



MISSISSIPPI
DEPARTMENT OF
EDUCATION



MISSISSIPPI CAREER DEVELOPMENT Resource Document

For questions about this document, please contact:

MISSISSIPPI DEPARTMENT OF EDUCATION

Office of Secondary Education
Office of Counseling and Support Services
Tel (601) 359-3461

P.O. Box 771 | Jackson, MS | 39205-0771
mdek12.org
Twitter: @MissDeptEd
Facebook: MissDeptEd

MISSISSIPPI STATE UNIVERSITY

Research and Curriculum Unit
Tel (662) 325-2510

103 Russell Street | Starkville, MS | 39759
rcu.msstate.edu
Twitter: @rcumsu
Facebook: rcumsu

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Director, Office of Human Resources
MISSISSIPPI DEPARTMENT OF EDUCATION
359 North West Street, Suite 204
Jackson, Mississippi 39201
(601) 359-3511

Mississippi State Board of Education Vision and Mission



OUR VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens

OUR MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community

State Board of Education STRATEGIC PLAN GOALS



1

ALL Students Proficient and Showing Growth in All Assessed Areas



2

EVERY Student Graduates from High School and is Ready for College and Career



3

EVERY Child Has Access to a High-Quality Early Childhood Program

EVERY School Has Effective Teachers and Leaders

4



EVERY Community Effectively Uses a World-Class Data System to Improve Student Outcomes

5



EVERY School and District is Rated "C" or Higher

6



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Mississippi Career Development Resource Guidance Document

Introduction and Purpose

One goal of the Mississippi State Board of Education states that every student will graduate from high school prepared for college and a career. In that effort, the Mississippi Department of Education (MDE) developed a continuum of K-12 services to assist educators in accomplishing this endeavor.

This document is based on career development research and best instructional and comprehensive counseling program practices as revealed during the past 25 years. The MDE is committed to utilizing the results of this research for systemic educational improvement and change. This resource document represents a broad consensus among educators, business professionals, government officials, community representatives, and parents about what students should know and be able to do in the area of career development throughout Grades K-12. In this resource document, career refers to work for economic gain and work done for family, home, and community.

The Mississippi Career Development Resource Guidance Document will establish common practices for career development and serve as a guide for making local decisions about curriculum development, delivery, and assessment in this important area.

What is Career Development?

Career development is a lifelong process by which an individual defines and refines life and work roles. Career development education includes awareness of individual interests, skills, attitudes, talents, and abilities, particularly as they change and develop during the educational experience. The process of educating students about career development provides the context in which students explore a variety of educational and occupational opportunities, learn the realities of the workplace, and identify the technical skills and individual qualities they will need for success in the modern economy. Specifically, career development education promotes awareness of the training and postsecondary options available to students after graduation and prepares students to:

- Make informed career decisions through an understanding of the individual qualities necessary for job success
- Seek and use employment data and other resources to support decision making
- Understand the training and postsecondary options available

Theoretical Foundation of Career Development

The National Career Development Association (NCDA) is the national leader in career development and a founding division of the American Counseling Association. The NCDA supports career development as early as preschool and as a continuum throughout one's life. The NCDA also supports career development as a community partnership involving the education system, the home and family, business, industry, and a wide variety of community agencies and organizations.

Career development is a continuum of instruction and learning that helps students understand the changing academic and skill requirements of the emerging workplace, make sound decisions during the career development process, and become lifelong learners who seek and use supportive materials.

Connection of K-12 Career Development to School Counseling

The American School Counseling Association (ASCA) and the Mississippi Counselor Growth Rubric carry an expectation that school counselors will deliver a comprehensive, data-driven counseling program. School counselors address the academic, personal, social, and career development needs of all students. The Mississippi Career Development Resource Guidance Document will serve as support to school counselors when designing a comprehensive school counseling program that includes a core curriculum, individual student planning, and responsive services to address students' career development needs. Additionally, the Mississippi Career Development Resource Guidance Document will guide school counselors to involve all stakeholders, including businesses, industries, local employment centers, and postsecondary institutions.

