



# Supporting Your Teen's Career Search



**College & Career Pathways**  
**March 18, 2023**

## Meet Our Staff



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Executive Director

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Program &  
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## Continuum of Career Development



**Career Awareness**

**Career Exploration**

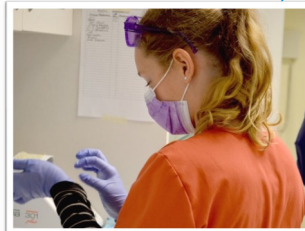
**Career Preparation**



**Elementary School**



**Middle School**



**High School**

## Careers CLiC Reach

**Since 1998**

**852**

**Educators**



**27,994**

**K-12 Students**



**1,612**

**Employers**



## Warm-up Poll

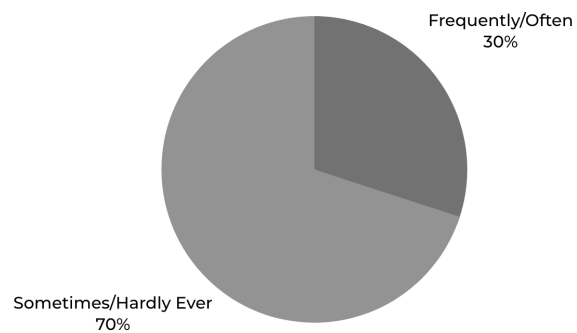
I talk about **career planning** with my teen...

- ...frequently.
- ...occasionally.
- ...rarely.



## Student Responses

How often does an adult talk with you about your **career planning**?

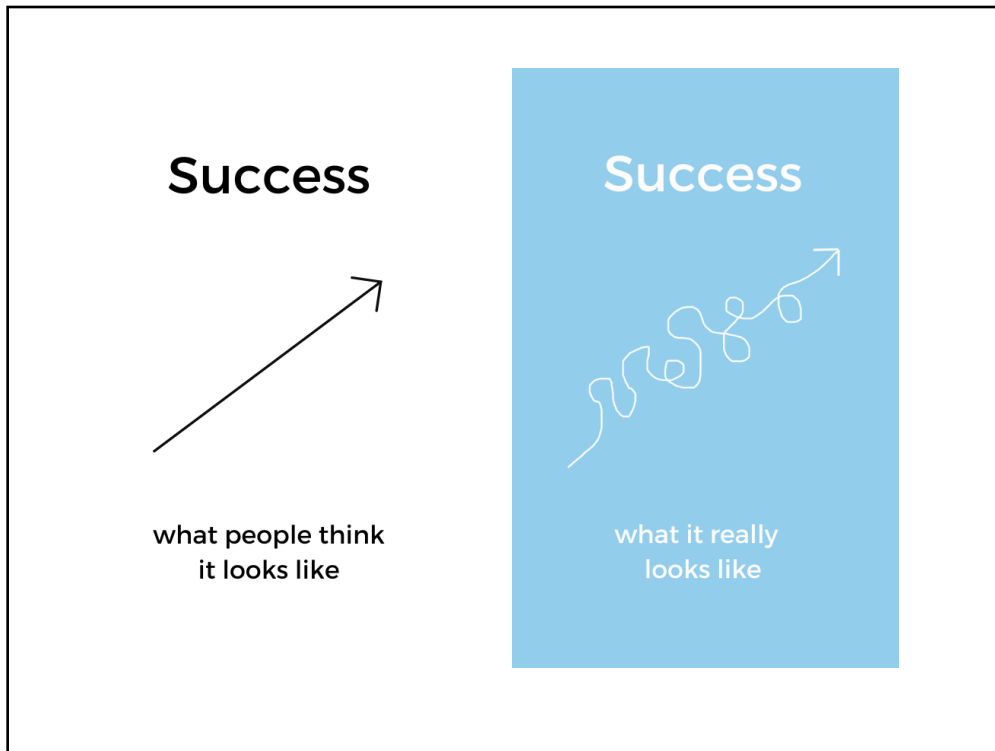


# Aspirations & Interests

## Remember When


- What were your career aspirations in high school?
- What is your career now?





“ Be sure to let kids know they don’t have to have it all figured out by the end of high school. Paths will shift as they learn more and gain experience. And, new opportunities can come up when you aren’t expecting it.

