

Academic Standards for Career Education and Work

Grades K-12



Pennsylvania Department of Education

January 2024

Overview

Pennsylvania’s economic future depends on having a well-educated and skilled workforce. Career Education and Work standards reflect the increasing complexity and sophistication that students experience as they progress through school, focusing on the skills and continuous learning and innovation required for students to succeed in a rapidly changing workplace. The standards are written as grade-banded standards built around the concepts of career awareness and exploration, employability skills, growth and advancement, and personal interests and career planning.

Number	Areas
13.1	Career Awareness and Exploration
13.2	Employability Skills
13.3	Growth and Advancement
13.4	Personal Interests and Career Planning

Appendix E-1. Academic Standards for Career Education and Work

Substrand	Kindergarten to Grade 2	Grades 3 to 5	Grades 6 to 8	Grades 9 to 12
1. Career Awareness and Exploration				
Educational requirements and opportunities	13.1.K-2.A Identify that there are different ways to prepare for careers.	13.1.3-5.A Investigate how people prepare for different careers that may include various levels of education, experiences, and training.	13.1.6-8.A Analyze the relationship of school subjects, extracurricular activities, and community experiences to career preparation.	13.1.9-12.A Analyze the relationship between career choices and career preparation opportunities to choose a path.
Entrepreneurship	Intentionally blank	13.1.3-5.B Define entrepreneurship and identify the risks and rewards of self-employment.	13.1.6-8.B Compare and contrast entrepreneurship and other self-employment opportunities to other employment types.	13.1.9-12.B Analyze entrepreneurship and other self-employment opportunities as they relate to personal career goals and corporate opportunities.
Factors in career decisions	13.1.K-2.C Describe the work done by community helpers and business owners.	13.1.3-5.C Describe external factors that influence career choices, such as, but not limited to: <ul style="list-style-type: none"> • Geographic location • Salaries/benefits • Work schedule • Working conditions 	13.1.6-8.C Compare and contrast multiple careers using a variety of career research resources.	13.1.9-12.C Analyze external factors that impact employment opportunities, such as, but not limited to: <ul style="list-style-type: none"> • Competition • Global influences • Job growth • Job openings • Labor supply • Potential advancement • Potential earnings

Substrand	Kindergarten to Grade 2	Grades 3 to 5	Grades 6 to 8	Grades 9 to 12
Local, national, and global labor market	13.1.K-2.D Describe what a job is and the reasons people may have jobs.	13.1.3-5.D Identify the range of jobs available in the community.	13.1.6-8.D Use multiple resources or tools to research the job availability in a local, national, and global job market.	13.1.9-12.D Describe employment outlook, organized by in-demand occupations, clusters, pathways, or other methods.
Resources in school and community	Intentionally blank	13.1.3-5.E Explain the benefits of participating in hands-on career awareness/preparation activities.	13.1.6-8.E Identify and participate in school- and community-based opportunities for career awareness/preparation.	13.1.9-12.E Utilize school- and community-based opportunities for career awareness/preparation.
Rights of workers	Intentionally blank	13.1.3-5.F Explain why employers pay people for their labor.	13.1.6-8.F Understand what labor laws are and how they impact worker wages and safety.	13.1.9-12.F Examine basic labor laws to determine the rights and responsibilities of both employers and employees.
2. Employability Skills				
Critical thinking and problem solving	13.2.K-2.A Practice solving problems individually and in groups.	13.2.3-5.A Develop the traits needed to solve problems.	13.2.6-8.A Apply critical thinking to solve real-life problems.	13.2.9-12.A Identify solutions to existing conditions or problems using critical thinking skills.
Oral and written communication	13.2.K-2.B Use context clues to identify how communication varies within different social situations in varied environments.	13.2.3-5.B Use context clues to determine how communication varies within different social situations in varied environments.	13.2.6-8.B Develop formal communication that demonstrates professional etiquette and observes social protocols when communicating verbally, nonverbally, and in writing.	13.2.9-12.B Use professional etiquette and observe social protocols when communicating verbally, nonverbally, and in writing.