Individual Success Plan (ISP)

The Individual Success Plan (ISP) is a personalized career plan for all students in Grades 7-12. School districts, using this document as a resource, should select activities to guide students in exploring strengths and interests, connect strengths and interests to a career pathway, and set career and academic goals based on a chosen pathway. The design of the ISP should not limit student choice in college and career choice but provide an opportunity for students to connect school to interests and explore career pathways in a supportive environment. The ISP should be revisited every year and evolve with students' interests and goals.

Ideally, students, parents, teachers, counselors, and administrators will work in collaboration with postsecondary institutions, local industries, and community leaders to ensure all students have access to opportunities for postsecondary success. Although career development is the responsibility of all stakeholders, school counselors play an important role in this process. School counselors ensure all students have an ISP before exiting the seventh grade, plans are revisited each year with students, and necessary changes are made throughout the process.

College and Career Readiness

Most available jobs with supportable living wages and benefits in today's economy require postsecondary education. Local Education Agencies (LEAs) should establish common practices that support a K-12 college-bound culture for all students. A model K-12 career development program will include strategies to increase awareness of careers in the early grades, explore careers in the middle grades, and plan for careers in the later grades. Counselors should address the academic and college

aspirations of all students, ensure students are engaged in school and community extracurricular activities, and support students in the transition from high school to college. Additionally, implementation of the Early Warning System to identify struggling students will help students succeed academically and emerge from Mississippi schools both college and career ready. The ISP will create a college-going culture by helping students make the connection between school and workforce participation.

Curriculum Considerations

A rigorous and relevant curriculum is key to students' career development. Students are better prepared for college and career when exposed to advanced-level classes. Course offerings and subsequent student schedules should be guided by the overall needs of the school and individual student choices identified in the ISP. Students should be encouraged to select challenging courses such as Advanced Placement courses, dual-credit courses, and career and technical education (CTE) courses. Additionally, students in need of remediation should be identified and supported.



MISSISSIPPI CAREER DEVELOPMENT

Academic Resources

Academic Resources

The MDE has made available many resources for use in academic education. This guide includes those most helpful for counselors. Please use the resources below as you plan academic education for your students.

Mississippi Diploma Options

Mississippi students now have the opportunity to make their high school diplomas more valuable. In 2018-19, all ninth graders began choosing whether they want to work toward a traditional diploma or take additional classes to earn an academic, distinguished academic, or CTE endorsement.

Each diploma option will prepare students to be successful after graduation, whether that be in the workforce, a career and technical training program, or college. Also, beginning in 2018-19, incoming ninth graders who earn an academic or distinguished academic diploma endorsement from a public high school will be accepted into any of the state's public universities.

In addition to the Carnegie unit requirements, there are additional requirements and recommendations listed for each diploma option (e.g., national certifications, ACT WorkKeys assessments, ACT/SAT scores, etc.). This guide provides information on how to meet these requirements and recommendations.

For more information about the Mississippi diploma options, visit mdek12.org/ESE/diploma.

Accelerated Programs

Taking advanced courses better prepares students for college and career. Students who take advanced courses in high school are more likely to enroll in and complete college. The MDE recognizes the importance of advanced coursework in the development of students, so the graduation requirements include advanced coursework for students to earn an endorsement. When considering course offerings and requirements, schools and districts should make decisions that are inclusive of all students. Low-income students, first-generation students, and minority students are often underrepresented in advanced courses. A strategic plan by administrators and counselors should be made to identify, enroll, and support students of these subgroups in advanced courses.

Examples of accelerated programs in Mississippi are:

- Advanced Placement (AP)
- Dual credit/dual enrollment
- Cambridge Assessment International Education
- International Baccalaureate (IB)

For more information about accelerated programs, visit mdek12.org/ESE/Accelerated-Programs.

Approved Course Code Manual and Course Sequencing

The MDE's Approved Courses for the Secondary Schools of Mississippi offers a wide variety of courses for high school students, beginning with Grade 7 and continuing through Grade 12. The purpose of the Approved Courses for the Secondary Schools of Mississippi is to help select the courses that are best

for students. Choosing the right courses for a high school program is an extremely important task and should be thoughtfully developed with students and their parents.

To access the currently approved course code manual with suggested course sequencing, visit mdek12.org/ESE/Approved-Course-for-the-Secondary-Schools.

