

# How to balance career and academic counseling in a “college-readiness” HS culture!

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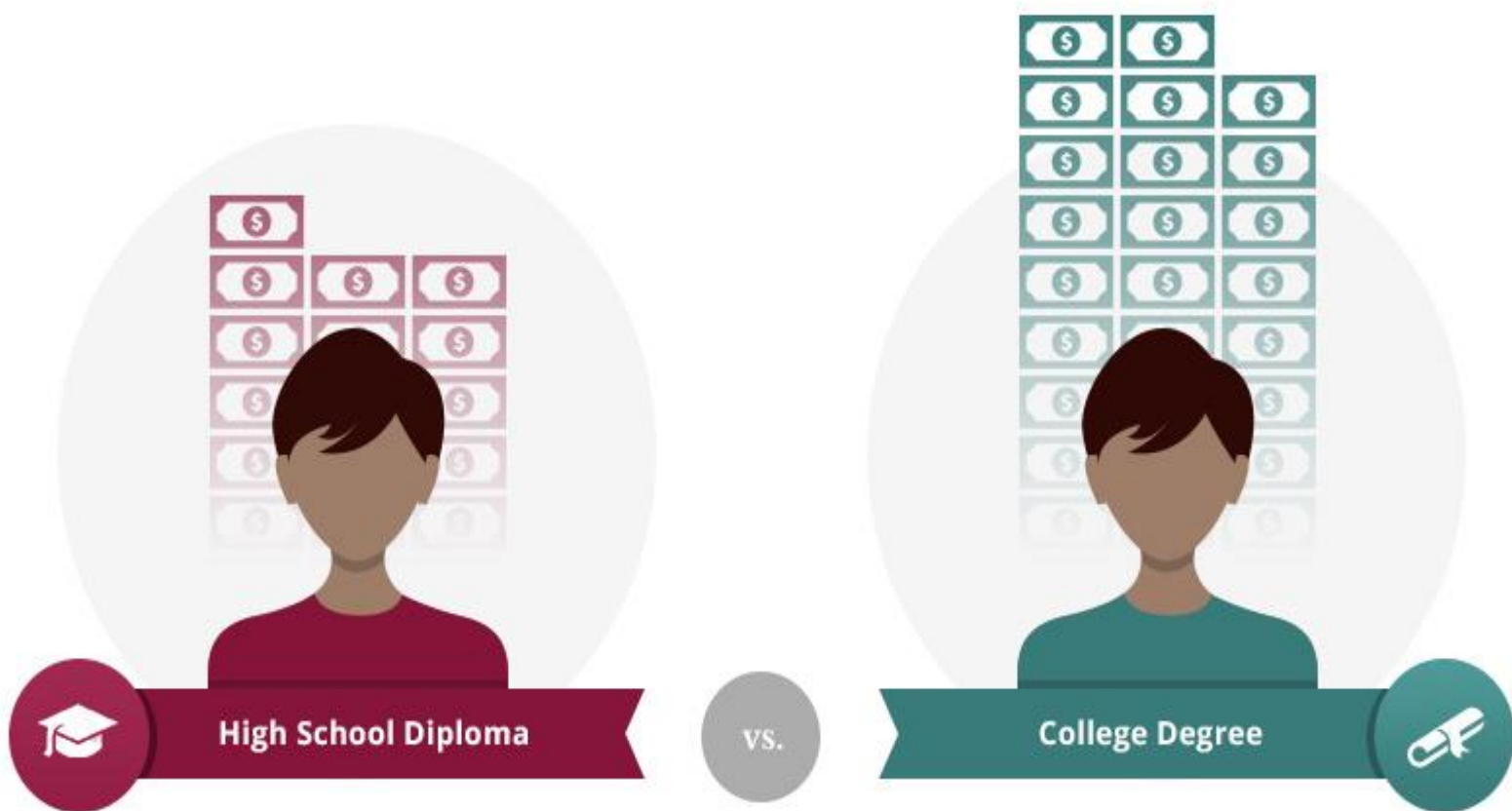
# Session Overview

