



CAREER CONNECTED  
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

# Skill Development Planning Series: Career Advisement

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# Objectives

- Identify the elements of effective career advisement
- Develop and implement strategies to expose youth to different career pathways
- Learn how to support youth in setting career goals and developing a career plan

# Foundations Inc. Your Capacity Building Partner



## Build Capacity

Capacity Building and Support



## Strengthen Skills

Professional Learning



## Elevate Techniques

Resources

# What is Capacity Building? The Toolbox

What you're able to do with what you have

- Human
- Organizational
- Technical
- Partnership

Growing what you're capable of doing

- Improving Skills
- Strengthening Systems
- Leveraging Resources
- Enhancing Partnerships

# Importance of Career Advisement

What does career advisement look like in your program?

# Importance of Career Advisement



Why does career advisement matter?

- Improve knowledge of career options
- Help youth develop skills
- Provide a path for youth to pursue

# Importance of Career Advisement

## Learning about work

- Themselves
- Education options
- Career options
- Real-world job expectations

## Growing through work

- Network with professionals from the field of their interest
- Take advantage of mentorship opportunities



## Learning through work

- Education options
- Career options
- Which options seem like a good fit

## Learning at work

- Skills
- Working in diverse teams
- Set career goals, create a plan and follow through

# Elements of Effective Career Advisement



# Self-Assessment

- Identifying strengths, interests, values, and skills
- Completing self-assessment inventories
- Gaining self-awareness

# Self-Assessment

What questions can you ask youth to help them gain a better understanding of their career goals?

# Career Research

- Researching careers, industries, and trends
- Using career resources
- Engaging in informational interviews and networking

# Career Research

The screenshot shows the O\*NET OnLine website. At the top left is the O\*NET logo and the text "O\*NET OnLine". To the right is an "Occupation keyword search" box with a search icon, the text "electrician", and a "Go" button. Below the logo is a navigation bar with links: "Help", "Find Occupations", "Advanced Searches", "O\*NET Data", "Crosswalks", "Share", and "Sites".

There are two main content areas:

- O\*NET OnLine features:** A section with a background image of a construction crane. Below it is a dropdown menu with "Introduction" selected.
- Occupation Keyword Search:** A search box containing "dental assistant". Below the search box are "Examples: 25-1011.00, dental assistant" and a "Search O\*NET-SOC occupations" button with a right-pointing arrow.

On the right side, there is a "More career sites & resources" section with a collage of images. Below it is a purple-bordered box titled "I want to be a..." with the text: "Start the career you've dreamed about, or find one you never imagined. Discover your interests with the [O\\*NET Interest Profiler](#) and find more exploration options at [My Next Move](#)." At the bottom of this box is a purple button that says "Find your career at My Next Move" with a right-pointing arrow.

At the bottom right, there is a green-bordered box with a star icon and the text "ATTN: VETERANS".

# Career Exploration

- Gaining hands-on experience
- Testing out different career paths
- Learning the importance of flexibility and open-mindedness

# Career selection

- Using decision-making models
- Assessing job satisfaction, growth opportunities, and alignment with personal values
- Prioritizing their options

# Career selection

Career Options	Interest	Salary	Outlook	Work-Life Balance	Total Score
Software Developer	5	5	5	3	18
Graphic Designer	4	3	4	4	15
Nurse	3	4	4	2	13

# Action Planning

- Setting short- and long-term career goals
- Creating SMART goals
- Developing a clear action plan

# Action Planning

How would you guide youth to develop an action plan for an industry you may not be familiar with?

# What's getting in the Way?

What is your biggest challenge when supporting youth in career planning? Is it...

