

# New Career Clusters and Pathway Connectivity Through the ASVAB Career Exploration Program!

Ted Hagert, ASVAB CEP  
Jennifer Smith, ASVAB CEP  
3:15-4:15, Roswell Room  
October 2, 2009

# Career Clusters and Pathways Initiative

- ▶ **Background – National Initiative**
  - Response to a need
  - New role for education



# Benefits – Career Clusters and Pathways



- ▶ Learners become more aware of career options – facilitating better informed decisions
- ▶ Learners understand structure and function of businesses – facilitating becoming more productive, value-added employees
- ▶ Learners achieve by setting high standards of expectations and by teaching academics in a context interesting to students

# Benefits – Career Clusters and Pathways

- ▶ Systemic framework for student success in college and careers
- ▶ Knowledge and skills provide reliable set of standards
- ▶ Help states and schools organize their programs and guidance activities around clusters of similar occupations
- ▶ Sustained partnerships between high schools, colleges, business and economic development

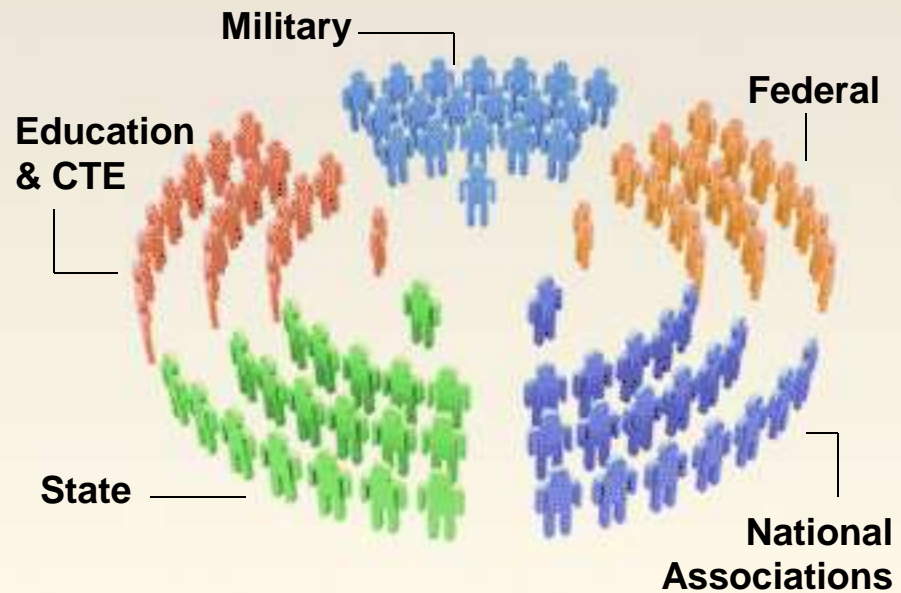


# Collaboration Between Education and Military

## MEMBERSHIP

- ▶ ED
- ▶ DOD
- ▶ ACTE
- ▶ NASDCTE<sub>c</sub>

## Collaboration





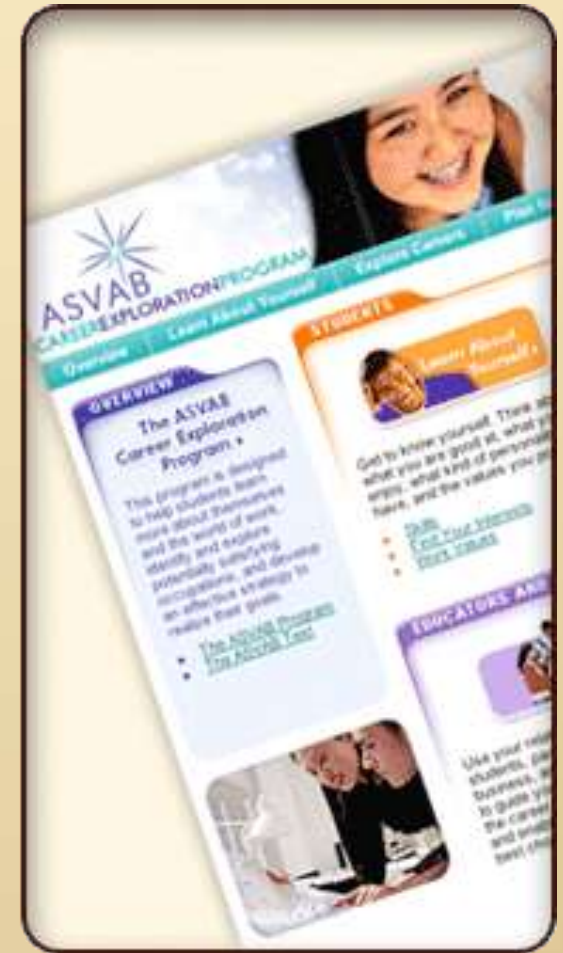
ASVAB

CAREER EXPLORATION PROGRAM

# Career Clusters on ASVAB CEP Website

[www.asvabprogram.com](http://www.asvabprogram.com)

- ▶ The ASVAB Career Exploration Program consists of:
  - a multiple aptitude test
  - career interest inventory (FYI)
  - career exploration tool (OCCU-Find)
  - career planning resources
- ▶ Encourages students to explore a wide variety of careers.
- ▶ Federally funded for U.S. high schools



# The ASVAB Career Exploration Program

- ▶ Encourages students to explore a wide variety of careers, rather than limiting their exploration by telling them what they can or should do.
- ▶ Is intended for use with students in the 10th, 11th, and 12th grades, as well as students in post-secondary schools.
- ▶ Trained Education Services Specialists are available to meet with students to conduct career exploration workshops.

# ASVAB Test

- ▶ The most widely used multi-aptitude test battery in the world.
- ▶ Assessment of student's ability to learn new skills
- ▶ Predictor of success in training and education programs



See Sample ASVAB Questions

## THE EIGHT ASVAB TEST AREAS ARE

- **General Science**  