- How can guidance counselors use the no-cost ASVAB assessment and no-cost Career Exploration Program to counsel students through the age-old question – “What do I want to be when I go up?”
- Highlights of Temecula Valley HS robust “best practice” aligned to with the ASVAB Career Exploration Program for more than 10 years
- Overview of the ASVAB Career Exploration Program (CEP) which is a comprehensive, **no cost**, career planning resource designed to help High School students align their strengths and interests in making informed post-secondary choices.

# School Counselors Must Take Charge

- **Data Driven** – validates our role and drives decisions
- **Visionary Leaders** – Adjust approach to address new College & Career Readiness indicators
- **Innovators** – Think outside of the box to support all students' College & Career Readiness options
- **Gate Openers** – Provide access and opportunity to ALL students
- **Resource Champion** – Tap into the free resources available to prepare your students for post-secondary life

The Message: “A college Degree increases your lifetime earning power which can improve your standard of living.”



No one disagrees with this statement

# Question – What happens to Riverside County High School students after graduation?

The National Student Clearinghouse database provides school counselors with the data to track students attending a post-secondary institution.

But what happens to the other 30% to 40% of our high school graduates? Do they enter the workforce? Do they enter military service? Do they sleep on mom's couch?

No integrated database exists to answer these questions.



# Improving College Pathways in California

Public Policy Institute of California, November 2017

- More than 90 percent of the nation's ninth graders expect to graduate from college
- Even with significant increases over the past ten years in Riverside County only 45% of the graduating class of 2016 completed the A-G college preparatory courses—known as the A-G courses.
- Over 70% of students complete their A-G requirements in the top performing districts in Riverside county, but less than 40% of students from these districts earn a degree in six years.



# The Challenging Reality – Over Production of College Qualified High School Graduates?

Public Policy Institute of California, November 2017

- CSU does not have adequate capacity to enroll qualified students.
- Eligibility targets were set 50 years ago and do not reflect current changes in the state's economy or education system.
- In the past four years, CSU has **turned away more than 69,000 qualified California high school graduates**, who have completed the a–g course requirements.
- With more high school graduates expected to complete the a–g sequence, **CSU's capacity constraints are likely to limit students' access to higher education.**



# Public Schools do not have the ability to track students into the workforce

- A recent informal study (2017) tracked 55 high school graduates and CTE completers from one Riverside County school district by calling them after graduation.
- The question – Are you in school, in the military, or in the workforce?
- Findings
  - Not one CTE completer was enrolled in college
  - For the graduates working, not one was working in the industry they completed for their CTE certificate

Is military service a viable professional and educational pathway for my students?



# Myths about Military Service

Military pay and benefits are not competitive with the civilian world

- ❑ Entry level pay and benefits include monthly salary, food and housing allowance, **full medical coverage, education**, and 30 days of vacation.

Women have a hard time achieving success in the military

- ❑ Approximately **95% of all jobs in the military are open to women**. Women have accounted for the largest increase in enlistments and the percentage of women serving on active duty has doubled since 1978.

