

ASVAB Career Exploration Program - Information for Educators

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What is ASVAB CEP

The ASVAB Career Exploration Program (CEP) is a comprehensive, **no cost, no commitment** career planning resource designed to help young people align their strengths and interests with a post-secondary plan that works.

Students in grades 10-12 and first/second year post-secondary are encouraged to participate.



What is the ASVAB CEP

Three key components:

- **Armed Services Vocational Aptitude Battery (ASVAB)** - the most widely-used multiple aptitude test battery in the world measures developed abilities and helps predict future academic and occupational success.
- **Find Your Interests (FYI)** - a 90-item interest inventory designed to help students identify their work-related interests.
- **OCCU-Find** – this career catalog contains data related to 100s of careers with activities to help students put a plan together.

Keep 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**

Career Exploration Pays Off

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

Skills

Interest

Options

ASVAB CEP gives students the opportunity to explore a variety of careers in the context of their interests and skills through assessment components and structured activities.

Participant Intentions

The goal of the ASVAB CEP is to enable students to explore a variety of careers related to their skills and interests, rather than limit their exploration by telling them what they can or should do.

STUDENT INTENTIONS

Five-year average



45% 4 year college
8% 2 year college
2% Vo-Tech

18% Military
3% Work
25% Undecided

ASVAB CEP Benefits Everyone

Students:

- Explore full-spectrum of career opportunities in the context of their skills and interests to find the best fit
- If taken in 11th or 12th grade - those interested in the military receive a usable score for enlistment

Parents:

- Provides tools for exploring and planning after-high school options
- Gives students confidence to navigate decision making process

Educators & Counselors:

- Easily integrates into the high school curriculum
 - Incorporates Career Clusters & meets American School Counselor Association National Standards
- All program materials are available at no cost

Military Services:

- Provides pre-qualified leads which saves time and money
- Participating students can use their ASVAB CEP score to enlist

ASVAB CEP Benefits: You

The ASVAB CEP empowers young people to know their options and choose the best course of action.

- **Comprehensive** and completely **free** (sponsored by the DOD and paid for by tax dollars).
- **Integrates easily** into curriculum.
- Meets **Pennsylvania state requirements** for career exploration and supplies tools to support state or school district career portfolio requirements.
- Students **explore** a full-spectrum of career opportunities in line with interests and skills, and develop an action plan to realize career goals.

ASVAB CEP Benefits: Students

The ASVAB CEP encourages students to:

- **Explore** themselves and the full-spectrum of career options.
- **Create** a plan toward getting the skills and qualifications they need to meet career goals.

All participants identify strength and interest areas:

- Students in grade 11-12 can use their scores for military entrance, but this is only one part of the enlistment process.
- 10th grade students cannot use their scores for military enlistment (regardless of age) – the Military does not receive their scores.

More Educational Benefits

- Generates standardized/aggregate test data
- Provides an easily integrated, comprehensive career planning product that does not add to school's workload

The ASVAB Test & Results

About the ASVAB

The ASVAB measures developed abilities and helps predict future academic and occupational success.

The school:

- Determines test date
- Determines test release option(s)
- Sets aside a quiet, well-lit room
- Answers parent questions about ASVAB testing

ASVAB CEP personnel:

- Administer and proctor the test
- Arrange follow-up interpretation session

There are two versions of the ASVAB:

- Traditional paper & pencil
 - 3 hours, eight subtests, 200 total items
- Computer adaptive (CEP iCAT) tailors to test takers ability level
 - 1.5 hours, 10 subtests, 145 total items

ASVAB Subtests

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 Information Knowledge of automotive maintenance and repair	Shop Information Knowledge of wood and metal shop practices
Mechanical Comprehension Knowledge of the principles of mechanical devices, structural support, and properties of materials	Assembling Objects Ability to determine how an object will look when its parts are put together

Score Release

ASVAB results are reported to students and counselors on the ASVAB Summary Results sheet.

Each school determines whether the scores are released to the services. Participants can 'opt in' or 'opt out' of the release option chosen by your school by completing the appropriate form found online.