Substrand	Kindergarten to Grade 2	Grades 3 to 5	Grades 6 to 8	Grades 9 to 12
Teamwork and collaboration	13.2.K-2.C Demonstrate cooperation and positive interactions with classmates, recognizing that people have different backgrounds, experiences, and beliefs.	13.2.3-5.C Demonstrate the ability to work well in group or team interactions, recognizing that people have different backgrounds, experiences, and beliefs.	13.2.6-8.C Practice effective group interactions, acknowledging people's different backgrounds, experiences, and beliefs.	13.2.9-12.C Demonstrate shared responsibility for collaborative work and the value of contributions made by team members with various perspectives.
Technology	13.2.K-2.D Demonstrate proper and safe Internet use.	13.2.3-5.D Demonstrate proper and safe Internet use.	13.2.6-8.D Demonstrate proficient use of technologies by using various types of technology.	13.2.9-12.D Use job-specific technologies to accomplish work responsibilities in a productive manner.
Time and project management	13.2.K-2.E Discuss how time is structured at home and school.	13.2.3-5.E Develop a personal schedule based on activities and responsibilities at both home and school.	13.2.6-8.E Demonstrate effective time and project management strategies.	13.2.9-12.E Evaluate time and project management strategies and their application to both personal and work situations.
Entrepreneurial mindset	Intentionally blank	13.2.3-5.F List and describe several characteristics of the Entrepreneurial Mindset characteristics.	13.2.6-8.F Explain how Entrepreneurial Mindset characteristics and skills can help one be successful in their career.	13.2.9-12.F Apply Entrepreneurial Mindset characteristics and skills to school, work, and extracurricular environments.

Substrand	Kindergarten to Grade 2	Grades 3 to 5	Grades 6 to 8	Grades 9 to 12
3. Growth and Advancement				
Career growth	13.3.K-2.A Communicate an original opinion and describe the justification for that opinion.	13.3.3-5.A Identify situations that may require self- advocacy, such as: personal preference, values, etc.	13.3.6-8.A Identify factors that may inform decisions for career changes, such as loss of employment, lifestyle changes, workplace conflicts, work value changes, and job market changes.	13.3.9-12.A Develop strategies for navigating career and life transitions, such as coping with loss of employment, resigning from a job, negotiating a raise or promotion, and employing transferable skills.
Lifelong learning	13.3.K-2.B Recognize the importance of improving skills and learning new ones.	13.3.3-5.B Reflect on skill improvement and identify opportunities to build new skills.	13.3.6-8.B Explain how decisions regarding education, skill building, and work impact other major life decisions.	13.3.9-12.B Identify sources of lifelong learning to strengthen existing skills, develop new skills, and maximize career growth.
Strategic goals	13.3.K-2.C Set and achieve a goal.	13.3.3-5.C Set and achieve S.M.A.R.T. goals.	13.3.6-8.C Practice feedback and personal reflection to evaluate success towards setting and completing goals.	13.3.9-12.C Incorporate feedback and personal reflection to evaluate success towards completing goals and determine a next course of action.
Work ethic	13.3.K-2.D Build an awareness of the importance of a positive work ethic as a means to learn and grow.	13.3.3-5.D Identify attributes of a positive work ethic.	13.3.6-8.D Demonstrate a positive work ethic.	13.3.9-12.D Analyze and reflect upon the efficacy of your work ethic.

Substrand	Kindergarten to Grade 2	Grades 3 to 5	Grades 6 to 8	Grades 9 to 12
4. Personal Interests and Career Planning				
Develop a personal brand	13.4.K-2.A Describe qualities of people who are successful.	13.4.3-5.A Identify personal strengths and successes.	13.4.6-8.A Identify ways to market yourself as a job candidate.	13.4.9-12.A Strategically market yourself as a job candidate.
Identify personal interests	13.4.K-2.B Identify current interests and skills.	13.4.3-5.B Connect personal interests and abilities to potential career choices.	13.4.6-8.B Relate careers to personal interests, abilities, and aptitudes.	13.4.9-12.B Evaluate career options based on personal interests, abilities, aptitudes, achievements, and goals.
Research careers	Intentionally blank	13.4.3-5.C Discuss resources available in researching career opportunities.	13.4.6-8.C Evaluate a variety of methods to research careers that align with personal interests, values, strengths, and career goals.	13.4.9-12.C Use a variety of methods to research careers that align with personal interests, values, strengths, and career goals.
Understand a career path	13.4.K-2.D Explain how workers in their careers use what is learned in the classroom.	13.4.3-5.D Document personal interests, abilities, and academic strengths.	13.4.6-8.D Build a career plan to describe planned action steps that may include, but not be limited to: <ul style="list-style-type: none"> • Electives • Extracurricular activities • Coursework • Career interests • Strengths and abilities • Educational and training opportunities 	13.4.9-12.D Evolve career plan to enact additional action steps that may include, but not be limited to: <ul style="list-style-type: none"> • Electives • Extracurricular activities • Coursework • Career interests • Strengths and abilities • Educational and training opportunities • Work-based learning • Industry-recognized credentials