

**flafterschool.com**

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## Who is Florida After School?

At Florida After School, we believe that all children and youth deserve high-quality out-of-school time opportunities. Florida After School supports the high-quality programs, professionals, and local communities that provide youth these opportunities.

We are the only statewide organization dedicated to supporting afterschool professionals who foster the academic and personal growth of children and youth in high-quality after school, before school, holiday, and summer programs in Florida.

**The mission of Florida After School is to advocate for and equip out-of-school time stakeholders with resources to build the profession and support high-quality programs for all children and youth.**

**[flafterschool.com](http://flafterschool.com)**

## INTRODUCTION

Out-of-school time (OST) – i.e., before and after school, weekend, holiday and summer – programs not only support school-day learning but also help students develop skills and relationships that prepare them to succeed in life. While programs often focus on STEM career exploration, there is much more that can be done to inspire youth to explore and prepare for future careers.

Sadly, many students do not have access to school counselors or resources to investigate career options and how to prepare for career paths that interest them. This is where OST programs can provide invaluable supports to the youth they serve. And best of all, they can make career exploration fun!

## WHY IS THIS IMPORTANT?

Motivating children early on to start thinking about their future is key to their long-term success. The earlier they can set realistic educational goals, the better.

In today's world, training or education beyond high school is often necessary. Students who end their education at high school are at increased risk for experiencing poverty and less likely to earn living wages than students who pursue skilled trades or college degrees. For example, in 2023, approximately four percent of individuals with a bachelor's degree or higher were living below the poverty line, while 25.1% of those without a high school diploma were in poverty, according to Statista.

But students have viable career options that do not require a college degree. Career and technical education (also known as vocational or trade school) is increasingly attractive, especially for students who are interested in skilled trades like plumbing, nursing, HVAC, etc. Regardless of the path youth choose, they stand to earn a better living with some type of postsecondary education.



The American School Counselor Association (ASCA) recommends a counselor to student ratio of 1:250. However, the actual average ratio in Florida is closer to 1:434, according to the University of Central Florida.

This means that for every 434 students, there is one school counselor. This is significantly higher than the recommended ratio, indicating a potential shortage of counselors in Florida schools.



ZipRecruiter reported that in 2025, the average starting salary for a bachelor's degree in Florida was \$41,493 per year, and entry-level positions in skilled trades started at \$39,211 per year. However, the average hourly wage for high school graduates in the state was around \$15 per hour, which translates to an annual salary of approximately \$31,200, assuming a full-time job with 40 hours a week. In addition, individuals without advanced certifications or degrees are much more likely to be unemployed.

With 80% of a young person's life spent outside of the school day, OST programs can play an important role in providing guidance, support and inspiration for students' career exploration — helping to remove barriers and open new avenues.

We have built this toolkit to provide useful guidance and resources to help you guide your students. This toolkit can be used to:

- Design your program model and curate or create curriculum.
- Make the case for your program, utilizing research and best practices, when applying for funding to support your work.
- Provide resources and training to other OST staff.
- Share with potential future-readiness partners to build new opportunities for your students.