High School College Readiness Courses

To better prepare high school students for the transition to postsecondary study, Mississippi, in conjunction with Southern Region Educational Board and 17 other states, has developed two courses that align with college- and career-readiness standards. Essentials for College Literacy and Essentials for College Math are senior-level high school courses designed to prepare students for college-level material. Based on Mississippi Institutions of Higher Learning (IHL) Policy 608, students who meet the course entry requirements and complete one or both courses with an 80 or above will not be required to take the corresponding remedial courses for College Algebra or English Composition I at any of the eight public Mississippi universities. Course entry requirements for seniors are located in the MDE State Board Policy Chapter 28, Rule 28.6.

For more information about high school college-readiness courses, visit sreb.org/readiness-courses-literacy-math.

The Mississippi College- and Career-Readiness course (CCR) was developed to support the MDE's vision and mission that all students graduate from high school prepared for college, career, and active citizenship. The CCR course curriculum outlines the knowledge secondary students should obtain and the types of skills relevant for a successful transition to postsecondary and the workforce. The CCR course is a requirement for all Mississippi graduates.

For more information about the CCR course, visit mdek12.org/ese/College-and-Career-Readiness.

My Way Mississippi

My Way Mississippi is a P-20 college access initiative of the Mississippi IHL, MDE, Mississippi Community College Board, and the Woodward Hinds Education Foundation. This site supports students in college planning, financial aid, and career exploration and provides resources to help them secure a job.

For more information about My Way Mississippi, visit mywayms.org.

Mississippi Articulation and Transfer Tool (MATT)

The Mississippi Articulation and Transfer Tool (MATT) is available to help schools align students' career pathways with college plans. The MATT enables school counselors to advise students about college course selection based on their chosen pathway and ensures the dual-credit courses students are taking in high school will transfer to a Mississippi four-year university. Students enrolling in a community college before attending an IHL can also use the tool to ensure the courses taken will transfer to an IHL.

To access the MATT, visit matttransfertool.com.

Individual Success Plan

An ISP is a personalized plan for all students in Grades 7-12. Selected activities guide students in setting career and academic goals and provide a framework for students to see the connections between school coursework and activities in relation to their future career and college goals.

All public school students in Grades 7-12 are required to have an ISP. The ISP should include activities that explore personal and career interests, academic and career planning, and goal setting for postsecondary success. Students should create a five-year academic plan and choose a career pathway by the end of seventh grade. The ISP should be revisited every year until the student exits school and be revised as needed. *Process Standard 14.1.1*

The ISP is designed to:

- Explore student strengths and interests
- Connect student strengths and interests in pathways
- Realize postsecondary options, including military careers, two-year and four-year educational programs, apprenticeships, and so forth
- Set secondary and postsecondary academic and career goals
- Select coursework and school activities to support goals

To access the suggested ISP template, student planning tools, and instructions, visit mdek12.org/CTE/OCCSS.

Mississippi Scholars

The Mississippi Scholars initiative is an education program managed by the Public Education Forum of Mississippi, which utilizes business leaders to motivate students to complete a rigorous course of study in high school. This course path gives students a boost—not just for college but for life. The initiative pairs trained local business leaders with classes of eighth-grade students. These leaders present the students with a powerful presentation, which provides the rationale for the recommendation that students take more rigorous courses.

For more information, visit msmec.com/what-is-mississippi-scholars.

Testing Calendar

The Office of Student Assessment (OSA) is responsible for administering all state and federally mandated assessment programs for students in Mississippi's public schools. The testing calendar, along with additional testing information, can be found under OSA on the MDE website.

To access the current testing calendar, visit mdek12.org/OSA.

ACT Testing

The ACT college readiness assessment is a curriculum- and standards-based educational planning tool that assesses students' academic readiness for college.

Since the 2014-2015 school year, the ACT has been administered each year to all students classified as juniors to increase the percentage of students ready for college as measured by ACT benchmarks in each content area.

For more information about ACT testing, visit act.org.

PSAT/NMSQT and SAT

The Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT)

PSAT/NMSQT is a standardized test administered by the College Board and cosponsored by the National Merit Scholarship Corporation (NMSC) in the United States. Approximately 3.5 million students take the PSAT/NMSQT each year. The scores from the PSAT/NMSQT are used to determine eligibility and qualification for the National Merit Scholarship Program. The PSAT is offered nationally each October.