A 25-item test measuring knowledge of life science, earth and space science, and physical science
- **Arithmetic Reasoning**  
A 30-item test measuring ability to solve basic arithmetic word problems
- **Word Knowledge**  
A 35-item test measuring ability to understand the meaning of words through synonyms
- **Paragraph Comprehension**  
A 15-item test measuring ability to obtain information from written material
- **Mathematics Knowledge**  
A 25-item test measuring knowledge of mathematical concepts and applications
- **Electronics Information**  
A 20-item test measuring knowledge of electrical current, circuits, devices, and electronic systems
- **Auto and Shop Information**  
A 25-item test measuring knowledge of automotive maintenance and repair, and wood and metal shop practices
- **Mechanical Comprehension**  
A 25-item test measuring knowledge of the principles of mechanical devices, structural support, and properties of materials

**Personal access code to ASVAB website provided after aptitude test**

# FYI – Career Interest Inventory

## John Holland's (RIASEC) Codes

90 items – scored online or paper form

**FYI Find Your Interests**

The first step toward finding a career is to spend some time finding out about you.

**My Top Three Interest Codes**

My scores are compared with all other high school students. [Change preference](#)

**I** Investigative   **R** Realistic   **C** Conventional

**Next Steps**

**EXPLORE AN INTEREST AREA**

- [Realistic](#)
- [Investigative](#)
- [Artistic](#)
- [Social](#)
- [Enterprising](#)
- [Conventional](#)

© John L. Holland, Ph.D.

# Online OCCU-Find accesses 400+ occupations linked to online resources

**Using the OCCU-Find**

- Explore each occupation to find out about typical tasks, work environment, entrance requirements, and employment opportunities.
- Also, for each occupation, look at the importance of Verbal, Math, and Science and Technical skills.
- Then, think about what education or training you may need to gain the necessary skills.
- The [Plan for Your Future](#) section of this site includes tools and activities that can help you explore occupations more fully and take steps to help prepare you for entry into your desired career.

**Search by Interest Code**

Use the OCCU-Find to identify occupations that may interest you. To start the search, you will need your FYI results from *Exploring Careers: The ASVAB Career Exploration Guide*.

© John L. Holland, Ph.D.

