

FERRIS STATE UNIVERSITY

FERRIS FORWARD

Dave McCall, M.Ed.

Dr. Deedee Stakley

PAVE³

Helping Students PAVE
Their Way to Success

Presentation Objectives

1. Developing a framework for career exploration.

- Participants will learn about the PAVE³ model and how it is associated with career exploration.
- Participants will leave with practical activities to implement.

2. Discuss the potential for dual/concurrent enrollment partnerships.

- Participants will learn about the opportunities available for dual and concurrent enrollment.

Ball Toss Introductions

- Name and Occupation
- Choose One of These Questions to Answer
 - What is one skill you learned from a previous job that you use now?
 - Are you doing the work today that you thought you would be doing as a senior in high school?
 - Use one word to describe how most students feel about the career search process.
 - What are some ways that you can explore different occupations?

CARE 102 – Career Exploration

- 3-Credit Course
- Course Outcomes
 - Students will develop an education and career plan consisting of a vision statement, career summaries, SMART Goals, and a contingency plan.
 - Students will evaluate career opportunities by conducting a combination of at least four occupational interviews, program interviews, and/or job shadows.

CARE 102 Course Format

- Weeks 1-5: Self and Career Exploration
 - Strength, Interest, and Personality Inventories
 - Importance of Values
 - Career Path Interviews & Occupation Informational Interviews
- Weeks 6-10: Career and Educational Research
 - Educational Requirements
 - Occupational Details
 - Job Shadowing
- Weeks 11-15: Career and Education Planning
 - SMART Goals
 - Contingency Planning
 - Educational Program or Skilled Trades Interview



PAVE³

PAVE³ = Successful Career

The PAVE³ model is a systematic and deliberate framework for helping undecided students with the career exploration process.

P – Passion, Purpose, & Priorities

A – Ability, Adaptability, & Ambition

V – Vision, Values, & Viability

E – Exploration, Earnings, & Execution

Passion



To follow or not to follow your passion... that is the question.

- What do you want to do?
- Is it realistic?

Purpose



What greater purpose do you want to serve in your life?

- Who am I?
- What impact do you want to have on the world?

Priorities



shutterstock.com • 1048955261

Are your current priorities in line with what it will take to implement your career plan?

- Prioritize all of the exploration components (interests, values, passions, etc.) into a common focus.
- Create a prioritized list of the careers that align with those aspects.

Abilities

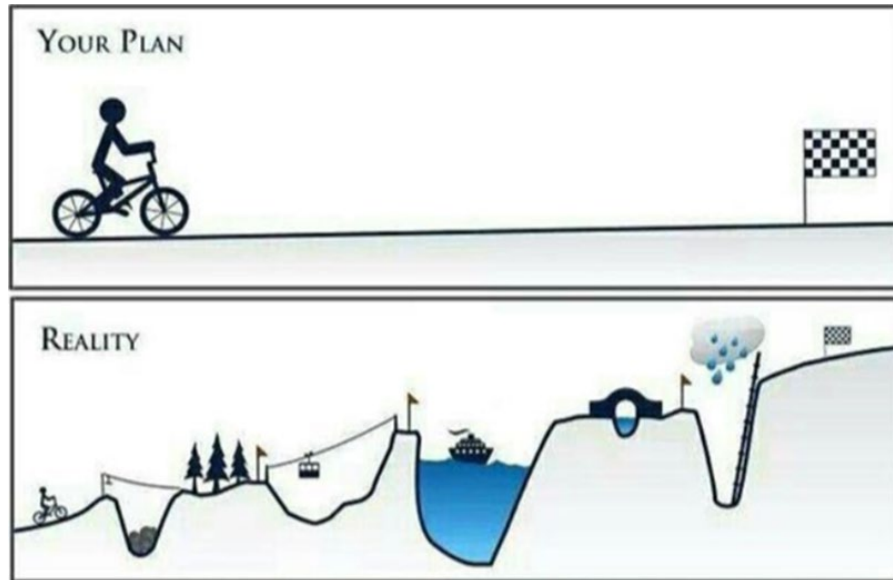


ABILITY

What abilities can help you in your career?

- Can you do the work that is required?
- Can you pass the classes that are required?
- Is it realistic?

Adaptability



What skills do you have that are adaptable to many situations and settings?

- The average person will have 17 different occupations in 5 different industries over a lifetime.
- Opportunity

Ambition



*Good
enough
is not
enough*

**Do you have the ambition
and determination to
achieve success?**

- Are you willing to put in the work to overcome challenges?
- Good enough, is not enough.

Vision



What is your vision for your future?

- Where do you see yourself in the future?
- What does that future look like?

Values

*Your beliefs become your thoughts,
Your thoughts become your words,
Your words become your actions,
Your actions become your habits,
Your habits become your values,
Your values become your destiny.*

– Mahatma Gandhi

What are your values and do they align with your future career?

- How do you spend your time and money?
- What careers do your values align with?

Viability



Will your future career be viable in the future?

- What is the likelihood of being employed in a particular field of interest?
- What is the job growth outlook?
- The World Economic Forum predicts that 65% of elementary aged children will work in careers that do not even exist yet.

Exploration



Spend time Exploring your interests, skills, and strengths.

- Self-Assessments
- Career Research
- Professional Informational Interviews
- Job Shadowing

Earnings



What will the potential earnings be for your career?

- Are you willing to do the work for the pay?
- Average Salary \neq Starting Salary

Execution



SETFORSUCCESS

PLAN YOUR EXECUTION
EXECUTE YOUR PLAN

What will it take to execute your career plan?

- Start with a vision
- Do the research
- Set goals
- Develop a contingency plan

“You can either choose to pave the path to your own success, or follow the path to someone else’s.”

[PAVE² Article Link](#)

Class Activities

- Career Discussion Questions
- 7 Steps to Take Before Choosing A Career
- Passion Discussion
- Critical Tasks/Critical Careers
- Career Research Worksheet
- A Picture is Worth A Thousand Careers (next slide)
- ROI (on slide)

What Careers Do You See?



ROI – Return on Investment

- Jobs Ratio
 - 1 –Masters or beyond
 - 2 –Bachelor's Degree
 - 7 Cert/Assoc.
- 1960
 - 20% required B.S or above
 - 20% required cert/assoc.
 - 60% required nothing
- 2018
 - 33% require B.S or above
 - 57% require cert/assoc.
 - 10 % require nothing

**Not Everyone
Needs A
Bachelors Degree**

Future of Career Development

- More Focus on Elementary and Middle School Students
- Career Connected Learning
- Apprenticeships
 - Similar to Germany and Netherlands, but will take greater buy-in from businesses
- On Ramps/Off Ramps
 - Ability to gain new certifications & competencies throughout their career

Collaboration Opportunities with Ferris

- CARE 102
 - Education and Career Planning
- CARE 201
 - Career Skills 1 – Resumes & Cover Letters
- CARE 202
 - Career Skills 2 – Interviewing & Professional Etiquette
- CARE 203
 - Career Skills 3 – Transferable Skills, Networking, & Career Portfolios

The background features a large, light-colored compass rose with degree markings. Overlaid on the compass is the text 'FERRIS STATE' in a large, red, serif font, with 'FERRIS' on the top line and 'STATE' on the bottom line. The text is semi-transparent and centered horizontally.

Thank You

Questions and Conversations?

Dave McCall, M.Ed.

davidmccall@ferris.edu

Dr. Deedee Stakley

deedeestakley@ferris.edu