Resources to meet the state regulations for career readiness

Career Ready PA

Pennsylvania's economic future depends on having a well-educated and skilled workforce that is prepared to meet the current and projected demands of a global, knowledge-based 21st century economy. Learners across the state will be prepared for meaningful engagement in postsecondary education, in workforce training, in career pathways, and as responsible, involved citizens.

In Pennsylvania, 22 Pa. Code § 339.31 requires that all school entities have a written plan on file, approved by the local board of school directors, for the development and implementation of a comprehensive, sequential program of guidance services for kindergarten through 12th grade.

The plan must be designed to promote equal opportunity and address guidance service areas (outlined in 22 Pa. Code § 339.32) and career planning for all students. The plan should integrate the state Academic Standards for Career Education and Work (CEW).

Including employability and career readiness skills in the curriculum is mandated for both K-12 schools and for career & technical schools. K-12 Guidance Plans will be due to be updated in the soon. They will have to be competed on the new portal and uploaded to PDE. More information will be forthcoming to schools when it becomes available from Pennsylvania Department of Education (PDE).

Help to develop activities is available through several sources. The first area to look is in Career Ready PA on the PDE website at Career Ready PA. While a newer version may come available, the latest information on the Guidance Plan requirements can be found at Career Readiness Guidance (pa.gov) which is dated April, 2019.

All schools will be asked to address the following in their guidance plans:

The Pennsylvania Career Ready Skills (PA CRS) are social emotional learning progressions that support the development of student competence. By design, the PA CRS reflect priorities to ensure youth are career ready and prepared to meet the demands of the 21st century workforce. The PA CRS are grouped into three domains.

Self-Awareness and Self-Management
Skills to understand and manage behavior, including the abilities to set goals, recognize feelings, and respond effectively to challenges.

Establishing and Maintaining Relationships
Skills that support healthy relationships, including awareness and respect of diversity, and the abilities to communicate and resolve conflicts effectively.

Social Problem Solving
Skills that support students to understand social norms, make responsible choices, and engage effectively in diverse contexts.

[PA Career Ready Skills Toolkit](#) is available to provide additional information.

Here is another resource to address career readiness:

In 2018, the Lehigh Valley Workforce Development Board received a grant to address career readiness. Through their efforts, a Career Readiness Curriculum was developed.

Career Readiness Skills Curriculum

Is your school looking for curriculum help in teaching employability skills? This file may just be what you need. The Lehigh Valley Workforce Development Board received a grant to address Career Readiness. The outcome was a career readiness skills curriculum based on the nine areas of the Employability Skills Framework developed as part of the Support for States Employability Standards in Career and Technical Education (CTE) and Adult Education project, an initiative of the Office of Career, Technical, and Adult Education, U.S. Department of Education.

The following employability skills are addressed in the curriculum:

Employability Curriculum Syllabus
- 0.0 Introduction
- 0.1 US Department of Education Employability Skills
- 0.2 Employability Skills Curriculum Crosswalk

Unit 1: Personal Qualities
- 1.1 Expectations and Orientation
- 1.2 Professionalism
- 1.3 Getting to Know Myself

Unit 2: Critical Thinking and Academic Skills
- 2.1 Critical Thinking and Problem Solving
- 2.2 Strategic Planning and Idea Mapping

Unit 3: Communication Skills
- 3.1 Verbal Communication
- 3.2 Writing Professional Resume's
- 3.3 Written Professional Communication
- 3.4 Networking and Elevator Pitches

Unit 4: Interpersonal Skills

    4.1   It's All about Teamwork

    4.2   Customer Service

    4.3   Leadership Begins with Motivation and Initiation

    4.4   Conflict Resolution

    4.5   Diversity and Cultural Competence

Unit 5: Data and Technology

    5.1   Researching

    5.2   Career Research Project- Thesis Statement

    5.3   Career Project- Outlines and First Drafts

    5.4   Career Project-Final Draft

    5.5   Visuals and Information Visuals

Unit 6: Systems Thinking & Resource Management

    6.1   Entrepreneurship

    6.2   Business Plan