**SEARCH**

**STEP 1:** Select an interest code below to review a list of occupations in that interest area.

- Realistic** activities often involve practical, hands-on problems and solutions.
- Investigative** activities involve learning about new subject areas or ideas and allow you to use your knowledge to solve problems.
- Artistic** activities allow you to be creative and use your imagination to do original work.
- Social** activities allow you to use your skills and talents to interact effectively with others.
- Enterprising** activities allow you to take a leadership role.
- Conventional** activities require attention to accuracy and detail.

**STEP 2 (Optional):** You may choose to sort your findings by [skill importance](#). Select a skill below.

- Verbal**
- Math**
- Science and Technical**

**SEARCH**

# Multiple Ways to Search for Occupations

Searchable in OCCU-Find by:

The screenshot shows the OCCU-Find search interface. At the top, it says "Search by Interest Code" and includes a logo with letters C, R, I, S, A. Below this, there is a text box explaining the purpose of the tool and a copyright notice for John L. Holland. The main search area is titled "SEARCH" and contains two steps. Step 1 is "Select an interest code below to review a list of occupations in that interest area." It lists six interest codes with radio buttons: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. Each code has a brief description of the activities it involves. Step 2 is "Optional" and allows sorting by skill importance, with radio buttons for Verbal, Math, and Science and Technical. A "SEARCH" button is at the bottom right. On the right side of the interface, there is a section for "INTEREST CODES" with a grid of letters A-Z and an "ALL" option. Below that is a "My Favorites" section. At the bottom right, there is a section for "Browse Occupations by Career Cluster" with a list of clusters including Agriculture, Food & Natural Resources, Architecture & Construction, Arts, Audio/Video Technology & Communication, and Business Management & Administration. Three blue callout boxes are overlaid on the image: "1. Career Interest Codes" points to the interest code list, "2. Occupation Title" points to the letter grid, and "3. Career Clusters" points to the career cluster list.

**1. Career Interest Codes**

**2. Occupation Title**

**3. Career Clusters**

# Option to Identify Occupations by Selecting Interest Code and Sorting by Skill Importance



## Artistic Occupations

This list shows occupations that you may find interesting or satisfying if this is one of your interest codes. These occupations are sorted by the level of [skill importance](#) you selected. You will need to explore more to find out if a career is really right for you. Click on a title to view more information.

Occupations sorted by: *Verbal Skill Importance Level.*

VERY IMPORTANT	MODERATELY IMPORTANT	LESS IMPORTANT
<ul style="list-style-type: none"> <li>■ <a href="#">Actors &gt;&gt;&gt;</a></li> <li>■ <a href="#">Advertising and Promotions Managers &gt;&gt;&gt;</a></li> <li>■ <a href="#">Art, Drama, and Music Teachers, Postsecondary &gt;&gt;&gt;</a></li> <li>■ <a href="#">Broadcast News Analysts &gt;&gt;&gt;</a></li> <li>■ <a href="#">Copy Writers &gt;&gt;&gt;</a></li> </ul>	<ul style="list-style-type: none"> <li>■ <a href="#">Art Directors &gt;&gt;&gt;</a></li> <li>■ <a href="#">Choreographers &gt;&gt;&gt;</a></li> <li>■ <a href="#">Commercial and Industrial Designers &gt;&gt;&gt;</a></li> <li>■ <a href="#">Film and Video Editors &gt;&gt;&gt;</a></li> <li>■ <a href="#">Graphic Designers &gt;&gt;&gt;</a></li> <li>■ <a href="#">Interior Designers &gt;&gt;&gt;</a></li> </ul>	<ul style="list-style-type: none"> <li>■ <a href="#">Architects &gt;&gt;&gt;</a></li> <li>■ <a href="#">Camera Operators, Television, Video, and Motion Picture &gt;&gt;&gt;</a></li> <li>■ <a href="#">Cartoonists &gt;&gt;&gt;</a></li> <li>■ <a href="#">Costume Attendants &gt;&gt;&gt;</a></li> <li>■ <a href="#">Craft Artists &gt;&gt;&gt;</a></li> <li>■ <a href="#">Dancers &gt;&gt;&gt;</a></li> </ul>

My ASVAB Help

[FYI](#) | [Occu-Find](#) | [Logout](#)

MY TOP INTEREST CODES

My Favorites

- [Occupations](#)
- [Career Clusters](#)

Browse Occupations >

[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](#) | [ALL](#)

STEP 1: Select an interest code.