# Myths about Military Service

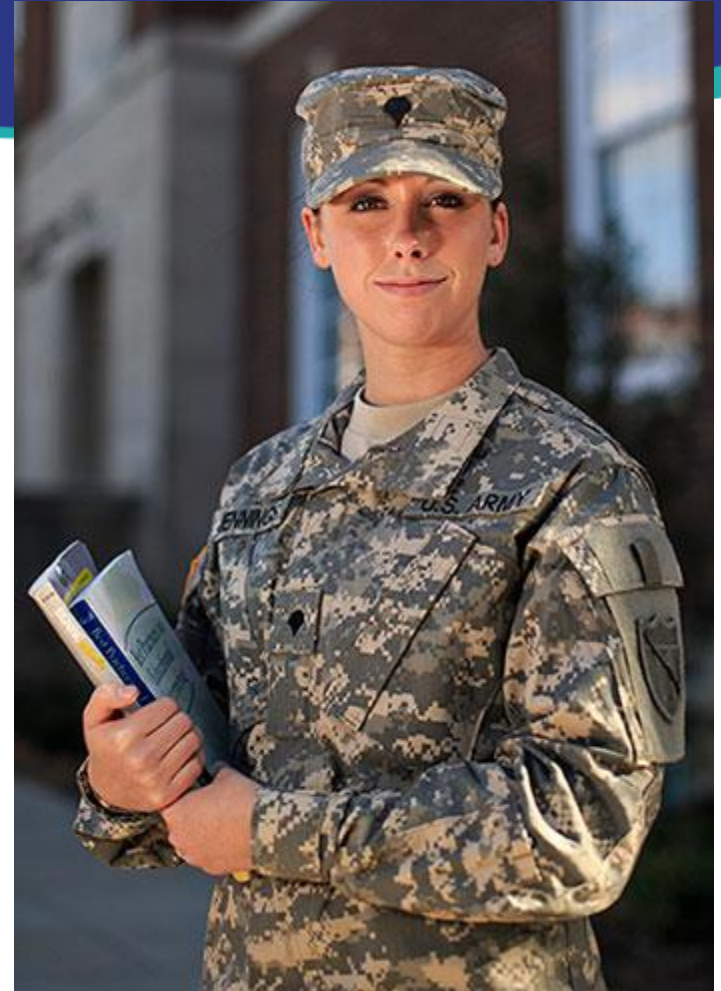
Going into the military right out of high school means you will not get a college education

- ❑ All branches of the military offer tuition assistance while serving that can cover up to 100% of college tuition. Veterans can also qualify for the GI Bill (about \$36,000) to use for college up to 10 years after leaving the service.

# PAYING FOR COLLEGE

The Military offers many **educational benefits** that service members can take advantage of during or after service