For more information, visit collegereadiness.collegeboard.org/psat-nmsqt-psat-10.

National Merit Scholarships

Winning a National Merit Scholarship is no easy task. Each year, approximately 50,000 students (out of 1.4 million juniors) qualify for recognition based on their PSAT score. Around 34,000 of these students receive letters of commendation from the National Merit Scholarship Corporation. It is a distinguished honor for students to receive a letter of commendation, and it will help students in the competitive college admission and scholarship selection process.

The remaining 16,000 or so students with scores in their state's top 99th percentile will become National Merit semifinalists. Of these, approximately half will win scholarships after submitting their high school records, recommendations from teachers, and a personal essay. Some students will be selected to receive a \$2,500 scholarship from the National Merit Corporation, while others may win larger awards from colleges and universities hoping to attract top scorers.

For more information, visit nationalmerit.org.

SAT

Created by the College Board, the SAT is an entrance exam used by most colleges and universities to make admissions decisions. The SAT is given to provide colleges with one common criterion that can be used to compare all applicants. However, it is just one factor in admissions decisions. Schools also consider your high school GPA, academic transcript, letters of recommendation, extracurricular activities, interviews, and personal essays. The weight placed on SAT scores varies from school to school.

The SAT exam is offered nationally every year in October, November, December, January, March, May, and June. The SAT will take students approximately three hours and 50 minutes to complete.

For more information, visit collegereadiness.collegeboard.org/sat.

Mississippi Institutions of Higher Learning

The IHL consists of the eight public universities: Alcorn State University, Delta State University, Jackson State University, Mississippi State University, Mississippi University for Women, Mississippi Valley State University, The University of Mississippi, and The University of Southern Mississippi. The IHL also includes the University of Mississippi Medical Center, Mississippi Cooperative Extension Service, Mississippi Agricultural, Forestry and Veterinary Medicine, 23 satellite centers, and various other locations throughout the state. The Southern Association of Colleges and Schools is the accrediting body for each Mississippi public university.

The Mississippi IHL provides the college preparatory curriculum (CPC) that aligns with current Mississippi high school graduation requirements and course offerings. The CPC and accompanying course list ensure uniformity of the courses being accepted in each CPC category across Mississippi's eight public institutions.

For more information and the current CPC requirements, visit mississippi.edu/admissions/curriculum.asp.

NCAA Requirements

Participation in college sports provides opportunities to learn, compete, and succeed. Student athletes receive top-notch academic support, quality medical care, and regular access to outstanding coaching, facilities, and equipment. Student-athletes as a group graduate at higher rates than their peers in the general student body and feel better prepared for life after college.

College-bound student-athletes preparing to enroll in a Division I or Division II school must register with the NCAA Eligibility Center to ensure they have met amateurism standards and are academically prepared for college coursework.

For more information and to register for the NCAA Eligibility Center, visit web3.ncaa.org/ecwr3. For more information about NCAA sports, visit ncaa.org/student-athletes/future.

Credit Recovery Guidelines

The purpose of the credit recovery policy is to provide guidance to LEAs with credit recovery programs. Credit recovery allows students who have been unsuccessful in mastering content or skills in a course an opportunity to apply for credit recovery as an alternative to repeating an entire course.

For more information, visit mdek12.org/MBE/SBPI and refer to *Rule 28.5 Credit Recovery Policy*.



MISSISSIPPI CAREER DEVELOPMENT

Career and Technical Education
Resources

Career and Technical Education

The MDE Office of CTE helps to train a qualified workforce for today's job market and works with economic and workforce developers to stay informed of the ever-changing workforce needs.

CTE provides students of all ages with the academic and technical skills, knowledge, and training necessary to succeed in future careers and become lifelong learners. Across the nation, about 12.5 million high school and college students are enrolled in CTE programs. CTE prepares learners for the world of work by introducing them to workplace competencies and helps make academic content accessible to students by providing a hands-on context. The high school graduation rate for CTE concentrators is about 90%, which is around 15 percentage points higher than the national average.