## HOW AFTERSCHOOL CAN HELP YOUTH BECOME FUTURE-READY

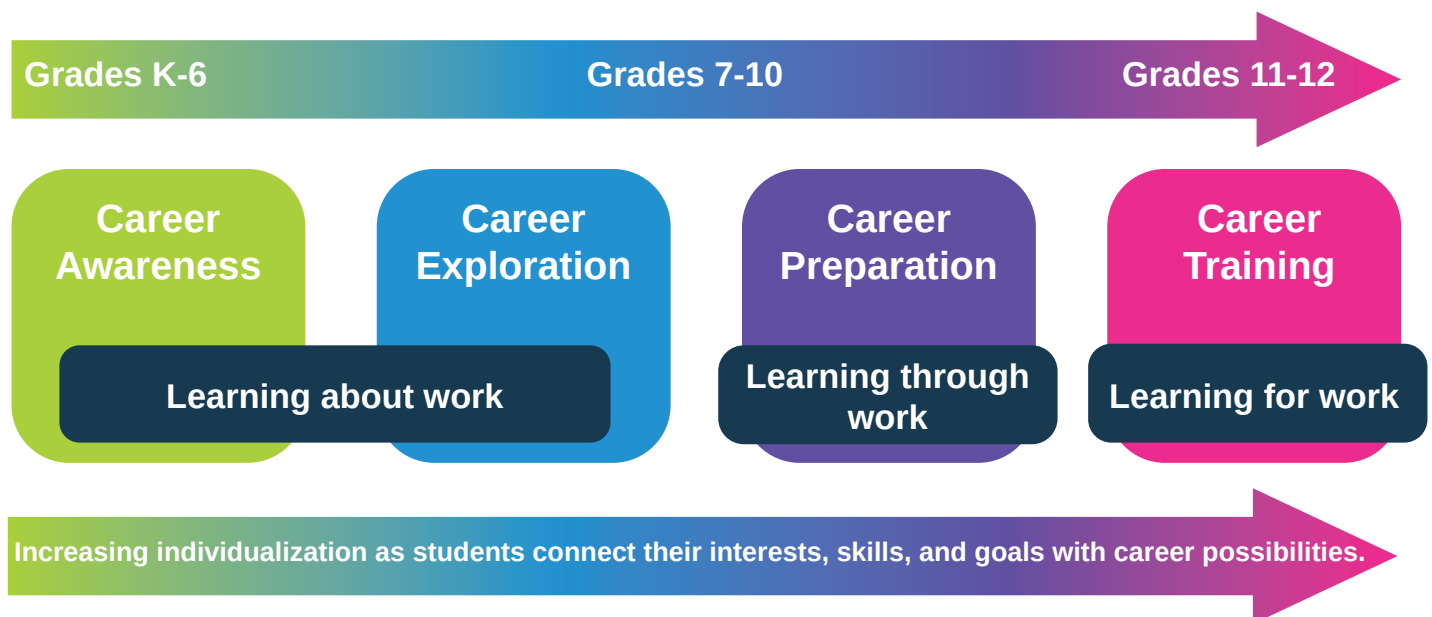
### Module 1: The Role of Afterschool Programs in College and Career Readiness

A brief created by Ignite Afterschool in partnership with the Asia Society entitled “Afterschool: A Path to College & Career Readiness” identifies three main roles OST programs can play:

- Raising college and career aspirations
- Fostering 21st century skills (also referred to as soft, durable, or future-ready skills)
- Connecting youth to workforce – particularly STEM or other in-demand careers

Betsy Brand of the American Youth Policy Forum goes further to say that out-of-school time programs help connect learning to college, career, and future plans by offering opportunities to develop and apply skills in teamwork and through complex projects, real world challenges and connecting students directly to work experiences like internships.

There is a great need to begin earlier than high school with these connections because on-time graduation and avoiding drop-out is tied to engagement and academic success in middle school. In a study of middle schoolers, fewer than 1 out of every 4 students with at least one “off-track indicator” graduated high school in five years or less. Beginning with elementary school, students should be on a pathway of learning about work, learning through work, and learning for work – while differentiating these experiences based on students’ interests. As students move closer to high school graduation, it is important to build partnerships with colleges and industry to make the transition to applied learning that prepares students for the next steps.



Afterschool Programming as a Lever to Enhance and Provide Career Readiness Opportunities

Building skills like confidence, self-control, and teamwork in their afterschool programs will help youth thrive for the rest of their lives. Afterschool programs have the unique ability to be able to provide students with opportunities, lessons, and mentors that they do not have access to during the school day.

Research from the Afterschool Alliance shows that the benefits of afterschool programs include a proven track record for combining enrichment, academics, and real-world experiences. Afterschool programs can also open the door for partnerships with businesses in the community, libraries, museums, health centers, and parents.

In its initial project in 2019, the American College Application Campaign suggested that college and career readiness work ideally should begin in the elementary grades. This is when children need to learn about all the options they have after high school – including higher education and a variety of career choices. Yet many youth will not have those conversations about postsecondary education at home, especially those whose parents did not go to college or trade school.

