



## Wisconsin Common Career Technical Standards (WCCTS)

### Content Area: CD/Career Development

**Standard: CD1:** Students will consider, analyze and apply an awareness of self, identity and culture to identify skills and talents.

	Performance Indicators (By Grade Band)		
Learning Priority	PK-5	6-8	9-12
<b>CD1.a:</b> Identify person strengths, aptitudes and passions.	<b>CD1.a.1.e:</b> Identify individual likes and dislikes related to utilizing skills and abilities.	<b>CD1.a.2.m:</b> Assess personal strengths, aptitudes and passions related to potential future careers.	<b>CD1.a.3.h:</b> Evaluate various occupations and career pathways to identify personal, academic and career goals based on personal strengths, aptitudes and passions.
<b>CD1.b:</b> Demonstrate effective decision-making, problem solving and goal setting.	<b>CD1.b.1.e:</b> Recognize consequences of decisions and choices.	<b>CD1.b.3.m:</b> Develop effective coping skills for dealing with problems.	<b>CD1.b.5.h:</b> Use a decision-making and problem-solving model.
	<b>CD1.b.2.e:</b> Define a goal and describe why it is important to have goals.	<b>CD1.b.4.m:</b> Identify long and short-term goals.	<b>CD1.b.6.h:</b> Develop an action plan to set and achieve realistic goals.
<b>CD1.c:</b> Interact effectively with others in similar and diverse teams.	<b>CD1.c.1.e:</b> Identify when it is appropriate to listen and when it is appropriate to speak.	<b>CD1.c.5.m:</b> Distinguish between appropriate and inappropriate behavior in a team setting.	<b>CD1.c.9.h:</b> Assess cultural differences and work effectively with people from a range of social and cultural backgrounds.
	<b>CD1.c.2.e:</b> Recognize personal boundaries, rights and privacy needs.	<b>CD1.c.6.m:</b> Conduct oneself in a respectable manner which acknowledges the personal boundaries, rights and privacy of others.	<b>CD1.c.10.h:</b> Critique different ideas and values while leveraging social and cultural differences to increase innovation, new ideas and quality of work.
	<b>CD1.c.3.e:</b> Demonstrate cooperative behavior in groups.	<b>CD1.c.7.m:</b> Display cooperative behavior and identify personal strengths and assets in groups.	<b>CD1.c.11.h:</b> Evaluate how the personal strengths and assets of others contribute to a cooperative group atmosphere.
	<b>CD1.c.4.e:</b> Describe what it means to show respect and appreciation for individual and cultural differences.	<b>CD1.c.8.m:</b> Show respect and appreciation for individual and cultural differences in groups.	<b>CD1.c.12.h:</b> Assess how respect and appreciation for individual and cultural differences impacts group processes.
<b>CD1.d:</b> Apply a range of relevant decision-making strategies.	<b>CD1.d.1.e:</b> Define what a decision is and how decisions can be made.	<b>CD1.d.3.m:</b> Evaluate the positive and negative implications of personal decisions.	<b>CD1.d.5.h:</b> Predict the outcome of various decisions on personal, social and career success.
	<b>CD1.d.2.e:</b> Demonstrate when, where and how to seek help with solving problems and making decisions.	<b>CD1.d.4.m:</b> Apply decision-making strategies to personal and team interactions.	<b>CD1.d.6.h:</b> Evaluate the impact of personal decision-making strategies on specific outcomes.



**Standard: CD2:** Students will identify the connection between educational achievement and work opportunities in order to reach personal and career goals.

