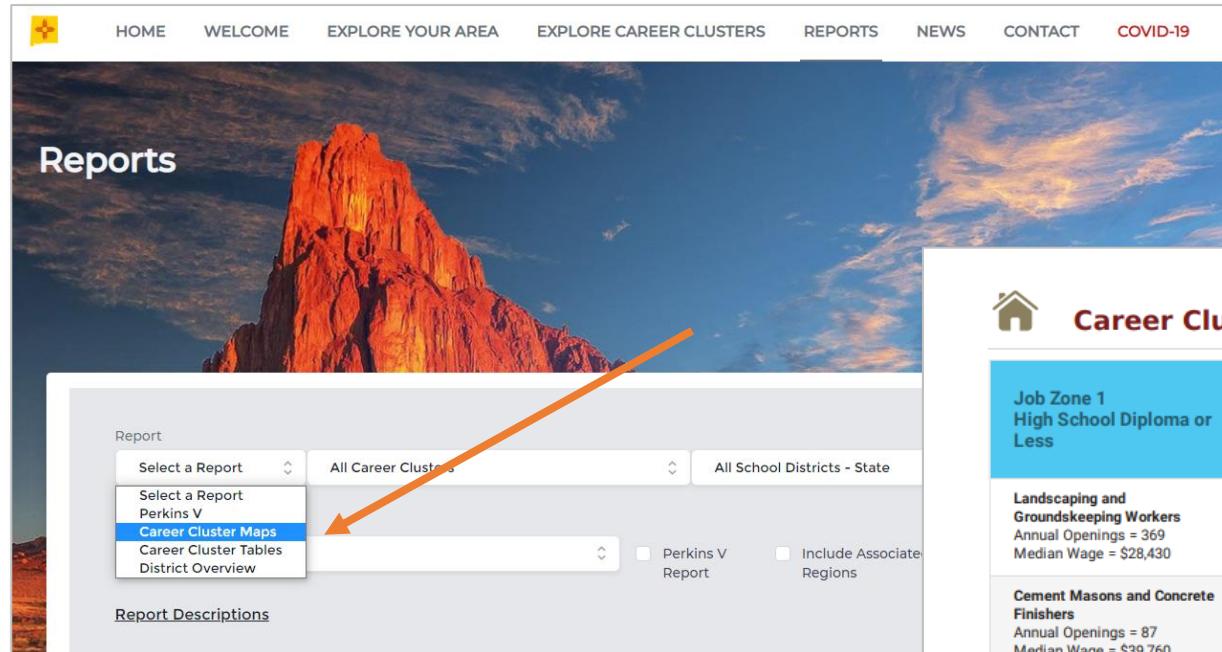
Arts, Audio/Visual Technology and Communication

Occupation	Annual Openings	Median Wages	Career Pathway	Information Link

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Using Labor Market Information



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Career Cluster : Architecture & Construction

Job Zone 1 High School Diploma or Less	Job Zone 2 High School Diploma	Job Zone 3 Certificate or Associate's Degree	Job Zone 4 Bachelor's Degree	Job Zone 5 Master's or Doctorage Degree
Landscaping and Groundskeeping Workers Annual Openings = 369 Median Wage = \$28,430	Construction Laborers Annual Openings = 629 Median Wage = \$31,470	First-Line Supervisors of Construction Trades a... Annual Openings = 342 Median Wage = \$58,000	Construction Managers Annual Openings = 114 Median Wage = \$87,320	*
Cement Masons and Concrete Finishers Annual Openings = 87 Median Wage = \$39,760	Carpenters Annual Openings = 370 Median Wage = \$39,030	Electricians Annual Openings = 274 Median Wage = \$46,350	Cost Estimators Annual Openings = 73 Median Wage = \$59,490	*
Derrick Operators, Oil and Gas Annual Openings = 51 Median Wage = \$46,503	Operating Engineers and Other Construction Equi... Annual Openings = 149 Median Wage = \$40,850	Plumbers, Pipefitters, and Steamfitters Annual Openings = 192 Median Wage = \$44,530	Civil Engineers Annual Openings = 65 Median Wage = \$90,450	*
Plasterers and Stucco Masons Annual Openings = 38 Median Wage = \$39,310	Roofers Annual Openings = 131 Median Wage = \$32,990	Heating, Air Conditioning, and Refrigeration Me... Annual Openings = 80 Median Wage = \$45,860	Architectural and Civil Drafters Annual Openings = 41 Median Wage = \$53,070	*
Septic Tank Servicers and Sewer Pipe Cleaners Annual Openings = *** Median Wage = \$29,550	Painters, Construction and Maintenance Annual Openings = 80 Median Wage = \$36,380	First-Line Supervisors of Landscaping, Lawn Ser... Annual Openings = 78 Median Wage = \$47,960	Architects, Except Landscape and Naval Annual Openings = 36 Median Wage = \$73,620	*