## **Getting children excited about their options for the future cannot start soon enough!**

### **Module 2: Cultivating Employability Skills**

As young people explore their interests and develop a sense of identity, it becomes easier for them to imagine various career possibilities. Research indicates that OST programs are effective and play an important role in building durable skills. Afterschool programs can play a key role in this development by offering hands-on learning and encouraging curiosity—especially through play, which helps spark imagination and problem-solving skills essential for career exploration.



Students who attend afterschool and summer programs have approximately 1,080 hours each year to explore different careers, build practical skills, and engage in experiential learning during the hours outside of the school day.

Research shows that consistent participation in quality afterschool programs helps students develop self-confidence, discipline, and workforce-relevant skills. Additionally, students in afterschool programs are more likely to be promoted to the next grade and to graduate on time. These programs reach many students from low-income and diverse racial backgrounds, helping to address representation gaps in nontraditional career fields.

At the elementary level, the focus should be on building foundational “employability” skills rather than on specific academic content. Skills such as critical thinking, problem-solving, collaboration, and communication are transferable across many fields and will be essential as the workforce continues to evolve.

**Some afterschool and summer programs partner with schools and businesses to offer college credit, credentials, and work-based learning opportunities.**

Some key skills are crucial to success in the workplace regardless of the job. These skills have many names: soft skills, durable skills, employability skills, power skills, common skills, essential skills, or core skills. But regardless of what you call them, kids need to develop them, and afterschool is the ideal setting to nurture these skills.

According to the US Department of Defense ASVAB Career Exploration Program, soft skills are “the key to long-term career success.” With technology advancing quickly and artificial intelligence entering the workplace, these skills will ensure that individuals remain competitive – even for jobs that may not exist yet. The ideal employee of the future will possess a mix of technical skills or academic knowledge combined with essential soft skills.

#### Key Skills for the Future Workplace:



##### **Complex Problem Solving**

In every career, the ability to analyze situations, identify challenges, and create solutions is invaluable. Developing problem-solving skills enhances critical thinking and fosters innovation, preparing students for the unpredictable. Students need to identify and resolve real-world problems independently. Strategies include project-based learning, allowing students to take more control over their pace of learning, and using digital tools to track and support progress.



##### **Critical Thinking**

In an era of information overload and artificial intelligence (AI), students must learn to evaluate sources for credibility, analyze content for bias, and synthesize information into new ideas. This can be taught through multimedia resources, integrated research projects, and activities aligned with students' interests.



##### **Collaboration/Teamwork**

Collaboration is the heartbeat of modern workplaces. Training in teamwork shows how important it is to work well with others. It helps individuals value different viewpoints and build a sense of shared purpose. This is essential for any team's success. With teamwork being central in modern workplaces, students must learn to work well with others, both in person and online. Effective collaboration can be encouraged through group projects, cross-cultural exchanges, and the use of online communication tools.



##### **Life Skills**

Adaptability is crucial for navigating an ever-changing job market. Students benefit from early practice in time management, organization, and balancing responsibilities – skills that prepare them for both school and future careers.



##### **Communication**

Clear and effective communication is the backbone of any career. Training in both verbal and written communication improves social interactions, helps build rapport, and helps to convey ideas with impact.

By focusing on these areas, afterschool and summer programs can equip students with the tools they need to thrive in any future career.

### Module 3: Career Path Exposure

Some college and career pathways require early decisions in coursework (for instance completing certain levels of math in middle school).

In order for students to learn more about what may attract them to a future career, they need space and opportunities to find out what their interests are.

In the classroom, self-exploration activities such as choosing books that interest them, journaling, and 'would you rather' prompts could allow youth to find paths that they enjoy.

As they grow, program youth should be able to accomplish the following milestones related to their desired career path:

**Kindergarten:**  
**Describe what they enjoy doing**

**1st Grade:**  
**Identify workers in a variety of settings**

**2nd Grade:**  
**Name and describe skills needed to complete tasks at home and school**

**3rd Grade:**  
**Describe what the future means**

**4th Grade:**  
**The ability to imagine what their own future could look like**

**5th Grade:**  
**Discussing stereotypes that come with certain careers**

**6th Grade:**  
**Able to define and list their own strengths and weaknesses**

College and other postsecondary choices are directly related to family finances, planning, eligibility for different types of financial aid, and accessibility of completing financial aid forms. Financial challenges are just part of the list of barriers facing first generation college goers, including racial disparities, unfamiliarity with college-going cultures, and lack of broader support networks. Immigrant students and English language learners face similar challenges with the additional burden of language barriers, and undocumented immigrants are left with even fewer options and closed directions. Understanding and being aware of these concerns when guiding the diverse and varied student populations served by afterschool programs is critical to opening the roadways.



