



ASVAB
CAREER EXPLORATION PROGRAM

Guide

*your students to great
career options*

Program Review

The ASVAB Career Exploration Program provides high quality, **career exploration and planning materials at no cost** to high schools across the country. The Program encourages students to **explore a wide variety of careers**, rather than limiting their exploration by telling them what they can or should do.



Keeping Options Open

Planning and decision making will benefit students throughout their lives.



Career Development is an Ongoing Process

Students' career plans are in formative stage
Career plans develop and change over time

Importance of Career Exploration

Students make decisions about college or careers *before* they have spent time thinking about the following key areas:

Interests

Values

Talents

Abilities

The ASVAB Program gives students the opportunity to explore a variety of careers using knowledge they have gained about their interests and skills through assessment components and structured activities.

Student Benefits

The ASVAB Program encourages students to:

- **Explore**
 - Learn about themselves and the world of work
- **Plan**
 - Find out what they need to do to meet career goals
- **Do**
 - Take steps toward getting skills and qualifications for various occupations

“It’s a great break-down of their types, and it links seamlessly to appropriate careers. It also interests students in careers they may not have otherwise considered.”

-- High School Counselor



School and Counseling Benefits

The ASVAB Program gives schools and counselors:

- **Comprehensive Career Program**
 - Designed for all students, regardless of future career or educational plans
 - Aligned with current career development theory and practice
- **Ready-to-Use Activities**
 - Created to guide students through career and coursework planning

*The ASVAB Program helps students **see connections** between their current **educational planning** and their future goals.*



Educational Benefits

- **Generates standardized/aggregate test data**
- **Meets many state requirements for career exploration**
- **Supplies resources and tools that support state or school district career portfolio requirements**
- **Provides a comprehensive career planning product that doesn't add to school's workload**

What are the Main Components?



The Main Components

- **Multiple-Aptitude test – ASVAB**
- **Interest Inventory – Find Your Interest (FYI)**
- **Career Exploration Tool – OCCU-Find**

Multiple-Aptitude Test

ASVAB Test

- Assessment of student's ability to learn new skills
- Predictor of success in training and education programs

General Science Knowledge of life science, earth and space science, and physical science	Arithmetic Reasoning Ability to solve basic arithmetic word problems
Word Knowledge Ability to understand the meaning of words through synonyms	Paragraph Comprehension Ability to obtain information from written material
Mathematics Knowledge Knowledge of mathematical concepts and applications	Electronics Information Knowledge of electrical current, circuits, devices, and electronic systems
Auto and Shop Information Knowledge of automotive maintenance and repair, and wood and metal shop practices	Mechanical Comprehension Knowledge of the principles of mechanical devices, structural support, and properties of materials

Interest Inventory

Find Your Interests (FYI)

- 90-item interest inventory
- Work-related interests



Career Exploration Tool

OCCU-Find

- 400+ occupations
- Skill Importance Ratings
- O*NET/OOH occupational descriptions
- Career Cluster linkages
- Descriptions for the 16 national career clusters and 80+ pathways

The screenshot shows the OCCU-Find Realistic Occupations tool. It features a header with the logo and title. Below the header, there are directions and a key explaining the skill importance ratings. The main part of the tool is a table with columns for 'Explore Further', 'Occupational Titles', '2nd Interest Code', and 'Skill Importance' (Verbal and Mathematical). The table lists various occupations with checkboxes in the 'Explore Further' column and skill importance ratings in the 'Skill Importance' columns.

OCCU-Find Realistic Occupations

Directions: In the *Explore Further* column on the left, check the occupation(s) that interest you.

Key: Importance of Skills: ✓✓✓ = Highly Important ✓✓ = Moderately Important ✓ = Less Important