- Graduate, Class of 2020



## Interests

Help your teen identify their **interests** by completing a survey:

**O\*NET Interest Profiler**

Progress:

Page 1 of 5  
0 of 60 questions

|    | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     | 9                     | 10                    | 11                    | 12                    |   |
|----|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---|
| 1  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Build kitchen cabinets                          |
| 2  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Lay brick or tile                               |
| 3  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Develop a new medicine                          |
| 4  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Study ways to reduce water pollution            |
| 5  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Write books or plays                            |
| 6  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Play a musical instrument                       |
| 7  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Teach an individual an exercise routine         |
| 8  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Help people with personal or emotional problems |
| 9  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Buy and sell stocks and bonds                   |
| 10 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Manage a retail store                           |
| 11 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Develop a spreadsheet using computer software   |
| 12 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Proofread records or forms                      |

**Back** **Start** **Interests** **Results** **Job Zones** **Careers** **Next**



## RIASEC

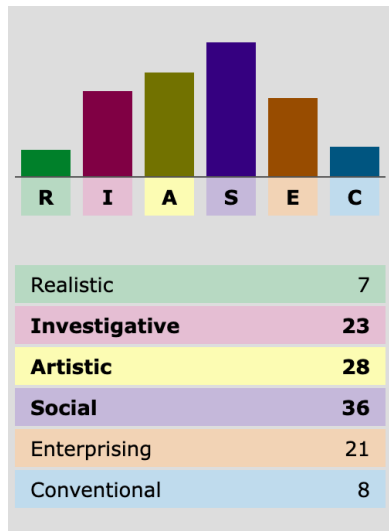


MY NEXT MOVE

- **R**ealistic (Doers)
- **I**nvestigative (Thinkers)
- **A**rtistic (Creators)
- **S**ocial (Helpers)
- **E**nterprising (Persuaders)
- **C**onventional (Organizers)



# Results



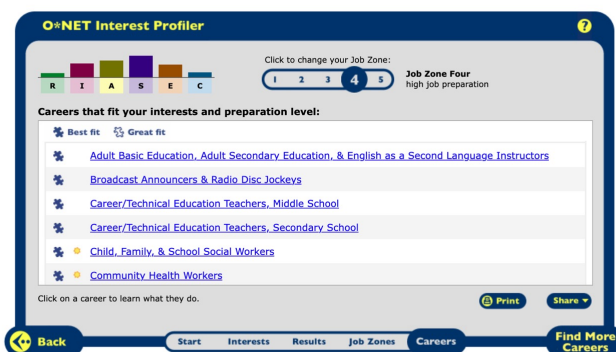
MY NEXT MOVE



# Occupations

Connect your **interests** with occupations:

MY NEXT MOVE



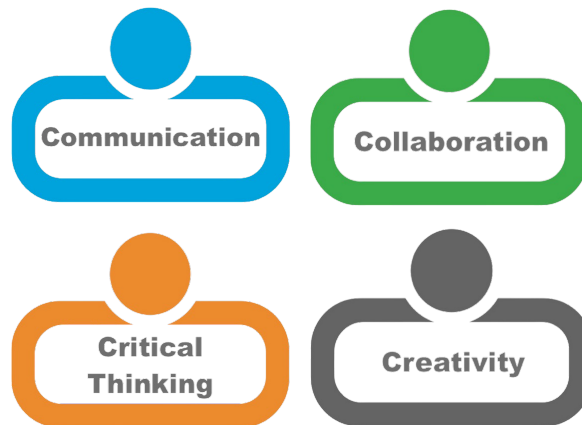
# Essential Skills

**What is a skill you learned from your first job that you still use today?**



**As an adult, what is something you wish you had learned sooner?**

## Skills – 4Cs



## Skill Development

Encourage your teen to develop **essential skills** by:

- identifying what skills they already have
- building new skills
- demonstrating/articulating skills achieved

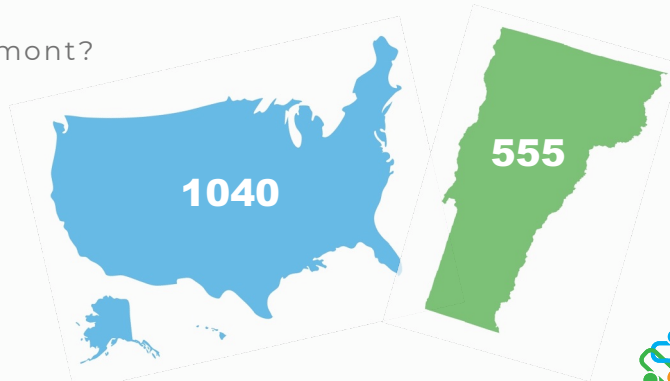


# Career Options

## Occupations

How many **occupations** are there...

- ...in the US?
- ...in Vermont?



Source: U.S. Bureau of Labor Statistics



## Explore Options

Encourage your teen to **explore** career options related to their interests.