## Module 4: College and Technical Education

College is still a worthwhile option after high school. While it takes time and money to earn a degree, it is worth the investment. Going to college offers numerous benefits, both professionally and personally. It can lead to higher earnings, increased job opportunities, and greater career advancement. Furthermore, college provides opportunities for personal growth, networking, and the development of valuable skills, including but not limited to the following:



### Higher Earning Potential

College graduates typically earn significantly more throughout their careers than those with only a high school diploma.



### Networking Opportunities

College provides a unique environment for meeting new people, forming lasting relationships, and building a professional network.



### Increased Job Opportunities

A college degree can open doors to a wider range of job opportunities, particularly in fields requiring specialized knowledge or advanced training.



### Exposure to Diverse Perspectives

Colleges and universities attract students from various backgrounds and cultures, providing opportunities for students to learn from and interact with people who hold different viewpoints.



### Career Advancement

College education often leads to promotions and leadership roles, as employers value the skills and knowledge gained in a college setting.



### Lifelong Learning

College can establish a foundation for lifelong learning, encouraging students to stay curious and continue developing their knowledge and skills throughout their lives.



### Job Security

In many industries, a college degree is a prerequisite for entry-level positions and can also provide job security in a competitive job market.



### Transferable Skills

College is also a place where students can develop a wide range of transferable skills that can be applied to many different careers and life situations. For example, students learn critical thinking, problem-solving, and analytical skills that can be used in any job that requires decision-making. In addition, college provides opportunities to develop communication skills, both written and verbal, as well as teamwork and collaboration skills through group projects and presentations. Time management, organization, and leadership skills are also developed through managing coursework, extracurricular activities, and internships. These skills are highly valued by employers and can be essential for success in any career path.



### Higher Quality Jobs

College graduates are more likely to have jobs with better benefits, such as health insurance, paid vacation, and retirement plans.



### Developing Essential Skills

College provides opportunities to develop critical thinking, problem-solving, communication, and analytical skills, which are highly valued in both academic and professional settings.



### Personal Growth and Self-Discovery

The college experience can be a transformative one, allowing students to explore their interests, develop their independence, and gain a better understanding of themselves and the world around them.



As students transition to middle school, it's important for them to grasp how the education system progresses and how early decisions—especially about course selection—can shape their high school and college options. Middle school often introduces students to elective choices for the first time, making it a critical point for guiding their understanding of how these choices impact their long-term educational trajectory. Promoting awareness of these choices and their implications is a key element of college readiness efforts in upper elementary grades.



#### The Future of Work in Florida

“With an annual GDP of nearly \$1.3 trillion, Florida has grown in recent decades into a thriving hub ideal for locating and building globally competitive businesses. The Beyond Sunshine strategy outlines a path to sustain and accelerate this growth. Developed by the Florida Council of 100 in partnership with state economic development leaders, the strategy focuses resources to nurture higher-wage economic clusters in Florida's six major regional economies and three rural areas of opportunity. Florida Council of 100 research indicates that investment in these clusters and regions could add up to 200,000 new jobs in higher-wage industries in Florida by 2030, contributing nearly \$100 billion in added GDP to the nation's fourth-largest economy.

- The Florida Council of 100  
June 26, 2024

Traditional college degree programs remain central to undergraduate education in the U.S., but an increasing number of people are pursuing alternative forms of postsecondary learning. Simply put, college is not for everyone. Career and technical programs and trade schools can provide avenues to rewarding, high-paying careers. These alternatives offer credentials other than associate or bachelor's degrees and have expanded significantly over the past decade. Some of these alternatives include:


- **Labor market-focused training** – includes certificate programs, work-based learning, and short courses focused on skill development.
- **Massive Open Online Courses (MOOCs)** and online micro-credentials.
- **Competency-based education** – programs where progress is based on demonstrated skills rather than time spent in class.

