Michigan Career Development Targets

⚖ Legislatively Required ☑ Recommended

Early Childhood – Career Awareness ☑
Target 1: Career Zones Introduce students and families to the six Michigan career zones.
Target 2: Career Awareness Connect learning to Michigan career zones through career awareness activities.
Target 3: Family Engagement Engage students and families in classroom and out-of-school activities to support career awareness.

Elementary – Career Awareness ⚖
Target 1: Career Zones Familiarize students and families with the six Michigan career zones and provide opportunities for career discovery.
Target 2: Academic Connections Connect academic content to Michigan career zones and embed across curriculum.
Target 3: Career Awareness Engage students in career awareness activities.
Target 4: Family Engagement Provide family engagement opportunities including out-of-school activities to support career awareness.

Middle School – Career Exploration ⚖
Target 1: Career Clusters Introduce the 17 Michigan career clusters to students and families.
Target 2: Academic Connections Connect academic content in all classes to the Michigan career clusters and embed across curriculum.
Target 3: Career Exploration Acquire career, postsecondary, and employment knowledge.
Target 4: Family Engagement Provide family engagement opportunities to support career exploration.
Target 5: Career Interests Use inventories to generate self-awareness and identify personal motivations related to work, income, and lifestyle.
Target 6: Career Planning Initiate an Educational Development Plan (EDP) and provide orientation to the purpose of the Talent Portfolio; review and revise each year.

High School – Career Preparation ⚖

Target 1: Career Clusters and Pathways
Provide students and families with opportunities for in-depth exploration of the Michigan career clusters and the related career pathways.

Target 2: Academic Connections
Connect academic content in all classes to Michigan career clusters and career pathways and embed them across the curriculum to establish relevancy.

Target 3: Career Preparation
Increase student knowledge about career options, job outlooks, training, and education opportunities; demonstrate career-ready practices (also referred to as employability skills or soft skills).

Target 4: Family Engagement
Provide family engagement opportunities to support career preparation.

Target 5: Career Assessments
Use career assessments to identify student interests, skills, aptitudes, and values and assist students in applying the results to their career goals.

Target 6: Career Planning
Assist students in making informed choices about education, career, and lifestyle options.

Target 7: Educational Development Plan (EDP)
Ensure students review and revise the EDP each year to identify evolving career development goals and related academic requirements, including MI Merit Curriculum requirements that may be fulfilled through career and technical education. *MCL380.1278a, MCL380.1278b*

Target 8: Talent Portfolio
Gather and record information in a Talent Portfolio to showcase the student experiences, proficiencies, certifications, and accomplishments to demonstrate marketable skills to a prospective employer or admissions committee.

Postsecondary - Career Training Beyond High School ☑

Target 1: Personalized Career Activities
Create a personalized plan based on guided pathways to connect student interests, strengths, and goals to postsecondary options.

Target 2: Career Planning
Include career planning and academic advising in the guided postsecondary student experience; educate families about their role in the student's success.

Target 3: Career Preparation
Identify and direct students in resume building opportunities including student life activities, volunteer experiences, internships, networking, and development of employability skills.

Target 4: Talent Portfolio Evolution
Recognize the high school transcript, credentials earned, and prior learning as an important component of the student's academic experience.