1. Lack of time or tools
2. Youth not interested?
3. Confusing Career Pathways
4. Not enough exposure or options?

# Beating the Barriers

## Jaylen Just Didn't See the Point

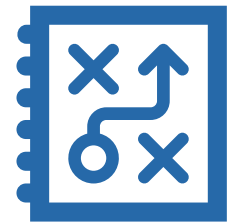


Ms. Rivera

# From Activity to Application

## What Came Up-What Comes Next

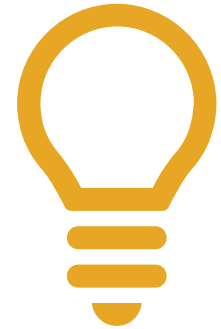
- Real-life barriers surfaced in the activity
- Career journeys aren't linear
- Advisement must adapt to youth needs



**Strategy: We'll explore four big barriers and how to respond**

# Unrealistic Goals

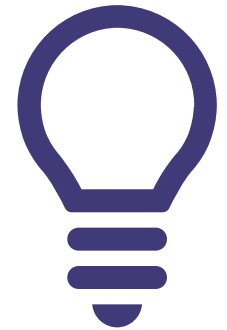
- Navigating youth toward their big dreams
- Career goals should be bold and informed
- Advisors help connect ambition to action



**Strategy: Use career roadmaps to show the journey**

# Lack of Resources

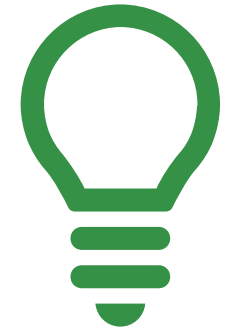
- Youth may lack access to internet, mentors, or basic materials
- These gaps can make certain careers feel out of reach
- Some youth carry invisible burdens (housing, financial stress, caregiving)
- Career planning must consider what they have and need



**Connect youth to low-cost local and digital resources**

# Short-Term Focus

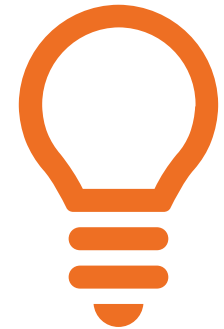
- Immediate needs often overshadow long-term planning
- Youth may not see how early jobs connect to future career goals
- It's easy to lose motivation without quick wins
- Your role: help youth reframe short-term work as skill building



**Strategy: Highlight transferable skills and link to career goals**

# Lack of Support

- Not all youth have someone who believes in them
- Family or friends may doubt or discourage their goals
- Lack of encouragement = lower confidence
- Advisors can provide stable, encourage relationships



**Strategy: Build peer support and be a trusted adult presence**

# Which Barriers Shows Up Most?



- A barrier you see often in career planning
- One strategy that has worked for you to overcome it

# Turn Barriers into Breakthroughs

- Barriers are real-but so are opportunities.
- Your role: help youth build resilience and clarity.
- Advisement is about meeting youth where they are.
- Use career planning to show that every step counts.

# Career Advisement in Action



- Career advisement is a process
- Youth need exposure, planning tools, and support.
- You play a powerful role by helping them set real goals, overcome barriers, and build skills.

# Keeping TABBs

Takeaway  
Action  
Barriers  
Benefits



# C2L-PHL Resource Library Reminder

## Universal Support

- Virtual Training Sessions
- Tools and Templates
- Guides
- Podcasts and Other Media
- Collaboration and Engagement

# Capacity Building Virtual PD Events

**Thursday at 10am**

*The Summer Workforce  
Landscape*

**Thursday, April 24th**

Register for the next PD Opportunity by visiting the Virtual PD Events page

Resource Library

Home

- Virtual PD Events
- Tools and Templates
- Guides
- Podcasts and Media
- Self-paced Learning
- Explore
- JEVS Technical Assistance
- Help Desk

REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm

## Explore.Learn.Thrive.

Welcome to C2L - PHL Resource Library! Here's how to make the most of your journey:

**Self-Paced Learning:** Start with the Learning Modules tab to get onboard with C2L-PHL continuum and high-quality programming. Afterwards, you'll be ready to engage with our community through forums and discussions. Register for upcoming PD on our Virtual PD Events page. Connect with the youth workforce ecosystem to hear insights on the latest trends and best practices through our Podcasts and Media page.

**Discover Resources:** Dive into a wealth of knowledge curated for your success. Check out our Tools and Templates page for a comprehensive collection of resources you can use to enrich your youth workforce programming. Looking for something more? Check out our Explore tab to find external resources.

# Questions?

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