Using Labor Market Information


Assisting Students in Making Informed Decisions

1. **Review** – Gather and review information learned from exploration of personal and external factors.
2. **Choose** – Determine the importance of personal and external factors.
3. **Evaluate** – Assess the degree that occupations align with personal and external factors.
4. **Decide** – Select a career that provides the best match for personal and external factors.



Using Labor Market Information

Activity – Making Informed Decisions



Exploring High-Value Careers with Students
In this course, methods for identifying and connecting students with local high-value careers are discussed. Career exploration tools are introduced that can be used alongside labor market information to assist in informing and...

[LEARN MORE](#)

pathway2pd.com

Making Informed Career Decisions

Instructions: Review the results from your previous career exploration activities, including what you have learned about labor market data and high-value careers. Use this information to answer the questions below.

1. Complete the table below.

Work Interests Assessment	Work Values Assessment	Lifestyle Aspirations
List your top <u>two</u> work interests and provide a brief definition of each.	List your top <u>two</u> work values and provide a brief definition of each.	Briefly describe your future lifestyle goals and list the annual income you...

2. Review each of these factors and sort them from most important to least important. For the "Lifestyle Goals" and rate this anywhere from 1-5.

1
2
3
4
5

3. What are high-value careers? What types of labor market information can you look at to help you identify high-value careers?

4. For you, how important is it that your future career is a high-value career? Would you consider a career with low job availability or low wage? Why or why not?

After answering question 1-4, you should now have an idea of your top personal factors and a sense of how important high-value careers are to you. There are many ways to use this information and no one way is better than another. Below is one approach that you might find helpful.

Based on your answer to question 4, determine whether a high-value career is essential and choose one of the decision-making pathways below. Answer the questions for your chosen pathway.

High-Value Career is Essential

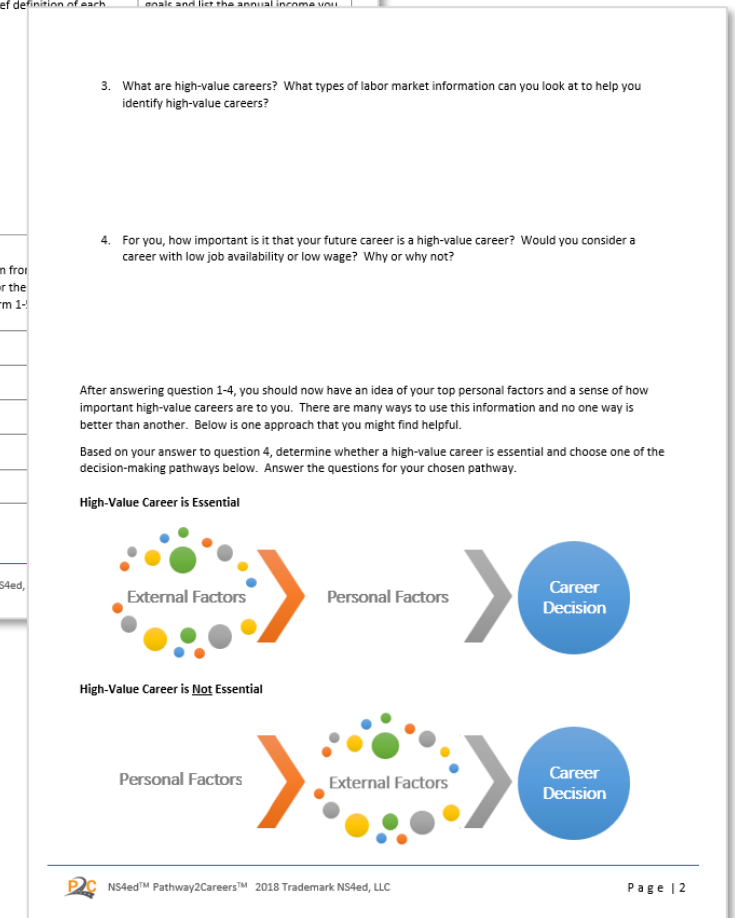
External Factors → Personal Factors → Career Decision

