

## Also in this issue...

### Early Career Awareness

Learn about the importance of elementary career awareness and how our new solution helps elementary schools address this need.

### Journey Series - Part 2

Read about two more of *Kuder Journey's* nine user types that individuals choose from to access their customized menu.

### Best Practice: Six-Year Plan

Find out how one Tennessee school is using the *Kuder* system to enhance six-year academic planning.

### Quick News...

- ▶ Complete a brief survey on *Kuder User News*.
- ▶ Access our new White Paper on a collaborative solution for preparing America's workforce.
- ▶ Link to our calendar of conferences and training sessions for this spring.

## New Kuder Career Planning System for All Ages

Galaxy, Navigator, Journey; these are the new names you will begin to hear from Kuder for reliable, engaging, and age-appropriate online career planning solutions. For 12 years, we have offered proven tools to explore and navigate life's career journey. Today, Kuder is excited to announce the upcoming release of a new *Kuder® Career Planning System* for career planners of all ages that includes: *Kuder® Galaxy* for children in grades PreK-5, their parents, and educators; *Kuder® Navigator* for students in middle school and high school, their parents, and educators; and *Kuder® Journey* for postsecondary students, adult career changers, and career counseling professionals. Each new product includes database management capabilities to track individual progress and aggregate trends, and the real-time accountability resources to quantify program success.

Like all Kuder solutions, the new suite is grounded in ongoing research to provide improved graduation rates, ease academic and career transitions, facilitate reliable career choices that impact workforce development and economic growth, and support the development of a talent pipeline. Individually, the solutions have been carefully designed for each age level with developmentally-appropriate content, interactive tools, and fresh graphics to keep users coming back for more. Collectively, the suite of solutions provides a comprehensive system of proven, relevant, and engaging education and career planning resources unparalleled to other tools available today.

### kuder®galaxy

You asked, we listened and delivered! In response to the increasing importance being placed on early career awareness, Kuder is excited to release its first elementary solution, *Kuder Galaxy*. Read our related article on the importance of elementary career awareness on page 2 and [click here](#) to check out a Sneak Peek of *Galaxy*.

A brief overview of *Galaxy*:

- ▶ Simplifies understanding of self and awareness of careers into four action-based categories of activities – Play, Watch, Do, and Explore – for elementary students.
- ▶ Aligns all activities to career clusters, core school subjects, and National Career Development Association and American School Counselor Association goals and guidelines.
- ▶ Supports differentiation with simple, self-guided exploration and developmentally-appropriate activities, which are easily integrated into any classroom setting.
- ▶ Keeps users engaged and coming back to the system with regularly updated content.
- ▶ Features parent and teacher dashboards for tracking individual and classroom progress.

### kuder®navigator

You may recognize *Kuder Navigator* as a solution based on our highly successful and proven *Kuder Career Planning System* platform. By integrating a fresh design, more interactive features, and reliable tools and content redeveloped for secondary students, *Navigator* makes career planning fun, engaging, and relevant for the middle school and high school levels.

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# Kuder Announces Galaxy, Navigator, & Journey

(Continued from page 1)

Highlights of *Navigator* include:

- ▶ Introduction to lifelong electronic portfolio development with research-based assessments, four-year planning, and preparation for the various options after high school.
- ▶ Guided exploration by an interactive career planning timeline.
- ▶ In-depth component for parents, allowing them to access informational resources and play an important, active role in their child's planning process.
- ▶ Flexible individual guidance and data-driven decision making with an enhanced administrative database management system.



*Kuder Journey* is an expanded solution from the *Kuder® 4 Adults* product released last year. *Journey* is tailored to the individual needs of postsecondary students and adults, whether they are just beginning the job search process, lost their job, or are looking to advance their career.

*Journey's* dynamic features:

- ▶ Comprehensive system for exploring career interests and occupational options, considering new or additional education and training, preparing for today's workforce, and finding jobs.
- ▶ Reliable and personalized guidance tailored to each unique user.
- ▶ Flexible step-by-step process that includes development of an electronic portfolio that may be shared online.
- ▶ Accountability resources for career centers and workforce agencies to show real-time results.

Contact us for information on the availability of *Galaxy*, *Navigator*, and *Journey*, and find out when you can put the new *Kuder Career Planning System* into place at your school or organization. Also, ask us how including *Connect 2 Business®* gets business and industry involved in increasing awareness of high demand, high growth industries; improving workforce preparation; and supporting economic recovery.

Contact us today at 877.773.8444 or [info@kuder.com](mailto:info@kuder.com) and don't forget about the \$100 discount on *Galaxy* if you pre-order by May 15, 2009.