Students do not have to wait to begin earning college credit in Florida. There are two primary routes to earning credits prior to high school graduation at little or no cost:

- **Dual Enrollment** – A program that allows secondary students, including home education and private school students to take postsecondary coursework and simultaneously earn credit toward a high school diploma, a career certificate, or an associate or baccalaureate degree at a Florida public or eligible private institution.
- **Credit by Exam** - Students have the opportunity to earn college credits before high school graduation. Florida offers acceleration programs to secondary and post-secondary students, including earning credit by examinations. These programs include:
  - » Advanced Placement (AP)
  - » Advanced International Certificate of Education Program (AICE)
  - » International Baccalaureate (IB)

For more information on dual enrollment or credit by exam programs or courses, students should see their academic advisor or school counselor for enrollment requirements.

Tracking nondegree credentials – such as industry certifications, professional licenses, and apprenticeships – gives a more accurate picture of people’s skill levels than traditional education metrics alone. Notably, 32% of working-class adults (ages 25–64, with only a high school diploma and earnings between \$20,000 and \$40,000) hold some form of nondegree credential. Healthcare-related credentials are more common among this group than trade certifications, whereas trade credentials are more prevalent among higher-income earners. This suggests that trades can provide a path to better wages.



Under the Florida Career and Professional Education Act, middle and high school students have opportunities to earn credentials and certificates or participate in apprenticeships before they finish high school. For more information, including a list of certifications and offerings by school district, and for more information on Career and Technical Education Programs in Florida, visit: <https://www.fldoe.org/academics/career-adult-edu/career-tech-edu/>.

Although often seen as alternatives to college, nondegree programs also serve as supplements to college education for those who have already completed some level of education.

The Career & Technical Education (CTE) Programs section of the Florida Department of Education is responsible for developing and maintaining educational programs that prepare individuals for occupations important to Florida’s economic development. These programs are organized into 17 different career clusters and are geared toward middle school, high school, district technical college, and Florida College System students throughout the state. With the help of partners in education, business and industry, and trade associations, each program includes the academic and technical skills required to be successful in today’s economy.

## Module 5: Financial Aid and Scholarships

Every opportunity to discuss financial aid with families matters. Afterschool staff need not be financial aid experts to encourage parents or caregivers to investigate financial aid options. Children and parents need to know they have options to afford post-secondary education and training. Parents/guardians should also be encouraged to prepare in advance for postsecondary education costs.


The financial aid process is basically the same for all postsecondary institutions. The general steps are as follows:

1. Decide the course of study (e.g., major, industry, etc.), for how long (e.g., certificate, degree, etc.), and where (e.g., online, trade school, university, etc.)
2. Explore different types of financial aid (i.e., grants, loans, scholarships, etc.)
3. Apply to the institution of study
4. Apply for financial aid (both the FAFSA and at each institution)
5. Get accepted to the school
6. Get financial aid award letters
7. Register for classes

A variety of financial aid is available. Each student's eligibility for financial aid is unique and depends on factors such as family income, parental or marital status, involvement in the foster care/dependency system, academic merit, special skills/talent, athletic ability, and more.

Financial aid comes in different forms as well. Grants are the most common type of financial aid and are typically awarded based on income eligibility and do not have to be paid back. The most popular grant is the Federal Pell Grant, which is a type of financial aid awarded to eligible undergraduate students who demonstrate exceptional financial need. The Florida Student Assistance Grant (FSAG) Program is a need-based state grant program available to degree-seeking, Florida resident, undergraduate students who demonstrate substantial financial need and are enrolled in participating postsecondary institutions.

Loans are the third most common type of financial aid. Need-based, subsidized loans and unsubsidized loans are made to the student, are not credit-based, and must be repaid. PLUS loans allow parents to borrow money for their dependent undergraduate students. PLUS loans are credit-based and must be repaid.

The logo for the FAFSA form features the letters 'FAFSA' in large, bold, blue font. A registered trademark symbol (®) is to the upper right of the 'A'. Below 'FAFSA' is the word 'form' in a smaller, blue, lowercase font. To the left of the letters, there is an illustration of three students: one standing and looking at a laptop, one sitting on the letter 'F' and looking at a laptop, and one sitting on the letter 'A' and looking at a laptop. The background is light blue with stylized clouds.

