



PYN's Career Development Framework

What is it?

PYN's Career Development Framework provides a unified approach to skill development, career readiness, career retention and advancement, bridging the career pathway needs of the emerging workforce with the expectations of employers.

The Framework depicts a flexible pathway that varies based on the developmental needs of each young person, beginning with **awareness**, proceeding through **exploration and preparation** and **training and immersion**, and culminating with **employment and advancement**. Specific milestones serve as indicators that young people are on a path to success, including secondary credential attainment; post-secondary connection and self/family-sustaining employment.

Why is it unique?

There are many different frameworks in existence, each individually depicting quality youth development, career continuums, and/or career readiness in isolation. We chose to develop *this* Framework because it uniquely offers a full picture of career development, from early awareness through career retention & advancement and marries the most up-to-date research in youth development with employer expectations.

Our Framework shifts the focus from individual, and often disconnected, opportunities to an intentional continuum of experiences that support long-term career planning and advancement.

Our Framework allows all stakeholders to see their role, and vested interest in, building an equitable career pathway system.

How can you use it?

Our Framework can be used in a variety of ways, depending on one's needs and goals. The Career Development Framework:

1. Creates a shared understanding among **policymakers, funders, intermediaries, educators, employers and practitioners** of what an equitable, high-quality career pathway system entails.
2. Supports **practitioners** in their efforts to increase the scale and quality of career development activities they offer within their programs and schools.
3. Helps **employers** to identify and take on a broader set of roles in the successful career development of young people, resulting in the talent pipelines they need to support successful businesses and industry.
4. Assists **funders** in aligning their investments with their desired impact on the career pathway system and understanding how their investments fit within the broader career development framework.
5. Provides **policymakers** with research-backed information to inform their decision-making processes and efforts to build a sustainable and equitable career pathway system.

Career Development Framework: Components

Individual Prepared for the Future of Work and Career Advancement:

This portion of the Framework (*in green*) depicts the goal of our work, both from a participant development point of view and an employer demand perspective. The individual prepared for the future of work and career advancement describes a person who is poised for personal and professional success and meet employer needs. These skills and attributes are research based and have been vetted with employers.

Skills and Mindsets:

The skills and mindsets portion of the Framework (*gray arrows*) articulates what a person needs to develop to be prepared for the future of work and career advancement. These skills and mindsets are developed on a continuum of early, intermediate and advanced opportunities.

Career Continuum:

The career continuum portion of the Framework (*red, yellow and blue bands*) define the phases of career development and align programmatic experiences with developmental phases.

- **Awareness:** Build awareness about the variety of careers and career pathways available and the role of post-secondary education
- **Exploration and Preparation:** Learn through engagement in targeted work-based experiences and solidify the foundational skills to succeed
- **Training and Immersion:** Develop career-specific skills and engage in authentic career experiences
- **Advancement:** Continue to learn, grow, and develop along a career pathway

Career Entry:

Career entry is a step in the framework, a moment in time. Career advancement is a lifelong journey.