



National Center on  
Parent, Family, and Community Engagement


# Career Goals: Exploration and Next Steps

Session 3 | May 5, 2021



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## Your Session Console





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# Facilitators



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# Learning Objectives

Explain	Determine	Review
Explain how to assess a family member's readiness to work and how to address barriers to employment	Determine the best tools and resources to help families make decisions about their employment or career goals and pathways	Review resources that help families build skills to begin a job hunt

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## Important Considerations

Before we dive in, we want to consider . . .

- The impacts of the COVID-19 pandemic
  - Shifts in families' situations, needs, and priorities
  - Skills for immediate employment needs and long-term career
- Career Exploration and Goals that acknowledge families' strengths and power

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## Relationship-Based Practices

- **Start with strengths and support competence:**
  - Acknowledge families' skills and expertise.
  - Celebrate success, progress, and effort—especially when things don't work out.
- **Reflect on the families' perspective:**
  - Ask families what they would like to know before sharing advice or resources.



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## Relationship-Based Practices

- **Value a Family's Passion.**

- Ask open-ended and caring questions, like "I can tell that you certainly want what's best for Jayda. What about you? Are there things you would like to do?"



### Resource Reminder

- Building Partnerships: Guide to Developing Relationships with Families

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## Discussion



- What are some ways you could use these practices with families in the specific context of their employment and career goals?
- What might you say to families, or what questions would you ask?

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# Career Exploration


- The process of learning about different careers that align with a person's interests, work style, strengths, and ambitions.



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# Careers vs. Jobs



- Passion & strengths
- Specialized education
- Salaried, w/Benefits
- Growth opportunities

Working at...

- Amazon warehouse
- City driver
- Cashier
- Line cook

- Income for basic needs
- Hourly
- Likely no benefits
- Little growth opportunity

## Why is this distinction important?

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## How to Turn Career Exploration into Tangible Steps

**Step 1.**  
Identify career interests.

**Step 2.**  
Research specific careers.

**Step 3.**  
Identify career of choice and assess fit.

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## Step 1. Identify career interests.

- Focus on strengths (no “right” answers).
- Encourage families to pick 2–3 careers to learn more about.

Resource Reminder


- Partnering with Families to Pursue Employment and Career Goals
- Career Assessments such as MyNextMove.org

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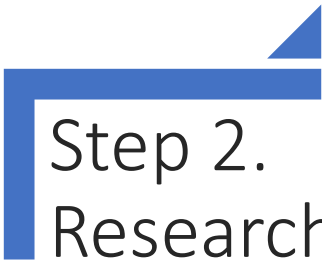


Discussion 


In practice, how do you envision using a tool like this with families? What might make it easier?

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 Step 2.  
Research careers of interest.

- Career profiles
- Business finder tool
- Informational sessions and interviews

 Resource Reminder:  
Partnering with Families to Pursue Employment and Career Goals  
Career Databases such as CareerOneStop.org

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## Step 3. Identify career of choice and assess fit.

### Support strategy

Ask prompting questions to help families decide what to consider as they explore and assess careers:

- Is it something they are interested in?
- Is this career in a growth industry?
- Does it allow for advancement over time?

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## Discussion



What other factors might someone consider in selecting a career?

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# After Career Exploration

The steps after career exploration include:


-  Step 1. Building skills, education, and/or experiences
-  Step 2. Beginning the job hunt
-  Step 3. Entering a new career and maintaining employment

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## Step 1. Building skills, education, and/or experiences

- Explore Workforce Development opportunities.
- Look into educational programs.
- Use the “Find Training” section on CareerOneStop.


 Resource Reminder:

- *Economic Mobility Toolkit, Key Topic 6*
- CareerOneStop

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Discussion 

How have you—or how could you—approach this step with families who do not have the language skills that may be necessary for a specific career?


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Step 2. Beginning the job hunt

Components include:

- Building a resume
- Practicing interview techniques
- Obtaining interview attire


 Resource Reminder:

- American Job Centers

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Discussion 

Have you connected families to American Job Centers or similar organizations in the past? If yes, how did it go?

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Step 3. Entering a new career and maintaining employment

- Support strategy: Celebration and acknowledgement
- Celebrate *what* families do and *actions* they take.
- Acknowledge *who* families are and the *values* they are honoring.

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Discussion 

What are some of the barriers to employment that families might face?

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 Situation 1

“I have a gap in my resume, and I think that’s why I’m not getting the jobs I’m applying for.”

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## Strategies to Leverage

- Offer to review with the person his or her resume to help fill in gaps.
  - Highlight unpaid experiences (e.g., serving on the Policy Council, volunteering in the classroom).
  - Draw attention to caregiving skills if looking at a career in a related field.
  - Consider using a functional resume layout.
  - Briefly explain any employment gap in cover letter.
- Create or connect parents with a job club.
- Encourage families to ask for feedback.

