



DESCRIPTION

Mobilizing industry, national organizations, and policy makers, the purpose of the Coalition for Career Development Center (CCD Center) is to build national consensus around its vision of making career readiness for all students the ***first priority*** of American education. We believe that providing ALL students with high-quality career development services and technology will help ensure that they secure productive employment in their chosen career pathway as efficiently and cost-effectively as possible.

FRAMEWORK: To achieve its purpose, the White Paper outlines a ***Five-Pillar Solutions Framework***: (1) Prioritizing Career Planning, (2) Providing Certified Professional Career Advisement and Counseling; (3) Emphasizing Work-Based Learning, (4) Providing High-Quality Career Development Technology, and (5) Ensuring Accountability.

PARADIGM: Drawing upon this framework, the CCD Center would structure a ***Five-Phase Career Pathway*** paradigm for all students with the following milestones: *Elementary School*: Expand Career Awareness; *Middle School*: Develop a Personalized Career and Academic Plan focused on self- and career exploration; *Grades 9-10*: Continue expanding a Personalized Career and Academic Plan; *Grades 11-12*: Secure an employer-funded summer Internship in the student's chosen career pathway; *Postsecondary*: Begin employment or secure a high-quality industry certification or degree in the student's chosen career pathway.

RESEARCH: The CCD Center is planning to become the leading national resource for designing and implementing quality career development policies and programs. Among other reports, the Center released in May 2022 an inaugural, 127-page "Condition of Career Readiness in the U.S." report that gathered and analyzed the career planning policies and practices from all fifty states and included an interactive map to enable policy makers to reflect on their own state's efforts while connecting them to exemplary practices in other states. The CCD Center has also conducted case studies in three states that have effectively braided policy and funding to support the integration of career planning policies, career and technical education, and social emotional learning efforts.

EQUITY: The CCD Center is strongly committed to equity. Even before the sudden economic recession brought about by COVID, the past 20 years has witnessed unemployment rates for Black and Latino youth and young adults at consistently much higher rates than White and Asian youth.¹ The National Governors Association reports that increase in unemployment among individuals with disabilities increased at a much higher rate than individuals without disabilities.² The CCD Center is committed to identifying scalable policies and practices that increase representation among individuals of color and individuals with disabilities in key industry sectors.

The CCD Center is organized as an industry- and gubernatorial-led think tank headquartered in Alexandria VA. See www.ccd-center.org for details, including the names of the 18 Board Members and 44 Advisory Council members from leading national or regional organizations that constitute the Coalition.

¹ Anthony P. Carnevale, Artem Gulish, and Kathryn Peltier Campbell. Youth Policy: How Can We Smooth the Rocky Pathway to Adulthood?. Washington, DC: Georgetown University Center on Education and the Workforce, 2021. cew.georgetown.edu/youthpolicy.

² National Governors Association and State Exchange on Employment and Disability (2021). Governor's Role in Promoting Disability Employment in COVID-19 Recovery Strategies. Available at https://www.nga.org/wp-content/uploads/2021/03/SEED_Memo.pdf.