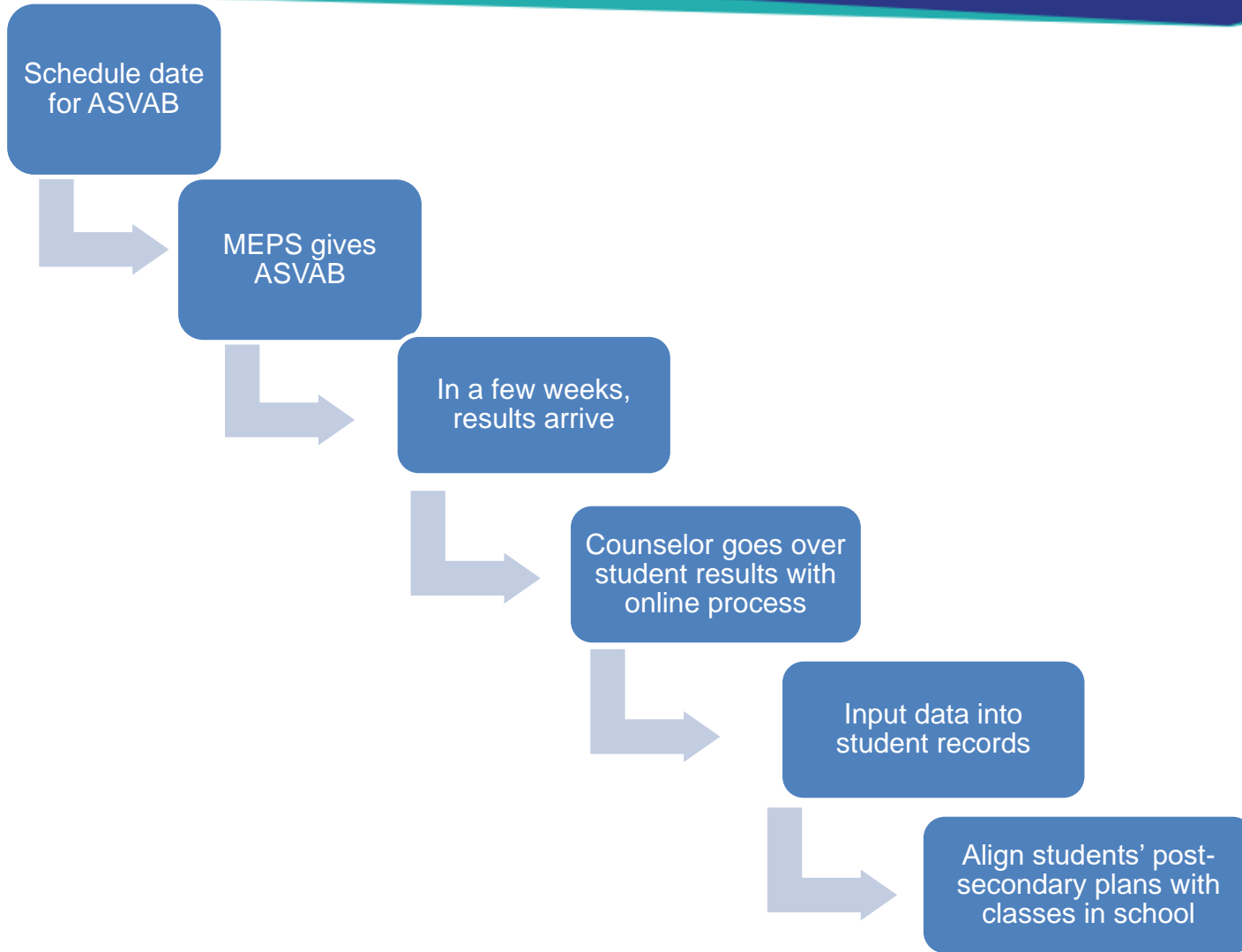
- Tuition Assistance
- Post-9/11 GI Bill
- College Fund Programs
- Loan Repayment Programs
- Community College of the Air Force
- Testing Programs
  - (CLEP – College Level Equivalency Program)



# Post-secondary life is not a single decision or plan, it is full of options.



# TV HS ASVAB Pathway



# Combining ASVAB Results with Personality Assessment

Match ASVAB results (Math, Verbal and/or Science) to Holland Personality Scale Code

## Sample Results:

ASVAB Math Scale Score: 93

ASVAB Science and Technology Scale Score: 91

ASVAB Verbal Scale Score: 81

**Holland Codes:** one of the most popular models used for career tests today. Holland argued that the choice of a vocation is an expression of personality. There are six personality types in Holland's model and most people will fit into a few of the categories:

**Realistic:** practical, physical, concrete, hands-on, machine, and tool-oriented

**Investigative:** analytical, intellectual, scientific, explorative, thinker

**Artistic:** creative, original, independent, chaotic, inventive, media, graphics, and text

**Social:** cooperative, supporting, helping, healing/nurturing, teaching

**Enterprising:** competitive environments, leadership, persuading, status

**Conventional:** detail-oriented, organizing, clerical



# Example of Results in Student Records

Integrating the results in IC (spreadsheet), show examples

## Test Scores

- + 2012-13 CST Math & ELA 05/03/2013
- + 2014-15 CAASPP (CAASPP)
- ..... 2015-16 CST Science (CST) 05/01/2016 Scale Score:478 Result:5
- + 2015-16 SMARTER BALANCE - ELA (CAASPP-ELA) 05/05/2016 Scale Score:2595 Result:3
- + 2015-16 SMARTER BALANCE - MATH (CAASPP-MATH) 05/05/2016 Scale Score:2614 Result:3
- ..... 2016-17 Physical Fitness Test (PFT) 02/06/2017 Scale Score:5 Result:5-of-6
- ..... AP European History (43) (AP) 08/02/2018 Scale Score:3 Result:
- ASVAB (ASVAB) 10/24/2018 Scale Score:81 Result:
  - + ASVAB - Math Scale Score:93 Result:
  - + ASVAB - Science & Technology Scale Score:91 Result:
  - + ASVAB - Verbal Scale Score:81 Result:
- + PSAT 8/9: Total (Range 240-1440) (PSAT) 10/19/2016 Scale Score:1030 Result:
- + PSAT NMSQT: Total (Range 320-1520) (PSAT) 10/11/2017 Scale Score:1110 Result:

# Sample Post-Interpretation Student Worksheet

How do I know what score I got? The ASVAB scores on the left hand side in Purple are Percentile Scores. The Percentile score tells you how many students you scored higher than. For example, if your score is 56 in Verbal skills, it means you scored higher than 56% of other students. This information shows you strengths that you have in each section and can be used to identify jobs that look for these strengths.

- 1.) Go to the website [www.asvabprogram.com](http://www.asvabprogram.com)
- 2.) On Top of page Click Login and Enter Access Code found on ASVAB results on bottom right hand side of results page
- 3.) CLICK: Step One Find Your Interests: Take the FYI. Let's Get Started. Answer All 90 Questions (Personality Test)
- 4.) WRITE: Your Top 3 Interests Codes Here: (Example: Social or Artistic)  
A) \_\_\_\_\_ B) \_\_\_\_\_ C) \_\_\_\_\_
- 5.) CLICK: Start Exploring on top of page. CLICK: On the Code for your Top Interest Code Above. (Example: Social or Artistic). You can also add your ASVAB strengths such as Math, Verbal and Science and Tech to search (optional)
- 6.) Go through the variety of careers you see on the next page. CLICK: one career that interests you. Write the name of that career here:

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# Linking Student Career Plans to High School Course Selections

How we can use these to help kids pick classes for the spring time. Show Examples from Career One stop  
(Example: Science major or Biologist)

**Biology** - Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

**English Language** - Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

**Mathematics** - Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.

**Chemistry** - Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.

**Law and Government** - Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.

**Administration and Management** - Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources

# What is ASVAB CEP

Three key components:

- **Armed Services Vocational Aptitude Battery (ASVAB)** - the most widely-used multiple aptitude test battery in the world measures developed abilities and helps predict future academic and occupational success.
- **Find Your Interests (FYI)** - a 90-item interest inventory designed to help students identify their work-related interests.
- **OCCU-Find** – this career catalog contains data related to 1000s of careers with activities to help students design a plan together.

# ASVAB CAREER EXPLORATION & ESSA

- The new ESSA promotes activities to support well-rounded educational opportunities, which includes career awareness and exploration activities as well as postsecondary education guidance.
- ESSA requires that States establish college- and career-ready standards and maintain high expectations when assessing all students against those standards.
- ASVAB CEP gives students the opportunity to explore a variety of careers in the context of their skills and interests through assessment components and structured activities. This aligned pathway leads to making better informed career choices.
- Many times high school students make decisions about college or careers *before* they have spent time thinking about the unlimited pathways.

# ASVAB CEP Benefits: Everyone

## **Students:**

- Explore full-spectrum of career opportunities in the context of their skills and interests to find the best fit
- Those interested in the military receive a usable score for enlistment

## **Educators & Counselors:**

- Easily integrates into the high school curriculum
  - Incorporates Career Clusters & meets America School Counselor Association National Standards
- All program materials are available at no cost

## **Parents:**

- Provides robust tools for exploring and planning after-high school options
- Gives their (child) students confidence to navigate decision making process

# ASVAB Technology Advances

- Cell Phone Simulation and Demonstration (Online Post ASVAB CEP Interpretation)
- Current and Future with Online ASVAB Testing (ICAT)

## CLOSING REMARKS

# Questions and Answers