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### Situation 2

“I know what career I want to pursue, but I don’t have the educational requirements or training certifications to get the job.”

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## Strategies to Leverage

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- Celebrate their career identification.
- Provide support to make an action plan:
  - Identify the level of education needed.
  - Research schools and programs.



### Resource Reminder:

- The Family Partnership Process: Engaging and Goal-setting with Families

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## Strategies to Leverage

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- Build relationships with local community colleges.



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## Strategies to Leverage

- Ask open-ended questions (e.g., *“What motivates you to want to pursue this career? What might get in the way of enrolling in an education program? What do you anticipate might be challenging in completing the program?”*).

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## Discussion



What are some other open-ended questions you can ask families to help them stay focused and motivated towards a multi-step career goal?

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## Key Takeaways

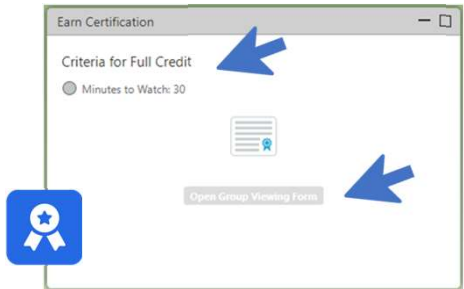
- Exploration is an important part of making progress toward career and employment goals.
- Career exploration may be intimidating to families, but there are tools and resources to guide you and them.
- After career exploration, you can work with families to break down the next steps towards their career goals: building skills, beginning the job hunt, and securing employment.

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## Certificates, Session Resources, and Institute Survey

- Download your certificate of attendance and session handouts from the related content tool.
- Complete the Institute Survey at the end of the two-day event.




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## Self-care Break


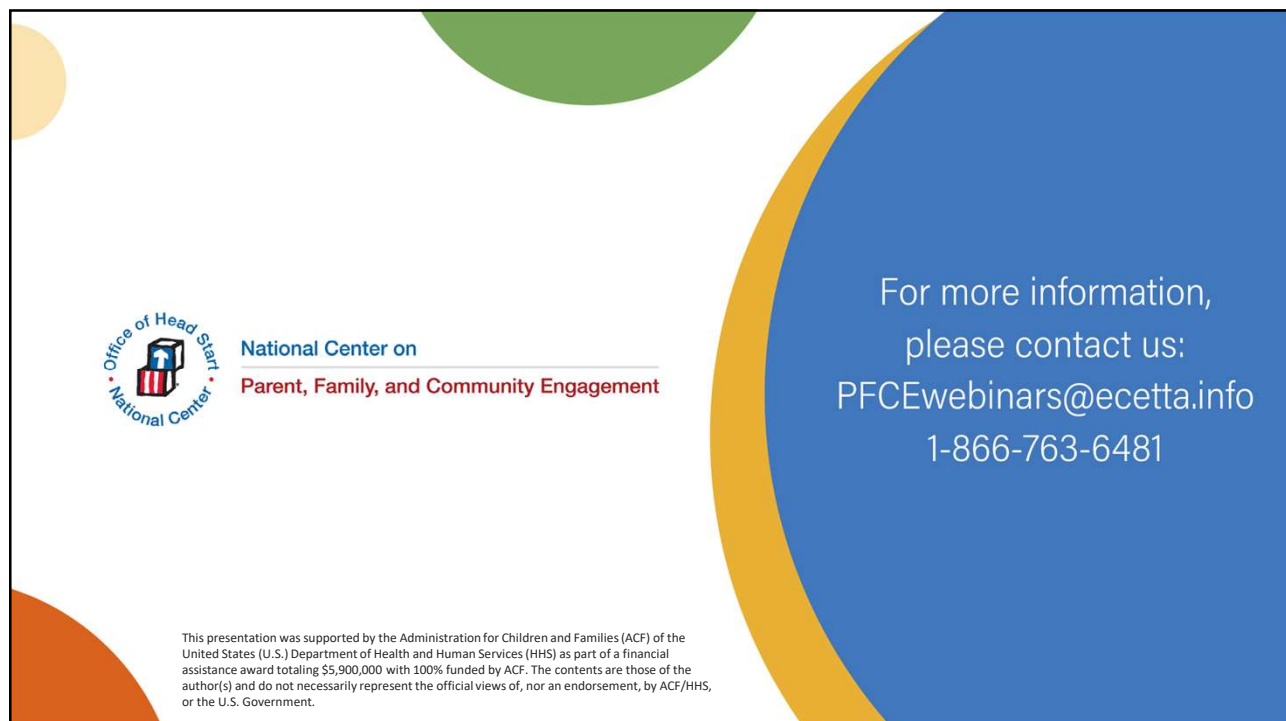
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