## A Early Awareness Solution: Elementary Career Exploration

**By: Catalina D'Achiardi-Ressler, Ph.D.**  
**Kuder, Inc. Vice President of Research**

Considering what tools to use to stimulate career exploration during the elementary school years is often a daunting task for those who are expected to deliver such services. Stringent curriculum requirements, time constraints, and perhaps most importantly the lack of tools that are engaging, fun, and educational, frequently preclude children from being exposed to early career exploration. Moreover, available tools in the market provide a lot of information about the world of work but little about the skills that encourage self-understanding and lead to satisfying career choices. Young adults are expected to make good career decisions, but we don't always teach them at an early age what is needed to make such decisions in the future.

In the past, much of what was done for career exploration began at the middle school or high school level. Little time was given to career exploration and career planning during the elementary school years, but that trend is starting to change as we become aware of the importance

of early career awareness. The National Career Development Association (NCDA) and the American School Counseling Association (ASCA) have well-researched and well-established career goals that are developmentally appropriate for these grade levels. At Kuder, we have gathered these research-based goals and created *Kuder® Galaxy* to introduce students in pre-K through fifth grade to both self-understanding and exploration of the world of work activities. For example, the self-understanding goal for kindergarten is to learn to develop a positive view of self, while the world of work goal is to help kids understand the link between their "likes" and what they do at school.

*Galaxy* has a set of age-appropriate activities and is organized in a flexible framework containing four action-based categories – Play, Watch, Do, and Explore – under which all content is classified. To keep users engaged and coming back to the system, the content is scheduled for continuous updates throughout the year. *Galaxy* is an "edutainment" product; while the activities we have selected are educational in nature, they are also fun and interactive. The system encourages kids to meet the grade-level

goals by rewarding them in two main ways: 1) allowing them to unlock more fun activities as required ones are completed, and 2) earning points as they complete activities so they can select advanced avatars to guide them through *Galaxy*.

Both parents and teachers are able to learn what types of activities are most attractive to their kids through the parent and teacher dashboards. In these dashboards, data regarding the child's activity within the system is presented in graphic displays. Each activity within the system is associated with a school subject, a career cluster, and a goal outlined for each grade level. Parents and teachers are able to view where the students' interests lie and drive more content or select materials (such as books, videos, or others) that continue to encourage the development of those interests. Moreover, by displaying goals that have been met by the students on these dashboards, parents and teachers are able to learn about the progress that the child has made toward career development.

To learn more about *Galaxy*, please contact us at 877.773.8444 or [info@kuder.com](mailto:info@kuder.com).

# A Look at Two Kuder® Journey Pathways, Part 2



## Veterans or Active Members of the Military & People with Disabilities

This article is the second in a four-part series on Kuder® Journey, previously Kuder® 4 Adults.

**By: Catalina D'Achiardi-Ressler, Ph.D.**  
**Kuder, Inc. Vice President of Research**

Kuder Journey was developed to address the career planning needs of a diverse adult workforce population within an ever-changing national economy. Journey includes a variety of tools to help any adult through career planning and job search process. It includes customized features for nine different adult user populations to provide them with an enhanced experience throughout the system.

In an effort to increase awareness of the features available for each user type in Journey, this article is the second in a four-part series in which we highlight two of the nine pathways. It is our hope that this information will enable practitioners to better serve their adult populations when using Journey.

### Veterans or Active Members of the Military

Below is a list outlining the actions that have been customized for veterans and active members in the military.

#### Learn About the GI Bill of Rights

This link to the GI Bill includes education assistance programs administered by the U.S. Department of Veterans Affairs. It provides benefits to veterans and service members wishing to pursue an education. This tool links users directly to the U.S. Department of Veterans Affairs and GI Bill web site, where users can access information about the GI Bill of Rights and educational benefits available to them.

#### Find a Military Transition Center

This tool provides users with a direct link to MilitaryConnection.com, which features a comprehensive directory for former members of the military. On the site, users can browse for government employment opportunities and find information on military education and military financial aid.

#### Find a Certified Counselor for Individual Help

Veterans and members of the military who are seeking to transition to civilian employment may find it beneficial to contact a certified counselor in their area to aid in the transition back into their community. The National Board for Certified Counselors is an independent credentialing organization with a web site that enables users to identify certified counselors. This tool allows users to search for a certified counselor by name, location, and/or area of practice.

### ARTICLE HIGHLIGHTS:

- ▶ [Click here](#) to read part one of this article series.
- ▶ Kuder Journey provides resources and information based on a user type selected by individuals during registration.
- ▶ Veterans or active members of the military and people with disabilities are two of the nine user types.