High-Value Career is Not Essential

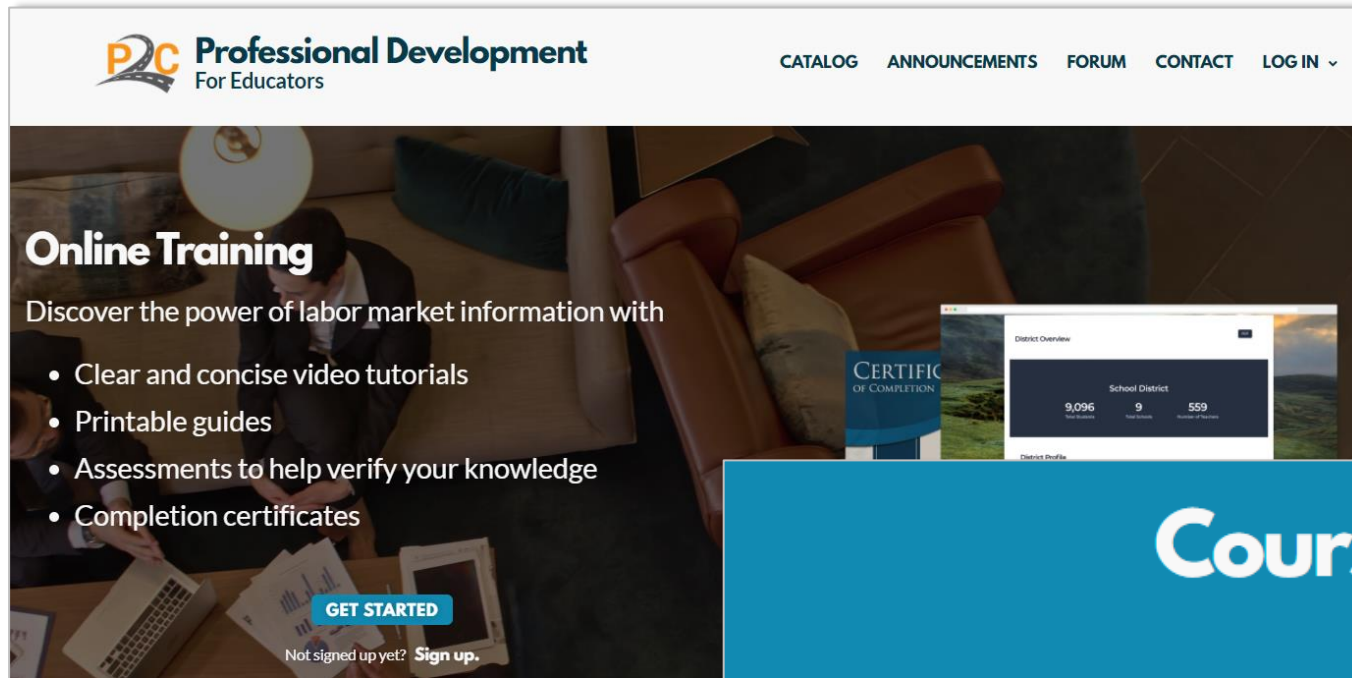
Personal Factors → External Factors → Career Decision