	<b>Performance Indicators (By Grade Band)</b>		
<b>Learning Priority</b>	<b>PK-5</b>	<b>6-8</b>	<b>9-12</b>
<b>CD2.a:</b> Apply academic experiences to the world of work, inter-relationships and the community.		<b>CD2.a.1.m:</b> Practice balancing school, studies, co-curricular activities, leisure time and family life.	<b>CD2.a.3.h:</b> Evaluate how performance and connections within the learning community enhance future opportunities.
		<b>CD2.a.2.m:</b> Describe a diverse range of opportunities available beyond high school.	<b>CD2.a.4.h:</b> Determine those opportunities that best support attainment of a specific career goal.
<b>CD2.b:</b> Assess attitudes and skills that contribute to successful learning in school and across the life span.	<b>CD2.b.1.e:</b> Set realistic expectations for work and achievement.	<b>CD2.b.4.m:</b> Assess changes due to influences and shifts in regional, national and global economies related to career opportunities.	<b>CD2.b.7.h:</b> Interpret and analyze the impact of current education, training and work trends on life, learning and career plans.
	<b>CD2.b.2.e:</b> Establish challenging academic goals.	<b>CD2.b.5.m:</b> Apply academic information from a variety of sources to enhance career preparedness and lifelong learning.	<b>CD2.b.8.h:</b> Assess education and training opportunities to acquire new skills necessary for career advancement.
	<b>CD2.b.3.e:</b> Explore local and regional labor market and job growth information.	<b>CD2.b.6.m:</b> Research local and regional labor market and job growth information to analyze career opportunities.	<b>CD2.b.9.h:</b> Analyze local and regional labor market and job growth information to select a career pathway for potential advancement.



<b>Standard: CD3: Students will create and manage a flexible and responsive individualized learning plan to meet their career goals.</b>			
	<b>Performance Indicators (By Grade Band)</b>		
<b>Learning Priority</b>	<b>PK-5</b>	<b>6-8</b>	<b>9-12</b>
<b>CD3.a:</b> Investigate the world of work in order to gain knowledge of self in order to make informed career decisions.	<b>CD3.a.1.e:</b> Locate, evaluate and interpret career information.	<b>CD3.a.5.m:</b> Demonstrate the ability to use technology to retrieve and manage career information that inspires educational achievement.	<b>CD3.a.10.h:</b> Analyze how career plans may be affected by personal growth, external events and changes in motivations and aspirations.
	<b>CD3.a.2.e:</b> Discuss and explain behaviors and decisions that reflect interests, likes and dislikes.	<b>CD3.a.6.m:</b> Build an ongoing awareness of personal abilities, skills, interests and motivation and determine how these fit with chosen career pathway.	<b>CD3.a.11.h:</b> Apply academic and employment readiness skills in work-based learning situations such as internships, shadowing and/or mentoring experiences.
	<b>CD3.a.3.e:</b> Give examples of positive personal characteristics (e.g., honesty, dependability, responsibility, integrity and loyalty).	<b>CD3.a.7.m:</b> Develop an individual learning plan to enhance educational achievement and attain career goals based on a career pathway.	<b>CD3.a.12.h:</b> Evaluate changes in local, national and global employment trends, societal needs and economic conditions related to career planning.
	<b>CD3.a.4.e:</b> Identify career opportunities of interest; match personal interests and aptitudes.	<b>CD3.a.8.m:</b> Choose career opportunities that appeal to personal career goals.	<b>CD3.a.13.h:</b> Recognize how chance opportunities integrate with learning and career goals.
		<b>CD3.a.9.m:</b> Use assessment results in educational planning including career awareness.	<b>CD3.a.14.h:</b> Implement an individual learning plan to maximize academic ability and achievement.
<b>CD3.b:</b> Examine and evaluate opportunities that could enhance life and career plans and articulate plan to guide decisions and actions.	<b>CD3.b.1.e:</b> Describe why people work and how aspects of the work environment affect lifestyle.	<b>CD3.b.2.m:</b> Describe educational levels (e.g., work-based learning, certificate, two-year, four-year and professional degrees) and performance skills needed to attain personal and career goals.	<b>CD3.b.4.h:</b> Implement strategies for responding to transition and change with flexibility and adaptability.
		<b>CD3.b.3.m:</b> Demonstrate openness to exploring a wide range of occupations and career pathways.	<b>CD3.b.5.h:</b> Evaluate the relationship between educational achievement and career development.