However, the Every Student Succeeds Act (ESSA) (formerly, No Child Left Behind (NCLB)) requires the release of all school directory information to the military, regardless of ASVAB CEP participation.

Students may be contacted by a military recruiter even if they do not participate in the ASVAB CEP.

Score Release Options

Release Option	Results sent to Military Recruiting Services
Option 1	7 days after test scores are mailed.
Option 2	60 days after test scores are mailed. No contact prior to that time.
Option 3	90 days after test scores are mailed. No contact prior to that time.
Option 4	120 days after test scores are mailed. No contact prior to that time.
Option 5	End of school year. No contact prior to that time.
Option 6	7 days after test scores are mailed. No telephone solicitations by recruiters.
Option 7	This is an administrative option used by USMEPCOM ONLY for test issues for individual or group (test abandoned, cheating, insufficient proctors, fire drills, etc.). <u>The results are not valid for enlistment purposes and not released to Recruiting Services.</u>
Option 8	Results not released to Recruiting Services but are valid.

The Career Workshop

Post-test Activities

A career workshop is offered to all students who take the ASVAB test at school. The workshop takes place during a class period. It includes:

- Test score results interpretation
- Completing the Finding Your Interests (FYI) inventory
- Exploring the OCCU-Find database of careers / jobs
- Mapping out individual next steps

Career Workshop Overview

Who Leads 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 Scores

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 Scores

- Score sheets show students' areas of strength and areas of potential growth
- 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

Finding Your Interests (FYI) Survey

The **FYI** is a 90-item interest inventory based on John Holland's RIASEC® theory of career choice. Students indicate preference for various activities.

The FYI determines students' resemblance to each of six work-related interest types (RIASEC types) based on their responses.



“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

OCCU-Find

The OCCU-Find is an easy-to-navigate career catalog containing relevant, reliable occupational data. It allows students to quickly identify potentially satisfying career options related to their skills and interest.

Each occupation includes:

- Job description and daily tasks
- Interests
- Relative importance of verbal, math, science/technical skills
- Related careers
- Education requirements and institutions offering that degree
- Military services offering occupations, including hot jobs from each branch
- Credential and licensing opportunities
- Employment outlook (average earnings by state and expected growth)
- Links to Career Clusters

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 helps them develop a career focus
- Helps students understand the difference between careers and work
- Validates the relationship between strengths and interests
- Broadens student exploration of careers vs narrowing focus

Other Career Planning Tools

My ASVAB Portfolio

- Chart experiences related to work, education, test scores, achievements, skills, volunteer work, interests, values
- Creates a customizable resume-like portfolio to share

My Educational and Career Plan

- Assess desire in a specific occupation
- Develop “next steps” for realizing tentative career choices
- Make initial career plans
- Evaluate current program of study
- Consider additional courses

My Coursework Planner

- Map out remaining high school courses to best meet career goals

Is the ASVAB CEP right for your school?

Area Schools Participating in the ASVAB

Sample of Schools – Approximately 325/352 schools in the Pittsburgh surrounding area participate in the ASVAB Program

Large Tests:

Bethel Park HS – tests all 10th graders (370 students)

New Castle HS – tests all 11th graders (226 students)

Greensburg Salem HS – tests all 10th graders (225 students)

Medium Tests:

Valley HS – 120 students

Derry HS – 180 students

Cranberry HS – 91 students

Small Tests:

Fox Chapel HS – 36 students

Seneca Valley HS – 44 students

****Over 12,000 students in Western Pennsylvania completed the ASVAB in the 2017-2018 School Year**

Bring the ASVAB CEP to your school

- The ASVAB CEP is easily integrated into curriculum.
 - Allows students to explore occupations in line with interests and skills, and develop strategies to realize career goals.
- The ASVAB test is not just for military entrance.
 - It is an opportunity for students to explore the full-spectrum of career options and paths to reach their ultimate career goal.
- Participation is completely free.
- All participants make the connection between their unique skills and interest and the world of work.

...any questions – thank you!