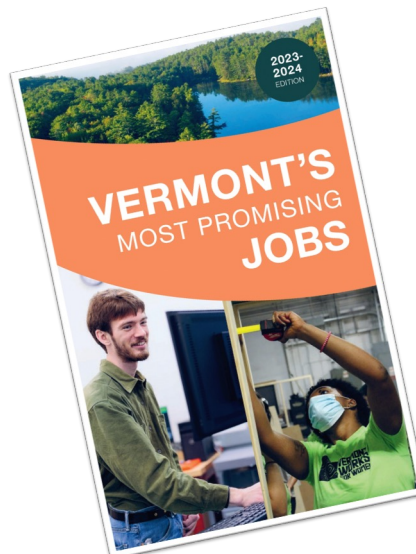
- Online research
- Informational Interviews
- Workplace Tours
- Job Shadows
- Internships



Understand what **skills, education and training** are required for various career interests.



## Vermont Jobs



# Vermont Jobs

## promising VERMONT careers

Each job listed here pays above the state median wage (\$22.55/hour) and is projected to have at least 500 openings in the state between 2020-2030. Although we cannot predict the exact jobs of the future, we know the skills in demand today will have long-lasting value.

Do you like to observe, learn, analyze, and solve problems?

|                                   | 10-Year Projected Openings | Minimum Education Needed for Entry | Median Wage (hourly/yearly) |
|-----------------------------------|----------------------------|------------------------------------|-----------------------------|
| Computer Support Specialists      | 1,200                      | Certificate program                | \$29/\$60,112               |
| Massage Therapists                | 1,020                      | Certificate program                | \$23/\$47,840               |
| Licensed Practical Nurses         | 900                        | Certificate program                | \$28/\$58,802               |
| <b>Registered Nurses</b>          | <b>4,460</b>               | Bachelor's degree                  | \$36/\$75,379               |
| Software Developers & Testers     | 2,720                      | Bachelor's degree                  | \$43/\$88,483               |
| Computer Systems Administrators   | 610                        | Bachelor's degree                  | \$37/\$77,626               |
| Clinical Laboratory Technologists | 580                        | Bachelor's degree                  | \$29/\$59,509               |
| Nurse Practitioners               | 580                        | Master's degree                    | \$48/\$101,795              |
| Physical Therapists               | 530                        | Doctoral degree                    | \$38/\$78,333               |

Ⓜ Indicates that earning a short-term credential or certificate could be a good first step to access or succeed in this job.

Do you like to work with people and use your creativity to guide or persuade?

|   | 10-Year Projected Openings | Minimum Education Needed for Entry | Median Wage (hourly/yearly) |
|---|----------------------------|------------------------------------|-----------------------------|
| Sales Representatives - Goods & Services          | 3,760                      | High School + Training             | \$29/\$61,000               |
| Fitness Trainers                                  | 1,880                      | High School + Training             | \$28/\$59,218               |
| Photographers                                     | 610                        | High School + Training             | \$24/\$49,067               |
| <b>K-12 Teachers, incl. Special Ed. &amp; CTE</b> | <b>7,850</b>               | Bachelor's degree                  | na/\$60,986                 |
| Substance Abuse & Mental Health Counselors        | 2,270                      | Bachelor's degree                  | \$23/\$47,320               |
| Child, Family & School Social Workers             | 1,300                      | Bachelor's degree                  | \$24/\$49,338               |
| Editors, Writers & Authors                        | 1,200                      | Bachelor's degree                  | \$24/\$50,438               |
| Human Resources Specialists                       | 1,140                      | Bachelor's degree                  | \$30/\$61,672               |
| Public Relations Specialists                      | 930                        | Bachelor's degree                  | \$24/\$50,045               |
| Training Specialists                              | 620                        | Bachelor's degree                  | \$30/\$62,608               |
| Financial Services Sales Agents                   | 580                        | Bachelor's degree                  | \$29/\$60,902               |
| Graphic Designers                                 | 540                        | Bachelor's degree                  | \$22/\$47,237               |
| School & Career Counselors                        | 1,080                      | Master's degree                    | \$29/\$59,363               |
| Substance Abuse & Mental Health Social Workers    | 720                        | Master's degree                    | \$23/\$47,757               |
| Healthcare Social Workers                         | 570                        | Master's degree                    | \$24/\$49,712               |

# Vermont Jobs

**Wondering where to start?** Consider the four jobs bolded below, which are projected to have the greatest number of openings in the years ahead.

**Remember:** wages are based on experience, education, and skills. If you are new to a job or have minimum education requirements, starting pay may be lower.