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	PK-5	6-8	9-12
<b>CD3.c:</b> Employ career management strategies to achieve future career success and satisfaction.	<b>CD3.c.1.e:</b> Explain how good nutrition, adequate rest and physical activity affect energy levels and productivity in school and at work.	<b>CD3.c.3.m:</b> Identify work values and needs.	<b>CD3.c.5.h:</b> Determine how principles of equal opportunity, equity, respect, inclusiveness and fairness, affect career planning and management.
	<b>CD3.c.2.e:</b> Demonstrate the ability to seek assistance (e.g., with problems at school or work) from appropriate resources, including other people.	<b>CD3.c.4.m:</b> Define adaptability and flexibility in the world of work.	<b>CD3.c.6.h:</b> Discuss how adaptability and flexibility, especially when initiating or responding to change, contributes to career success.
<b>Standard: CD4:</b> Students will identify and apply employability skills.			
<b>CD4.a:</b> Identify and demonstrate positive work behaviors and personal qualities needed to be employable.	<b>CD4.a.1.e:</b> Identify behaviors that demonstrate self-discipline, self-worth, positive attitude and integrity.	<b>CD4.a.3.m:</b> Demonstrate self-discipline, self-worth, positive attitude and integrity.	<b>CD4.a.6.h:</b> Evaluate how self-discipline, self-worth, positive attitude and integrity displayed in a work situation affect employment status.
		<b>CD4.a.4.m:</b> Demonstrate flexibility and willingness to learn new knowledge and skills.	<b>CD4.a.7.h:</b> Assess how flexibility and willingness to learn new knowledge and skills affect employment status.
			<b>CD4.a.8.h:</b> Apply communication strategies when adapting to a culturally diverse environment.
	<b>CD4.a.2.e:</b> Describe positive work-qualities typically desired in each of the career cluster's pathways.	<b>CD4.a.5.m:</b> Identify positive work-qualities typically desired in each of the career cluster's pathways.	<b>CD4.a.9.h:</b> Use positive work-qualities typically desired in each of the career cluster's pathways.
			<b>CD4.a.10.h:</b> Manage work roles and responsibilities to balance them with other life roles and responsibilities.
<b>CD4.b:</b> Demonstrate skills related to seeking and applying for employment to find and obtain a desired job.	<b>CD4.b.1.e:</b> Identify the qualities employers may seek in a candidate.	<b>CD4.b.2.m:</b> Identify the components of a job description.	<b>CD4.b.5.h:</b> Use multiple resources to locate job opportunities.
		<b>CD4.b.3.m:</b> Use technology to assist in career exploration and job-seeking activities.	<b>CD4.b.6.h:</b> Prepare a resume, cover letter, employment application.



	Performance Indicators (By Grade Band)		
Learning Priority	PK-5	6-8	9-12
		<b>CD4.b.4.m:</b> Compare and contrast personal attributes with employment needs and trends.	<b>CD4.b.7.h:</b> Employ critical thinking and decision-making skills to exhibit qualifications to a potential employer in an interview.
<b>CD4.c:</b> Identify and exhibit traits for retaining employment.	<b>CD4.c.1.e:</b> Recognize the appropriate behavior and communication skills necessary in adult interactions.	<b>CD4.c.2.m:</b> Demonstrate the behavior and etiquette appropriate to interactions with adults.	<b>CD4.c.4.h:</b> Model behaviors that demonstrate reliability and dependability.
		<b>CD4.c.3.m:</b> Distinguish between appropriate behaviors in a social vs. professional setting.	<b>CD4.c.5.h:</b> Maintain appropriate dress and behavior for the job to contribute to a safe and effective workplace/jobsite.
			<b>CD4.c.6.h:</b> Complete required employment forms and documentation.
			<b>CD4.c.7.h:</b> Summarize key activities necessary to retain a job in an industry.
<b>CD4.d:</b> Develop positive relationships with others.	<b>CD4.d.1.e:</b> Define what it means to be respectful and non-judgmental.	<b>CD4.d.3.m:</b> Interact with others in a respectful and non-judgmental manner.	<b>CD4.d.5.h:</b> Participate in co-curricular and community activities to enhance the school experience.
	<b>CD4.d.2.e:</b> Define cooperation.	<b>CD4.d.4.m:</b> Use cooperative behavior in helping peers accomplish goals and tasks.	<b>CD4.d.6.h:</b> Evaluate the best method to assist co-workers in accomplishing goals and tasks.
			<b>CD4.d.7.h:</b> Examine the skills required to enable students to successfully transition to post-secondary opportunities.
			<b>CD4.d.8.h:</b> Use a systematic approach to academic and career planning for students to achieve their learning, socio-cultural and work goals.