

Career Development Continuum

The Career Development Continuum provides students with a wide range of career development opportunities across their elementary, middle, and high school experiences. As students progress in their learning and maturity, a deeper approach to career development takes place. Students are provided with career awareness, exposure, preparation, and training opportunities. These activities are structured through the classroom, community, and partnerships with employers.



Career Training/Experience
Post-Secondary

Career Preparation
Grades 9-12

Career Exploration
Grades 6-8

Career Awareness
Grades K-5



Career Training/Experience

Students are employed, enrolled, or enlisted and are exemplifying the characteristics of NC DPI's Portrait of a Graduate.



Career Preparation

Students gain the knowledge and skills necessary for specific careers through hands-on experiences as their post-secondary plans take shape.



Career Exploration

As students' career goals become more specific, they further refine their understanding of careers and themselves, enabling them to make important decisions about high school.



Career Awareness

Students gain awareness of various business industries and career fields while also developing essential social-emotional skills, such as self-awareness.

Career Development Continuum



Career Training/Experience | Post-Secondary

Students are able to:

- Apply appropriate academic and technical skills
- Reflect on strengths and weaknesses and form professional development plans
- Create a defined career path

Activities Include:

- Apprenticeships, Co-ops, or Internships
- On-the-Job Training
- Enrollment, Enlistment, Employment
- Concentrator Survey



Career Preparation | Grades 9-12

Students are able to:

- Evaluate careers in terms of the nature of work, earnings, education and labor market
- Demonstrate industry-aligned knowledge and skills
- Apply academic and employability skills
- Describe their career goal(s)
- Understand postsecondary education and lifelong learning are necessary for long-term success

Choose one or more work-based learning activities totaling a minimum of 24 hours.

Activities Include:

- Career Coaching/Planning
- Career Conversations/Guest Speakers
- Career/Hiring Fairs
- Clinical Experience*
- Credentials
- CTSOs*
- Job Shadowing*
- Industry Tours
- Internships*
- Pre-Apprenticeships*
- Online Career Development Activities
- School-Based Enterprises*
- Scholars-at-Work*
- Summer Quest Camps
- Work Experience/Volunteering*



Career Exploration | Grades 6-8

Students are able to:

- Explore career information and resources
- Explore career clusters and pathways
- Demonstrate employability skills such as a positive attitude towards work and learning
- Develop a Career Development Plan which includes a graduation plan
- Achieve high quality results and outcomes by using their abilities to the fullest

Activities Include:

- Acceler8/Career Fairs
- Career Development Planning
- Exploratory CTE Courses
- Career Conversations/Guest Speakers
- DPS Showcase of Schools
- Middle School Career Technical Student Organization (CTSO) Chapters
- Online Career Development Activities
- Summer Quest Camps
- Students@Work



Career Awareness | Grades K-5

Students are able to:

- Identify a variety of roles in home, work, and community
- Use age-appropriate career/life vocabulary
- Develop self management skills
- List a variety of careers

Activities Include:

- Career Days/Careers on Wheels
- Family & Guest Speakers on Careers
- Online Career Development Activities
- Field Trips