- Realistic
- Investigative
- Artistic**
- Social
- Enterprising
- Conventional

STEP 2 (Optional): Sort by Skill Importance Ratings

- Verbal**
- Math
- Science and Technical

[SEARCH](#)

# Career Clusters on ASVAB CEP Website

**NEW in 2009** – Occupations linked to career clusters with online descriptions for clusters and pathways.



**Agriculture,  
Food & Natural  
Resources**



**Education  
& Training**



**Hospitality  
& Tourism**



**Manufacturing**



**Agriculture,  
Food &  
Natural  
Resources**



**Finance**



**Human  
Services**



**Marketing**



**Arts, A/V  
Technology &  
Communications**



**Government  
& Public  
Administration**



**Information  
Technology**



**Science, Technology,  
Engineering  
& Mathematics**



**Business  
Management &  
Administration**



**Health  
Science**



**Law, Public  
Safety,  
Corrections  
& Security**



**Transportation,  
Distribution &  
Logistics**

# Multiple Resources to Learn About Careers

- ▶ Occupational Outlook Handbook
- ▶ O\*NET Online
- ▶ Military Careers
- ▶ Career Clusters




# Sample Search

- ▶ Search by Occupational Title
- ▶ Military Link
- ▶ Career Cluster Link



# Select Occupation by Title



## Explore Careers

# CCU-Find

### Alphabetical List of Occupations

Click on a letter to view a list of occupational titles beginning with that letter. Click on a title to view more information.

You are browsing occupations having titles starting with: **D**

Showing 1 through 18 of 18 careers || Pages:

<ul style="list-style-type: none"><li>Dancers » » »</li><li>Database Administrators » » »</li><li>Demonstrators and Product Promoters » » »</li></ul>	<ul style="list-style-type: none"><li>Detectives and Criminal Investigators » » »</li><li><b>Diagnostic Medical Sonographers » » »</b></li><li>Dietetic</li></ul>	<ul style="list-style-type: none"><li>Driver/Sales Workers » » »</li><li>Drywall, Tile, and Marble Installers » » »</li></ul>
---	---	---

My ASVAB

Help

[FYI](#) | [Occu-Find](#) | [Logout](#)

MY TOP  
INTEREST  
CODES

My Favorites

- [Occupations](#)
- [Career Clusters](#)

Browse Occupations >


[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](#)  
[ALL](#)

17

# Identify Military Career & Career Cluster



Explore Careers

## Dental Assistants

[Add Occupation to your Favorites](#) 

### CAREER INFORMATION



 [Read more about this occupation.](#)



Occupational Outlook Handbook [Dental Assistants](#)

O\*NET™ Online [Dental Assistants](#)

Military Careers [Dental Specialists](#)

Career Cluster [Health Science](#)

## Identify Interest Code & Skill Level

INTEREST CODE	SKILL IMPORTANCE LEVEL							
 Social	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px dashed gray;">Importance</th> </tr> </thead> <tbody> <tr> <td style="padding: 2px 5px;">Verbal</td> <td style="text-align: right; padding: 2px 5px;">Moderately Important</td> </tr> <tr> <td style="padding: 2px 5px;">Math</td> <td style="text-align: right; padding: 2px 5px;">Moderately Important</td> </tr> <tr> <td style="padding: 2px 5px;">Science / Technical</td> <td style="text-align: right; padding: 2px 5px;">Moderately Important</td> </tr> </tbody> </table>	Importance	Verbal	Moderately Important	Math	Moderately Important	Science / Technical	Moderately Important
Importance								
Verbal	Moderately Important							
Math	Moderately Important							
Science / Technical	Moderately Important							
 Realistic								