Do you like working with your hands or with machines to make, fix, or build things?

|  | 10-Year Projected Openings | Minimum Education Needed for Entry | Median Wage (hourly/yearly) |
|--|----------------------------|------------------------------------|-----------------------------|
| Painters - Construction & Maintenance    | 1,090                      | Training                           | \$23/\$47,424               |
| <b>Carpenters</b>                        | <b>4,460</b>               | High School + Training             | \$23/\$47,715               |
| Chefs & Head Cooks                       | 1,630                      | High School + Training             | \$23/\$48,027               |
| CNC Tool Operators                       | 1,490                      | High School + Training             | \$24/\$49,192               |
| Construction Equipment Operators         | 1,230                      | High School + Training             | \$23/\$47,486               |
| Industrial Machinery Mechanics           | 720                        | High School + Training             | \$27/\$55,515               |
| Diesel Engine Specialists                | 590                        | High School + Training             | \$23/\$47,403               |
| Machinists                               | 570                        | High School + Training             | \$23/\$47,840               |
| Tractor-Trailer Truck Drivers            | 3,820                      | Certificate program                | \$24/\$48,922               |
| HVAC Mechanics & Installers              | 1,000                      | Certificate program                | \$29/\$59,384               |
| Electricians                             | 1,550                      | Registered Apprenticeship          | \$23/\$48,152               |
| Plumbers & Pipefitters                   | 1,240                      | Registered Apprenticeship          | \$24/\$48,171               |
| Electrical & Telecom Line Installers     | 590                        | Registered Apprenticeship          | \$43/\$88,763               |
| Engineering Technicians                  | 600                        | Associate degree                   | \$26/\$53,144               |
| Engineers - Civil, Mechanic & Industrial | 1,430                      | Bachelor's degree                  | \$38/\$78,840               |

For career support and jobseeker resources, contact the Vermont Department of Labor:  
**802-828-4394 • [labor.vermont.gov/jobs](http://labor.vermont.gov/jobs)**

To learn more about these jobs and the education and training programs that lead to them:

 **MyFutureVT.org**

Are you organized and detail-oriented and do you like to work with lots of information?

|   | 10-Year Projected Openings | Minimum Education Needed for Entry | Median Wage (hourly/yearly) |
|---|----------------------------|------------------------------------|-----------------------------|
| Postal Service - Sorters, Clerks & Carriers | 1,010                      | High School + Training             | \$24/\$50,625               |
| Executive Administrative Assistants         | 990                        | High School + Training             | \$29/\$60,403               |
| Police Officers                             | 910                        | High School + Training             | \$29/\$60,050               |
| Production, Planning & Expediting Clerks    | 710                        | High School + Training             | \$23/\$47,466               |
| <b>Bookkeeping &amp; Accounting Clerks</b>  | <b>5,320</b>               | Certificate program                | \$23/\$47,216               |
| Paralegals                                  | 870                        | Associate degree                   | \$24/\$49,254               |
| Accountants & Auditors                      | 2,540                      | Bachelor's degree                  | \$33/\$69,534               |
| Project Management Specialists              | 2,020                      | Bachelor's degree                  | \$37/\$77,771               |
| Compliance Officers                         | 1,940                      | Bachelor's degree                  | \$38/\$78,208               |
| Management Analysts                         | 1,910                      | Bachelor's degree                  | \$44/\$91,291               |
| Market Research Analysts                    | 1,410                      | Bachelor's degree                  | \$29/\$60,986               |
| Buyers & Purchasing Agents                  | 840                        | Bachelor's degree                  | \$29/\$61,256               |
| Computer Systems Analysts                   | 520                        | Bachelor's degree                  | \$47/\$98,634               |
| Librarians                                  | 630                        | Master's degree                    | \$27/\$56,493               |
| Lawyers                                     | 970                        | Doctoral degree                    | \$38/\$78,478               |

# Noteworthy

## Influencing Factors

- Entertainment
- Social Media
- Peers
- School
- Family



## Advice from the Field

- Let your teen initiate the process
- Listen and ask questions
- Create opportunities for exploration and skill building
- Try out some tools along with your teen
- Focus on strengths



## It takes a village...

- Parents/Guardians
- Other Family Members
- Neighbors
- Coaches
- Mentors
- Youth Group Leaders
- Classroom Teachers/School Counselors
- Work-based Learning/Flexible Pathways Coordinator
- VT DOL Career Resource Center Staff



## Q & A

“ My internship really opened  
my eyes to what I want to do  
and how I can get there.

- TIPS Student Intern