Explore Further	Occupational Titles	2nd Interest Code	Skill Importance	
			Verbal	Math
<input type="checkbox"/>	Agricultural and Food Science Technicians	I	✓✓	✓✓✓
<input type="checkbox"/>	Agricultural Engineers	I	✓✓✓	✓✓✓
<input type="checkbox"/>	Agricultural Inspectors	C	✓✓	✓✓
<input type="checkbox"/>	Air Crew Members	I	✓	✓
<input type="checkbox"/>	Air Crew Officers	C	✓	✓
<input type="checkbox"/>	Aircraft Launch and Recovery Specialists	I	✓	✓
<input type="checkbox"/>	Aircraft Mechanics and Service Technicians	I	✓✓	✓✓
<input type="checkbox"/>	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	C	✓	✓
<input type="checkbox"/>	Airline Pilots, Copilots, and Flight Engineers	C	✓	✓
<input type="checkbox"/>	Amusement and Recreation Attendants	C	✓	✓
<input type="checkbox"/>	Architectural and Civil Drafters	C	✓	✓
<input type="checkbox"/>	Armored Assault Vehicle Crew Members	I	✓	✓
<input type="checkbox"/>	Artillery and Missile Crew Members	C	✓	✓
<input type="checkbox"/>	Automotive Body and Related Repairers	E	✓	✓
<input type="checkbox"/>	Automotive Mechanics and Related Repairers	C	✓	✓
<input type="checkbox"/>	Aviation Inspectors	C	✓	✓
<input type="checkbox"/>	Avionics Technicians	C	✓	✓
<input type="checkbox"/>	Bakers	C	✓	✓
<input type="checkbox"/>	Biological Technicians	C	✓	✓
<input type="checkbox"/>	Brickmasons and Blockmasons	C	✓	✓
<input type="checkbox"/>	Broadcast Technicians	C	✓	✓
<input type="checkbox"/>	Bus and Truck Mechanics and Diesel Engine	I	✓	✓



The Career Workshop



Career Workshop Overview

Who Runs the Sessions?

- Education Services Specialists
- High school counselors

How Long do They Last?

- 45-90 minutes
- Customized to fit your schedule

What do Students Receive?

- ASVAB test results
- FYI
- Exploring Careers: ASVAB Career Exploration Guide
- Web Access Code for Online search tool



Interpreting Test Scores

ASVAB Summary Results Sheet

ASVAB Results	Percentile Scores			11th Grade Female Standard Score Bands	11th Grade Standard Score
	11th Grade Females	11th Grade Males	11th Grade Students		
Career Exploration Scores				20 30 40 50 60 70 80	
Verbal Skills	62	64	63	X	55
Math Skills	44	45	45	X	46
Science and Technical Skills	66	43	54	X	51
ASVAB Tests					
General Science	56	43	49	X	49
Arithmetic Reasoning	36	34	35	X	44
Word Knowledge	75	74	75	X	57
Paragraph Comprehension	44	56	50	X	51
Mathematics Knowledge	49	56	53	X	48
Electronics Information	77	52	65	X	53
Auto and Shop Information	68	35	51	X	48
Mechanical Comprehension	76	48	62	X	52
Military Entrance Score (AFQT)	39			20 30 40 50 60 70 80	

Interpreting Test Scores

- **Score sheets show students' areas of strength and areas of potential growth**
- **Scores motivate students to go forward**
- **Schools receive roster of scores and electronic aggregate data available upon request**
- **Career resources provide tutorials that show the relationship between test scores and occupations**

FYI and OCCU-Find

- **Reveals work-related interests types that link to career development and enjoyment of life**
- **Exposes students to career exploration opportunities and develop a career focus**
- **Helps students understand difference between careers and work**
- **Validates relationship between strengths and interests**
- **Broadens student exploration of careers vs narrowing focus**

Career Clusters

Some states have implemented Career Clusters to connect what a student learns in school with future employment or career.

- Occupations in OCCU-Find link to career clusters
- Descriptions for career clusters and pathways
- Search by cluster or occupation



Career Planning Materials

Classroom Activities

- Coursework planning based on career interests and goals
- My Educational and Career Plans summary
- My ASVAB Portfolio





Is the Program Right for Your School?



How does the ASVAB CEP add value?

- Important component in career counseling
- Objective ability assessment with links to career planning
- Appropriate career planning tool regardless of post-secondary intentions

The ASVAB test “is distinguished by superior norms, a thorough investigation of test fairness, and unsurpassed criterion-related validity data.”

-- Ryan Krane and Tirre (2005).
Ability Assessment in Career Counseling

Administering the ASVAB Test

What Role Does the School Play?

- **Determines test date**
- **Sets aside a quiet, well-lit room for three hours**

What Role Does the ASVAB Program Play?