The CTE programs in Mississippi are based on workforce needs and offer rigorous, accredited programs that often lead to a national certification. CTE programs also have dual-credit opportunities. Students should explore all options, including CTE, when deciding on a career path. Academic school counselors and CTE counselors should collaborate to ensure all students and parents are aware of all opportunities available through CTE programs.

Program Areas

CTE can help students prepare for a broad range of careers. These courses provide a meaningful framework of practical instruction that helps bridge the gap between education and an authentic career experience.

In Mississippi, all CTE curricula are research-based and meet industry-specific standards in technology, workplace skills, and academics. Mississippi frequently evaluates and updates its CTE programs in response to the ever-changing world of business and industry. These programs are part of an integrated educational delivery system that accommodates every secondary and postsecondary school district.

CTE programs, whether secondary, postsecondary, short-term adult, industry training, or business and industry partnership settings, enable students to acquire needed skills and abilities to achieve their occupational goals. Upon successful completion of a CTE program, students will possess marketable job skills and national industry certifications.

Curriculum

Every CTE program in Mississippi follows a standardized, statewide curriculum. A team of program area instructors revises each curriculum every four years. Revisions are based on field research and survey results from the program area instructors and related personnel. Likewise, each unit or course references related national- and/or state-level standards in academics, the workplace, technology, and industry. Current references are listed for each unit or course. Over 100 different curricula are offered online.

For more information about Mississippi CTE, visit mdek12.org/CTE.

To access information on CTE curricula, assessment, and professional learning, visit rcu.msstate.edu.

Career Clusters and Pathways

The U.S. Department of Labor has identified 16 National Career Clusters. Career clusters are broad categories of related occupations. Within each career cluster are several more specific pathways. Identifying a career cluster and pathway enables students to choose appropriate coursework and activities in middle school and high school to better prepare them for greater college and career success.

For a list of curricula and resources offered in Mississippi, visit rcu.msstate.edu/Curriculum/CurriculumDownload.aspx.

Student Organizations

The MDE Division of Student Organizations provides opportunities to expand and enhance students' overall educational experience, improve social skills, gain self-confidence, acquire leadership skills, and learn how to function as a member of a group or team.

For a current student organization list, visit mdek12.org/CTE/SO.

Student Services

The purpose of student services is to assure accountability for services to special populations, including students pursuing nontraditional occupations, in programs funded under the Strengthening Career and Technical Education for the 21st Century Act (Perkins V).

Students Served

These programs serve all CTE students, especially those classified under Special Populations as specified by Perkins V.

These populations include:

- Individuals with disabilities,
- Individuals from economically disadvantaged families, including foster children,
- Individuals preparing for non-traditional training and employment,
- Single parents, including single pregnant women,
- Displaced homemakers, and
- Individuals with other barriers to educational achievement, including individuals with limited English proficiency.

For more information, visit mdek12.org/CTE/OCCSS/Student-Services.

Mississippi Scholars Tech Master

Mississippi Scholars Tech Master students are preparing for their future careers. Employers are concerned with ensuring that both potential and incumbent employees have the skills necessary to thrive in today's workplace. This program was developed under the Mississippi Scholars umbrella to encourage students to pursue and perform well in a tech-prep course of study and to recognize their achievements at graduation. The Mississippi Scholars program currently recognizes those who pursue

a college-bound course of study, with an emphasis on science, technology, engineering, and math (STEM).

For more information, visit msmec.com/mississippi-scholars/mississippi-scholars-tech-master-information.

ACT WorkKeys

ACT WorkKeys® assessments are the cornerstone of ACT workforce solutions. These assessments measure foundational skills required for success in the workplace and help measure the workplace skills that can affect job performance.

For more information, visit act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html.

Career and Technical Assessment

The Mississippi Career Planning and Assessment System (MS-CPAS) encompasses a variety of student-level or program-level assessments and certifications administered to secondary and postsecondary CTE programs. The assessment results are used to measure technical-skill attainment, which is one of the core indicators of performance required for federal Perkins V reporting.

The curriculum and assessment departments at the Mississippi State University Research and Curriculum Unit bring together CTE administrators, faculty, and industry representatives to participate in meetings that assist with program and assessment measures, curriculum alignment, and assessment validation for CTE programs.

For more information, visit rcu.msstate.edu/Assessment.aspx.