For more information about the types of student financial aid, students or parents should be advised to visit the financial aid website of the relevant postsecondary institution they plan to attend and the Federal Student Aid website at <https://studentaid.gov/>.

The Free Application for Federal Student Aid (FAFSA) is available here: <https://studentaid.gov/h/apply-for-aid/fafsa>. Please tell parents and students that they should never have to pay to access the FAFSA form.

Scholarships usually do not have to be paid back as long as the requirements of the award are met. Scholarships are typically based on specific characteristics. For example, students may qualify for legacy scholarships if a parent or other family member attended the same college they plan to attend. Athletic and academic scholarships are what most people are familiar with. However, the types of scholarships are endless. Students should be encouraged to research scholarship opportunities at least by the middle of their junior year.



## *Funds* **BRIGHT FUTURES SCHOLARSHIPS**

The Florida Lottery offers financial assistance through the Bright Futures Scholarship program. Bright Futures offers multiple scholarship options to help students reach their goals:

### **Florida Academic Scholarship (FAS)**

For students in college degree program

- 3.50 weighted GPA
- 100 volunteer service hours, 100 paid work hours, or a combination of 100 total hours
- Required 16 high school course credits
- Achieve minimum ACT®/CLT®/SAT® score by August 31st of high school graduation year

### **Florida Medallion Scholarship (FMS)**

For students in college degree program

- 3.00 weighted GPA
- 75 volunteer service hours, 100 paid work hours, or a combination of 100 total hours
- Required 16 high school course credits
- Achieve minimum ACT®/CLT®/SAT® score by August 31st of high school graduation year

### **Gold Seal CAPE Scholarship (GSC)**

For students in a career education or certificate program

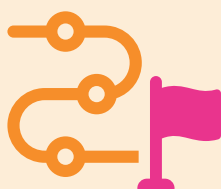
- No GPA requirement
- 30 volunteer service hours, 100 paid work hours, or a combination of 100 total hours
- 5 CAPE post-secondary credit hours
- No required ACT®/CLT®/SAT® score

### **Gold Seal Vocational Scholarship (GSV)**

For students in a career education or certificate program

- 3.00 weighted GPA in non-elective courses
- 3 full credits in a single Career and Technical Education program
- 3.5 unweighted GPA in a single Career and Technical Education program
- 30 volunteer service hours, 100 paid work hours, or a combination of 100 total hours
- Achieve minimum ACT®/SAT® score or P.E.R.T. score by August 31st of high school graduation year

Students must apply for the desired scholarship by submitting the Florida Financial Aid Application (FFAA) no later than August 31 following their high school graduation. The Office of Student Financial Assistance (OSFA) strongly encourages students to complete the FFAA if eligibility requirements have not yet been satisfied or if a student chooses to attend an out-of-state postsecondary institution. If a student does not apply for the scholarship by the deadline, a student cannot receive the scholarship! All eligibility requirements must be met by high school graduation; however, scores of ACT®/CLT®/SAT®/PERT tests taken through August 31 are accepted for evaluation purposes.



Direct parents and students who want more information on the Bright Futures Scholarship program to visit <https://www.floridastudentfinancialaidsg.org/PDF/BFHandbookChapter1.pdf#page=7> for a full list of eligibility requirements and links to additional information and resources.

## Module 6: Engaging Families in College and Career Readiness

There is also work families can do at home to expand their child's horizons when it comes to college and career readiness. Here are a few suggestions to foster this curiosity and help them with their discovery:



### **Start conversations about the topic.**

Early on in their school years, talk to your children about your experiences with school including years in college. Bringing up how many years they will attend school including college years. These conversations help demonstrate to youth what the connection is between college degrees and a career.



### **It's important to teach children about the cost of post-secondary education.**

At home, you can talk about how you're going to pay for your child's future education. In Florida, there is the Florida Prepaid Plan or a 529 Savings Plan. There are academic scholarships available through Bright Futures and Gold Seal. There are federal and state grants and loans as well for low-income families. Researching all the available options and deciding as a family what is the best fit for you will ensure everyone is ready when the time comes.



