

Michigan Career Development Targets

⚖️ Legislatively Required

☑️ Recommended



Early Childhood - Career Awareness ☑️

Target 1: Career Zones

Introduce students and families to the six Michigan career zones.

Target 2: Career Awareness

Connect learning to Michigan career zones through career awareness activities.

Target 3: Family Engagement

Engage students and families in classroom and out-of-school activities to support career awareness.

Elementary - Career Awareness ⚖️

Target 1: Career Zones

Familiarize students and families with the six Michigan career zones and provide opportunities for career discovery.

Target 2: Academic Connections

Connect academic content to Michigan career zones and embed across curriculum.

Target 3: Career Awareness

Engage students in career awareness activities.

Target 4: Family Engagement

Provide family engagement opportunities including out-of-school activities to support career awareness.

Middle School - Career Exploration ⚖️

Target 1: Career Clusters

Introduce the 17 Michigan career clusters to students and families.

Target 2: Academic Connections

Connect academic content in all classes to the Michigan career clusters and embed across curriculum.

Target 3: Career Exploration

Acquire career, postsecondary, and employment knowledge.

Target 4: Family Engagement

Provide family engagement opportunities to support career exploration.

Target 5: Career Interests

Use inventories to generate self-awareness and identify personal motivations related to work, income, and lifestyle.

Target 6: Career Planning

Initiate an Educational Development Plan (EDP) and provide orientation to the purpose of the Talent Portfolio; review and revise each year.

High School - Career Preparation ⚖️

Target 1: Career Clusters and Pathways

Provide students and families with opportunities for in-depth exploration of the Michigan career clusters and the related career pathways.

Target 2: Academic Connections

Connect academic content in all classes to Michigan career clusters and career pathways and embed them across the curriculum to establish relevancy.

Target 3: Career Preparation

Increase student knowledge about career options, job outlooks, training, and education opportunities; demonstrate career-ready practices (also referred to as employability skills or soft skills).

Target 4: Family Engagement

Provide family engagement opportunities to support career preparation.

Target 5: Career Assessments

Use career assessments to identify student interests, skills, aptitudes, and values and assist students in applying the results to their career goals.

Target 6: Career Planning

Assist students in making informed choices about education, career, and lifestyle options.

Target 7: Educational Development Plan (EDP)

Ensure students review and revise the [EDP](#) each year to identify evolving career development goals and related academic requirements, including [MI Merit Curriculum](#) requirements that may be fulfilled through [career and technical education](#). [MCL380.1278a](#), [MCL380.1278b](#)

Target 8: Talent Portfolio

Gather and record information in a Talent Portfolio to showcase the student experiences, proficiencies, certifications, and accomplishments to demonstrate marketable skills to a prospective employer or admissions committee.

Postsecondary - Career Training Beyond High School ✓

Target 1: Personalized Career Activities

Create a personalized plan based on guided pathways to connect student interests, strengths, and goals to postsecondary options.

Target 2: Career Planning

Include career planning and academic advising in the guided postsecondary student experience; educate families about their role in the student's success.

Target 3: Career Preparation

Identify and direct students in resume building opportunities including student life activities, volunteer experiences, internships, networking, and development of employability skills.

Target 4: Talent Portfolio Evolution

Recognize the high school transcript, credentials earned, and prior learning as an important component of the student's academic experience.