# Select Military Careers Resource

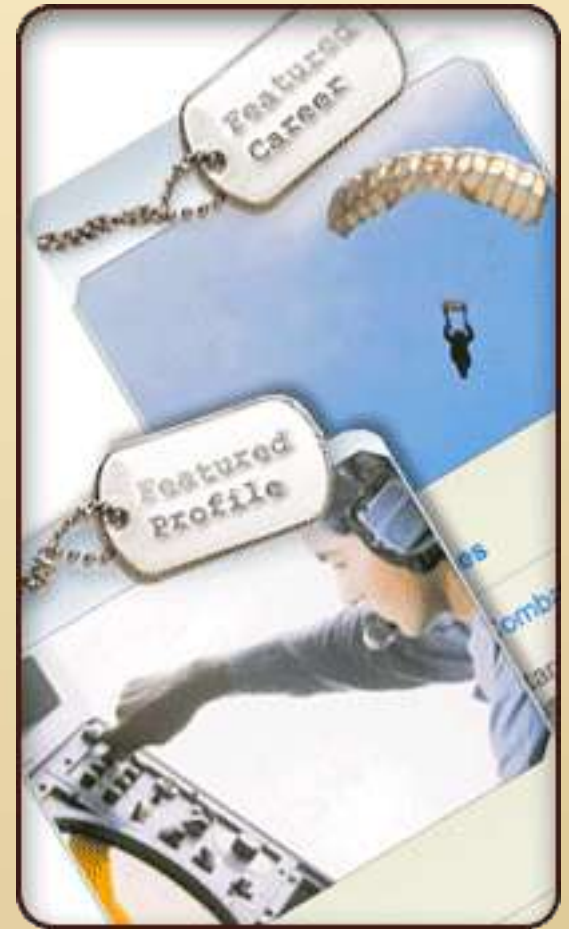
## For Each Occupation

- ▶ What They Do
- ▶ Helpful Attributes
- ▶ Training Provided
- ▶ Work Environment
- ▶ Civilian Counterparts



# Site Features for Military Careers

- ▶ Browse Careers by Job Family or Alphabetical Title
- ▶ Includes Featured Profiles (the inside story from real people in the military)
- ▶ Identifies the Services offering each Occupation
- ▶ Overview of each Military Service with links to websites



# Select Career Cluster to View Descriptions for Cluster & Pathways (www.careerclusters.org)

**Health Science**

**Overview**

This Career Cluster orients students to careers that promote health, wellness, and diagnosis as well as treat injuries and diseases. Some of the careers involve working directly with people, while others involve research into diseases or collecting and formatting data and information. Work locations are varied and may be in hospitals, medical or dental offices or laboratories, cruise ships, medivac units, sports arenas, space centers, or within the community.

**Career Pathways at a Glance**

The Health Science Career Cluster is divided into five pathways:

1. [Therapeutic Services](#)
2. [Diagnostic Services](#)
3. [Health Informatics](#)
4. [Support Services](#)
5. [Biotechnology Research and Development](#)

The above excerpts are being used with permission of the States' Career Clusters Initiative, 2009

**Health Science**

**Pathway 4: Support Services**

People working in Support Services provide a therapeutic environment for the delivery of health care. Support Services offers a full range of career opportunities from entry level to management, including technical and professional careers.

**Sample Occupations**

- Biomedical/Clinical Engineer
- Dietary Technician
- Environmental Services Technician
- Hospital Maintenance Engineer
- Materials Management Technician

[Prev](#) Page 3 [Next](#)

The above excerpts are being used with permission of the States' Career Clusters Initiative, 2009  
[www.careerclusters.org](http://www.careerclusters.org)

**Does Not Require Access Code  
to view the cluster & pathway descriptions**

# Option to Browse Occupations by Career Clusters

Read about a specific occupation and also browse other occupations in the same **career cluster**.

## Occupations by Career Cluster



### Health Science

Showing 1 through 24 of 72 careers || Pages: {1}

• Ambulance Drivers and Attendants, Except Emergency Medical Technicians >>>	• Claims Examiners, Property and Casualty Insurance >>>
• Anesthesiologists >>>	• Clinical and School Psychologists >>>
• Athletic Trainers >>>	• Counseling Psychologists >>>
• Audiologists >>>	• <b>Dental Assistants &gt;&gt;&gt;</b>
• Biologists >>>	• Dental Hygienists >>>
• Biomedical Engineers >>>	• Dental Laboratory Technicians >>>



