

First and Forth, LLC

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Job Exploration Counseling for Potentially Eligible: (1005X)

1005X Service begins with a session to build rapport and learn about the student. Typical topics of conversation include:

- Academic Interests
- Sports, hobbies, extra-curricular activities
- What is the easiest / hardest for you in school
- Social life
- Employment and/or volunteer history
- Future career interest
- Transportation available to student
- Schedule of appointments and expectations for each meeting
- Conversation with parent(s) if they are present
- Disability diagnosis
- Accommodations utilized at school
- Other topics as needed / related to career exploration

Vocational Interest Inventory Results

Dependent upon student preference and learning style, student will have the opportunity to complete the following, and then review results and interpretations:

- O*Net Interest Inventory
- Harrington O'Shea Career Decision Making System
- 123 Career Test
- Personality style assessment ("16 Personalities" or "Jung Typology Test") and conversation about how personality style relates to career choices and career satisfaction
- Learning Style Assessment

Labor Market / Industries "in-demand"

- Review of expected career growth, typically via Department of Labor statistics and/or O*Net Online
- Discussion about median wages and how to interpret that data / what to expect when new in the career
- Discussion about trends in careers and career growth
- Exploration of local employers to determine what companies are hiring, what their typical duties are and what a typical salary range might be.

Non-Traditional Employment Options

- If student indicates interest in a career that does not require college, and/or the student specifically expresses a disinterest in college, we review options for trainings, apprenticeships, careers that offer on-the-job training, certification programs, etc.
- If student identifies a career goal which could be accomplished via college but also a training program, we evaluate differences such as time and cost associated between the two.

Career Awareness and/or Speakers

- Tours (when possible) of training sites or employers
- Informational interviews by professionals in the career field(s) that the student has identified
- Explore job shadow opportunities

Skills needed in the Workforce for Specific Jobs

- Exploration of local employers to determine what they list as typical duties
- Discussion during informational interviews about what the employer looks for when hiring
- Review of student skills and abilities and discussion about if they believe themselves to be a good match
- Discussion about workplace accommodations if student has concerns about ability to perform a job based on disability; how to discuss a disability with an employer, pros/cons of disclosure

Summary Meeting

We conclude service by reviewing results and discussing student preference/ insight into the options presented to them.