

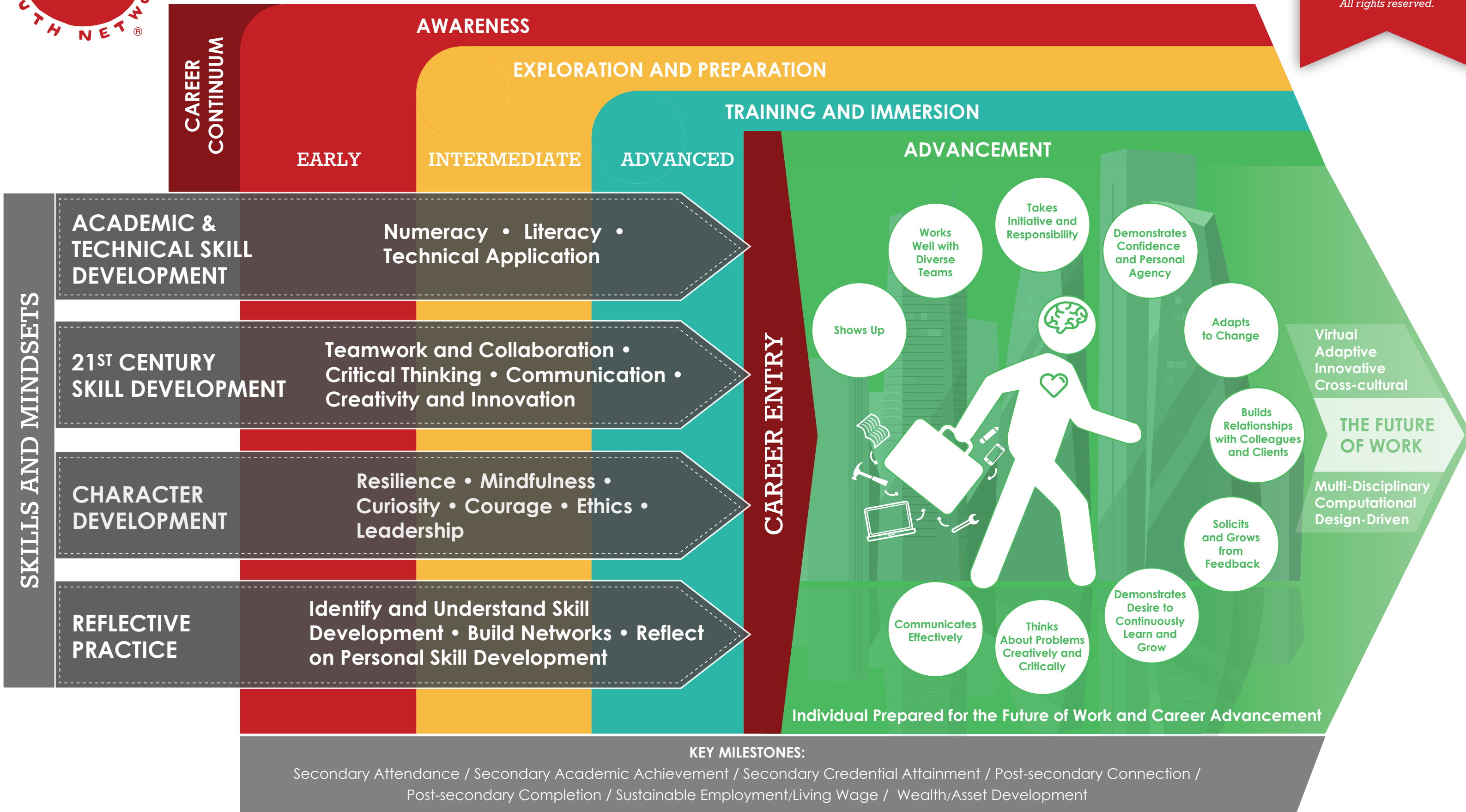


# CAREER DEVELOPMENT FRAMEWORK

Interested in using this or learning more?

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## 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.