## Browse Occupations by Career Cluster

- [Agriculture, Food & Natural Resources](#)
- [Architecture & Construction](#)
- [Arts, Audio/Video Technology & Communication](#)
- [Business Management & Administration](#)
- [Education & Training](#)
- [Finance](#)
- [Government & Public Administration](#)
- [Health Science](#)
- [Hospitality & Tourism](#)
- [Human Services](#)
- [Information Technology](#)
- [Law, Public Safety, Corrections & Security](#)
- [Manufacturing](#)
- [Marketing](#)
- [Science, Technology, Engineering & Mathematics](#)
- [Transportation, Distribution, & Logistics](#)

# Option to Save Favorite Occupations and Favorite Career Clusters



The screenshot shows a user interface titled "My Favorites" with a profile picture of a young girl. It is divided into two main sections: "My Favorite Occupations" and "My Favorite Career Clusters".

**My Favorite Occupations**  
You can save up to 10 Occupations in your Favorites

<a href="#">Infantry Officers</a>	<a href="#">Remove</a> 
<a href="#">Marketing Managers</a>	<a href="#">Remove</a> 
<a href="#">Food Scientists and Technologists</a>	<a href="#">Remove</a> 
<a href="#">Licensed Practical and Licensed Vocational Nurses</a>	<a href="#">Remove</a> 
<a href="#">Veterinarians</a>	<a href="#">Remove</a> 

**My Favorite Career Clusters**  
You can save up to 2 Career Clusters in your Favorites

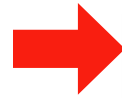
<a href="#">Arts, Audio/Video Technology &amp; Communications</a>	<a href="#">Remove</a> 
<a href="#">Agriculture, Food &amp; Natural Resources</a>	<a href="#">Remove</a> 

# Benefits for Career Cluster Searches

- ▶ Enables students to discover a variety of occupations and consider a broader range of career options.
- ▶ Because clusters are based on similar skill sets, knowledge, abilities, and activities, searching for careers using clusters may suggest occupations that students have not previously identified.
- ▶ Provides a list of related occupations with different levels of educational requirements.
- ▶ Allows a student to see other occupations which require similar knowledge and skills.

# ASVAB CEP Link from State Career Cluster

Included as Related links on State Career Clusters Website



Home 16 Career Clusters Resources Products

## Welcome to Careerclusters.org!

This is the official website for the States' Career Clusters Initiative (SCCI). This website serves as a clearinghouse for Career Clusters research, products, services and technical assistance for implementation of the States' Career Clusters Framework for lifelong learning. [More . . .](#)

## EDUCATORS AND COUNSELORS



Info for Educators and Counselors ▶

Use your relationships with students, parents, teachers, business, and the community to guide your students along the career development path and enable them to make the best choices for their future.

Interested in scheduling the ASVAB Career Exploration Program at your school? Fill out this [request form](#) and an Education Services Specialist will contact you.

- [Administering the Program](#)
- [Integrating the Program](#)
- [Career Clusters](#)

Resource Center >

- 📄 [Overview of the ASVAB Career Exploration Program](#) [PDF 169KB]
- 📄 [Counselor Manual](#) [PDF 6.5MB]

# Resources

- ▶ [www.careerclusters.org](http://www.careerclusters.org)
- ▶ [www.acrnetwork.org](http://www.acrnetwork.org)
- ▶ [www.college.gov](http://www.college.gov)
- ▶ [www.careersinthemilitary.com](http://www.careersinthemilitary.com)
- ▶ [www.asvabprogram.com](http://www.asvabprogram.com)

# Contacts

- ▶ Ted Hagert, National Program Manager
  - [theodore.hagert@mepcom.army.mil](mailto:theodore.hagert@mepcom.army.mil)
  - 847-688-3680 x7508
  
- ▶ Jennifer Smith, Regional Program Manager (West)
  - [Jennifer.smith2@mepcom.army.mil](mailto:Jennifer.smith2@mepcom.army.mil)
  - 847-688-2700 x7866
  
- ▶ Gisela Harkin
  - [gisela.harkin@ed.gov](mailto:gisela.harkin@ed.gov)
  - (202) 245-7796