#### Find Military-Friendly Employers

This tool includes a link to Military.com, where users can find employers looking for those with military experience. The site also provides users with resources to help them take advantage of the benefits of service – government benefits, scholarships, discounts, mentors, inspiring stories of military life or missions, and more.

### Adults With a Disability

Adults with a disability will find the following options in their customized menu in Journey.

#### Find Vocational Rehabilitation Offices

State vocational rehabilitation (VR) agencies provide a wide variety of services to help the disabled with training and other services that are needed to return to work, enter a new line of work, or enter the workforce for the first time. This tool provides users with access to a list of state vocational rehabilitation web sites so they can readily access services and resources available in their state.

#### Find Assistive Technology

Adults with disabilities and functional limitations to technology may encounter obstacles in their job search. This tool connects them with a link to the Alliance for Technology Access (ATA), a national network of technology resource centers, organizations, individuals, and companies. ATA encourages and facilitates the empowerment of people with disabilities to participate fully in their communities. Through this link, users can learn how to overcome any technological barriers online so they can better explore their career options.

#### Review Rights and Accommodations

This tool links users directly with the Job Accommodation Network (JAN), a web site that provides free consulting services for individuals with physical or intellectual limitations that affect employment. Through JAN, users can take advantage of free services such as one-on-one consultation about job accommodation, assistance with requesting and negotiating accommodations, and information regarding their rights under the Americans with Disabilities Act (ADA) and related laws.

# Using Kuder to Enhance a Student's Six-Year Academic Plan

## A Kuder Best Practice on the Tennessee College & Career Planning System

**By: Richie Chadwick, School Counselor  
East Middle School, Tullahoma, Tennessee**

A student's Six-Year Academic Plan is created through a cooperative effort between school counselors, students, teachers, and parents. The plan is a working document that outlines the courses a student will take during high school and the potential path for the two years following graduation. In addition, it ensures students are aware of the state's graduation requirements and provides direction for their postsecondary journey. The process unfolds during the spring semester of eighth grade and serves as an advising tool throughout their high school career. On a yearly basis, the school counselor, student, and parents review and in some cases revise the plan.

### At East Middle School

In preparation for the Six-Year Academic Plan, East Middle School students complete the three career assessments (*Kuder® Career Search with Person Match*, *Kuder® Skills Assessment*, and *Super's Work Values Inventory*) through the *Tennessee College & Career Planning System, powered by Kuder®* ([www.planningyourdreams.org](http://www.planningyourdreams.org)). The student considers the highest career cluster areas identified in the assessments, and then selects a desired high school path (Four-Year College, Two-Year College/Vo-Tech, or Dual).

Next, the student selects a postsecondary destination from six main areas: Four-Year University, Junior College, Military, Specialty School, Vocational School, and the Workforce. Finally, the student chooses a projected major or area of concentration. In most cases, students will indicate undecided in this column. The finished product

provides the student with a record of their highest career cluster interest area and the Six-Year Academic Plan.

To offer this opportunity to students, we use the system's administrative database to create a customized template for the student's education plan. The *Kuder* system allows school counselors the flexibility to design a plan that ranges from seventh grade to year 16. Students can locate the form under the Plan for the Future section of their portfolio and create and maintain their Six-Year Academic Plan from there.

### We Want to Hear From YOU:

Submit your comments, article ideas, and best practices by e-mail to [news@kuder.com](mailto:news@kuder.com). Selected best practices submissions are awarded \$50.

## Quick News...

### How Are We Doing? Feedback Welcome.

As you know, *Kuder User News* is our quarterly newsletter for those who use, teach, and administer *Kuder* systems as well as those interested in career assessment, planning, and development. To ensure *Kuder User News* remains a valuable resource and tool, and to continue to improve the content and relevance of information for you, we would like your help reflecting on the newsletter, both this issue and past issues. We hope that you will take five minutes and complete a [short survey](#) to help us in these efforts. To review past issues of *Kuder User News*, [click here](#). To access the survey, [click here](#).

### Spring Conferences & Trainings Schedule

This spring, we will be busy attending many industry conferences and conducting face-to-face training sessions across the county. We will also host various online training sessions to help you use the *Kuder* system more effectively. For more information, check out our [Events & Training](#) calendar online at [www.kuder.com](http://www.kuder.com).

### New White Paper Now Available

To learn how *Kuder* is responding to the economic crisis facing our nation, we invite you to read our new white paper, "[Career Assessment & Planning: A Collaborative Solution for Preparing America's Workforce.](#)"

After you have reviewed the white paper, don't forget to review the entire [Research](#) section of the [Kuder News Room](#) online to stay up-to-date on our solutions and learn how career guidance and development is helping individuals make reliable career choices.

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