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School District		
9,096	9	559
Total Students	Total Schools	Number of Teachers



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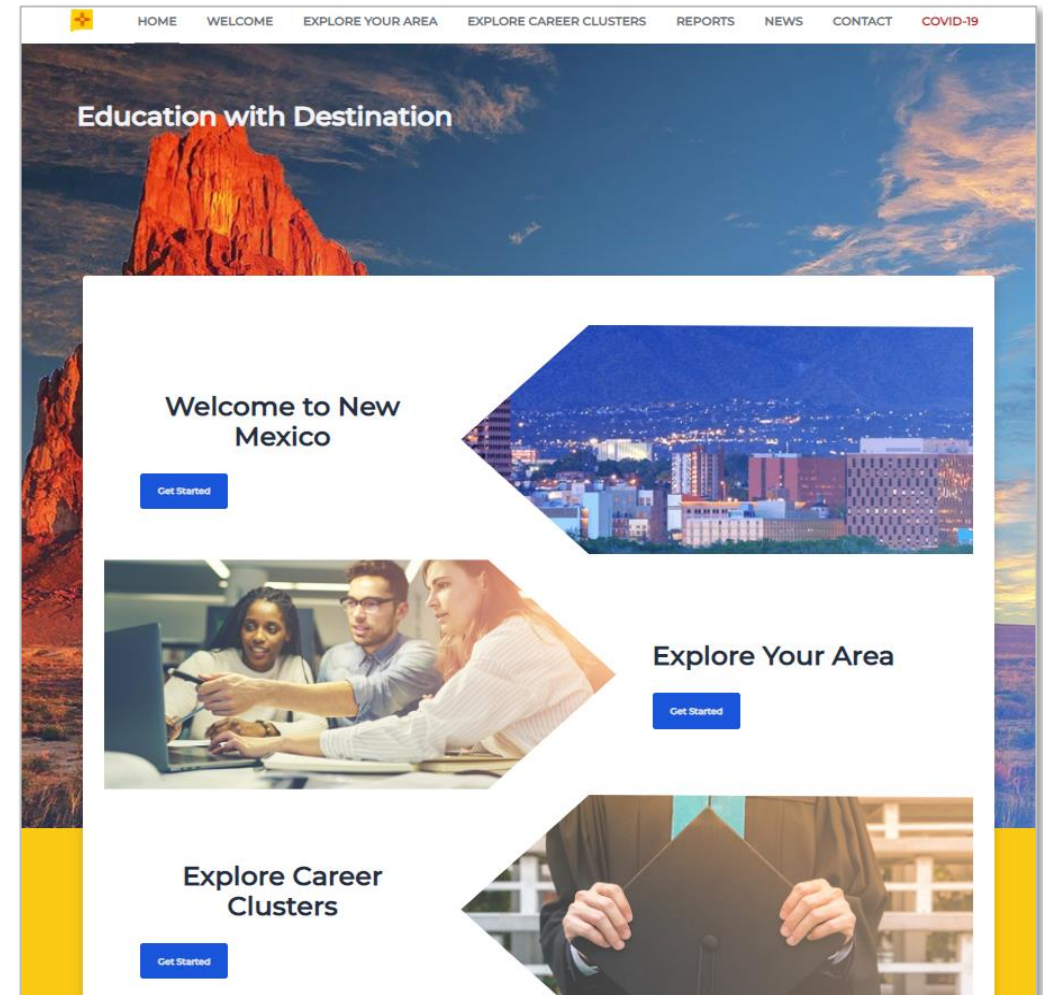
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Contact Information



pathway2careers.com

Dr. Joseph Goins (CEO)
jgoins@ns4ed.com



Dr. Danielle Tallent (CLO)
dtallent@ns4ed.com