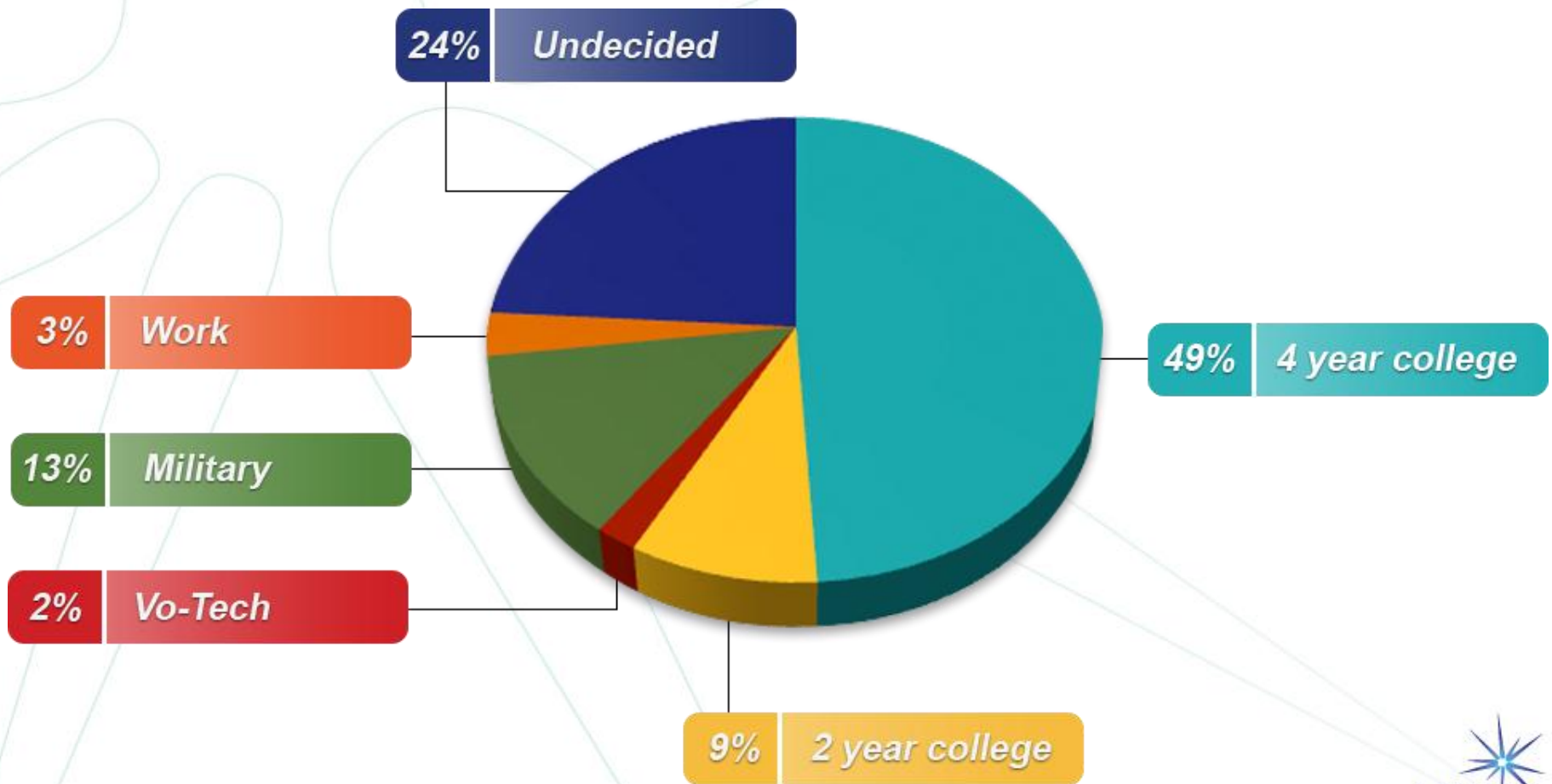
- **Administers and proctors the test**
- **Arranges follow-up interpretation session**

ASVAB Program and the Military

- **Civilian education services specialists administer ASVAB Program**
- **Schools determine whether or not student information is released to the military**
- **Recruiters serve as test proctors only; they are expressly prohibited from recruiting actions during test administration**
- **Program is provided to schools whether information is released to military recruiters or not**
- **Participants have no obligation to speak to a recruiter or pursue a military career**
- **49% of participants intend on going to a 4-year college; 13% have an interest in military careers**

Career Intentions of High School Students

Student Testing Program, 2009-10





Let's Review



How the Program Benefits You

- **The ASVAB Career Exploration Program is a cost-free and comprehensive program for high school students.**
- **Students explore occupations in line with interests and skills, and develop strategies to realize career goals.**
- **The Program is easily integrated into the high school curriculum.**
- **The Program presents a full-spectrum of career opportunities to students.**