MISSISSIPPI CAREER DEVELOPMENT

Career Readiness Resources

Career Development Resources		
Resource	Description	Link
Office of Counseling and Support Services	The MDE provides pacing guides, planning expectations, and lesson plans designed to help schools establish a K-12 career exploration program.	https://mdek12.org/CTE/OCCSS
ACT	The ACT® is the nation's most popular college entrance exam, accepted and valued by all universities and colleges in the United States. The ACT is based on what students learn in high school and provides personalized information about their strengths for education and career planning.	http://www.act.org/content/act/en.html
ACT WorkKeys	ACT WorkKeys® assessments are the cornerstone of ACT workforce solutions, helping measure the workplace skills that can affect job performance.	https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html
Advance CTE	Advance CTE is a resource and advocate for policies and legislation that enhance and sustain high-quality CTE programs throughout the nation.	https://careertech.org/
Association on Higher Education and Disability	This site is useful for identifying resources, networking, and so forth for students with disabilities.	http://www.AHEAD.org
ASCA national model	The ASCA national model provides a framework for a comprehensive, data-driven school counseling program.	https://www.schoolcounselor.org/
ASVAB	The ASVAB is a multiple-aptitude battery that measures developed abilities and helps predict future academic and occupational success in the military.	http://official-asvab.com/

Career Development Resources		
Resource	Description	Link
Bureau of Labor Statistics	The U.S. Bureau of Labor Statistics offers access to Mississippi employment and wages data.	www.bls.gov/home.htm
Career One Stop	This is a source for career exploration, training, and jobs.	www.careeronestop.org
College Board	College Board helps prepare students for a successful transition to college through programs and services in college readiness and college success, including the SAT and Advanced Placement Program.	www.collegeboard.org
College Countdown MS	College Countdown MS is the Mississippi partner of The American College Application Campaign (ACAC). Their mission is to help Mississippi high school seniors gain access to college through assistance with completing college applications, submitting the Free Application for Federal Student Aid (FAFSA) and the state grant application, and celebrating their acceptance to college.	www.collegecountdownms.com
College Scorecard	This is a resource that helps find schools and programs/degrees and provides access to toolkits, how-to guides, and videos.	collegescorecard.ed.gov
Explore Careers in the Air Force	This resource helps students discover careers and opportunities within the U.S. Air Force.	www.airforce.com/careers
Explore Careers in the Army	This resource helps students discover careers and opportunities within the U.S. Army.	www.goarmy.com/careers-and-jobs.html
Explore Careers in the Marine Corps	This resource helps students discover careers and opportunities within the U.S. Marine Corps.	www.marines.com/being-a-marine/roles-in-the-corps/career-tool

Career Development Resources		
Resource	Description	Link
Explore Careers in the National Guard	This resource helps students discover careers and opportunities within the Army National Guard.	www.nationalguard.com/careers
Explore Careers in the Navy	This resource helps students discover careers and opportunities within the U.S. Navy.	www.navy.com/careers.html
Explore Health Careers	ExploreHealthCareers.org is a collaboration between today's health professionals and leading health care associations designed to help students obtain a career in health.	explorehealthcareers.org/en/home
Explore STEM Careers	Explore STEM Careers is a resource for discovering careers and opportunities in the STEM field.	www.sciencebuddies.org/science-engineering-careers
Exploring	This is a resource that offers career exploration activities.	www.exploring.org
Financial Aid Toolkit	The Financial Aid Toolkit provides federal student aid information and outreach tools for counselors, college access professionals, nonprofit mentors, and others.	financialaidtoolkit.ed.gov/tk
Get on the Grid	Get on the Grid provides a resource to choose a career, compare salary ranges, find training programs, and search job opportunities in dynamic fields driven by the latest technology.	www.getonthegridms.com
Get2College	Get2College provides access to help with ACT prep, completing federal and state financial aid applications, career exploration, college search, interviewing skills, résumé writing, and scholarship search.	get2college.org

Career Development Resources		
Resource	Description	Link
Junior Reserve Officer Training Corps (JROTC)	This resource assists in discovering JROTC options for students and instructor information.	www.mdek12.org/JROTC
Learning for Life	Learning for Life is a K-12 student career exploration resource.	www.learningforlife.org
Mississippi Better Business Bureau	The Mississippi Better Business Bureau offers a directory of businesses in the state.	www.bbb.org/mississippi
Mississippi Chambers of Commerce (COC)	This site provides a link to all COCs in the state. Each COC website provides information about businesses in the area.	www.uschamber.com/co/chambers/mississippi
Mississippi Department of Education (MDE)	This resource offers access to all information pertaining to MDE offices, professional development, strategic plans, and so forth.	www.mdek12.org
Mississippi Department of Rehabilitation Services (MDRS)	This state agency provides resources to help Mississippians with disabilities find new careers, live more independently, overcome obstacles, and face new challenges.	www.mdrs.ms.gov
Mississippi Development Authority (MDA)	The MDA exists to help develop and grow new industries and ideas.	www.mississippi.gov
Mississippi Office of Student Financial Aid	The Mississippi Office of Student Financial Aid provides information and guidance for students applying for financial aid.	www.msfinancialaid.org
Mississippi Manufacturers Associations (MMA)	The MMA provides information regarding manufacturing in Mississippi through committees, seminars, workshops, publications, and online resources.	mma-web.org

Career Development Resources		
Resource	Description	Link
Mississippi Minority Business Registry	This registry serves as a comprehensive directory of minority- and woman-owned companies in Mississippi.	www.mnbr.org
Mississippi School Counseling Model	This resource provides a guidance model for school counseling in Mississippi.	www.mdek12.org/CTE/OCCSS
Monster	Monster.com provides resources and tips for writing résumés and interviewing.	www.monster.com
My Next Move	This resource offers support for students in developing a college/career plan.	www.mynextmove.org
My Way Mississippi	My Way Mississippi is a resource for P-20 educational planning and MS Student Financial Aid	www.mywayms.org
National Alliance for Partnerships in Education (NAPE)	NAPE helps build educators' capacity to implement effective solutions for increasing student access, educational equity, and workforce diversity.	www.napequity.org
National Career Academy Coalition (NCAC)	NCAC provides collaborative support and resources for existing and emerging career academies.	www.ncacinc.com
Nepris	Nepri is a resource that connects teachers and students with industry experts virtually while providing an effective way for companies to extend education outreach and create equity of access.	www.nepri.com
O*Net Online	O*Net Online is a resource that provides career exploration and job analysis.	www.onetonline.org

Career Development Resources		
Resource	Description	Link
P21 Partnership for 21st Century Learning	P21 serves as a catalyst for 21st-century learning to build collaborative partnerships among education, business, community, and government leaders so that all learners acquire the knowledge and skills they need to thrive in a world where change is constant and learning never stops.	www.battelleforkids.org/networks/p21
U.S. Department of Education (USDE) Parent Portal	This portal provides information on how parents may become more engaged in their child's school life.	www.ed.gov/parents/landing.jhtml
USDE Office of Career Technical and Adult Education—Perkins Collaborative Resource Network	This is a resource for grants and teacher resources pertaining to workforce development.	www2.ed.gov/about/offices/list/ovae/pi/cte
Research and Curriculum Unit (RCU) at Mississippi State University	The RCU benefits K-12 and higher education by developing curricula and assessments, providing training and learning opportunities for educators, researching and evaluating programs, supporting and promoting CTE, and leading education innovations.	www.rcu.msstate.edu
State Workforce Investment Board (SWIB)	SWIB offers a centralized location for workforce and economic information in the state.	swib.ms.gov
Work-based learning (WBL)	WBL gives Mississippi high school students the opportunity to earn academic credit for their authentic work experiences.	www.mdek12.org/CTE/PA/WBL

Professional Organizations	
American Counseling Association	www.counseling.org
American School Counselor Association	www.schoolcounselor.org
Association of Career and Technical Education	www.acteonline.org
Computer Science Teacher Association	www.csteachers.org
Magnolia State School Counselor Association	magnoliastateschoolcounselor.org
Mississippi Association of Career and Technical Education	mississippiacte.com
Mississippi Counseling Association	mica.memberclicks.net
National Board for Certified Counselors	www.nbcc.org
National College Access Network	www.ncan.org
Southern Association for College Admission Counselors	www.sacac.org