### **Try visiting a college.**

There are many opportunities at local universities for the community to visit and see what is happening on campus without having to schedule a formal visit. You could visit a university restaurant, see a play, etc. Visits like this could help your child envision themselves as a future student.



### **Practicing “executive skills.”**

These skills could be organization, task initiation, emotional control, and staying focused. When youth build these skills up— they will have a smooth path and transition through life.



### **Reading at home is critical.**

When kids are more confident readers, they can grow their vocabulary and critical thinking skills which are vital to higher SAT/ACT scores. It also helps to teach about their interests, builds imagination, and provides a source of relaxation. Visiting the library or reading together as a family can spark a joy for reading.

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## SUPPORTING ACTIVITIES & ADDITIONAL RESOURCES

### Mizzen Education

<https://www.mizzen.org/>

The FREE, premier repository for afterschool and summer activities that can be searched by category, duration, topic, etc. Join the Mizzen Education community for access, free of charge.

### Florida College Access Network

<https://floridacollegeaccess.org/>

Statewide organization that partners with communities and leaders to ensure more students achieve an education beyond high school, paving the path to prosperity for Florida families and our state

### Federal Student Aid (Official US Department of Education Website)

<https://studentaid.gov/h/apply-for-aid/fafsa>

Information, instructions, and online platform to submit the Free Application for Federal Student Aid (FAFSA)

## Elementary School Age:

### Career Exploration Activities for Students in Grades K-8

<https://www.indeed.com/career-advice/finding-a-job/career-exploration-activities>

Discusses the benefits of career exploration activities, shares some options you might want to consider with your students, and provides tips on how to implement them effectively in your program.

### 6 Career Exploration Activities to Encourage Your Elementary Students

<https://mrsbellthecraftycounselor.com/2023/05/career-exploration-activity/>

Six easy ways to sneak career exploration activities into your day.

### Career Exploration Coloring Book

[https://www.education.ky.gov/CTE/cter/Documents/CareerEx\\_e-ColoringBook.pdf](https://www.education.ky.gov/CTE/cter/Documents/CareerEx_e-ColoringBook.pdf)

Printable coloring book appropriate for elementary age students.

### Agriculture Career Cluster Activities (High Demand Career Cluster for Florida)

[https://www.education.ky.gov/CTE/cter/Documents/Agriculture\\_Cluster\\_Activities.pdf](https://www.education.ky.gov/CTE/cter/Documents/Agriculture_Cluster_Activities.pdf)

Includes notes for educators' use of the activities and printable worksheets

### Manufacturing Career Cluster Activities (High Demand Career Cluster for Florida)

[https://www.education.ky.gov/CTE/cter/Documents/Manufacturing\\_Cluster\\_Activities.pdf](https://www.education.ky.gov/CTE/cter/Documents/Manufacturing_Cluster_Activities.pdf)

Includes notes for educators' use of the activities and printable worksheets

### STEM Career Cluster Activities (High Demand Career Cluster for Florida)

[https://www.education.ky.gov/CTE/cter/Documents/STEM\\_Cluster\\_Activities.pdf](https://www.education.ky.gov/CTE/cter/Documents/STEM_Cluster_Activities.pdf)

Includes notes for educators' use of the activities and printable worksheets

## Middle School Age:

### Career Exploration Lessons for Sixth and Seventh Grades

[https://www.exploring.org/wp-content/uploads/2019/01/Career\\_Exploration\\_Lessons\\_6th\\_7th.pdf](https://www.exploring.org/wp-content/uploads/2019/01/Career_Exploration_Lessons_6th_7th.pdf)

Career exploration lesson plans



### Mr. Breitsprecher's Career Activities

[https://breitlinks.com/careers/career\\_activities.htm](https://breitlinks.com/careers/career_activities.htm)

Lots of downloadable, printable “worksheets” that help organize ideas and apply different ways to think about careers

### Exploring Career Paths: A Guide for Middle Schoolers (and The People Who Care About Them)

<https://www.amle.org/career-exploration-in-the-middle-grades-a-playbook-for-students/>

This playbook is a collaboration of the Association for Middle Level Education, American Student Assistance, and Canva for Education. It is designed to be used in both the classroom and out-of-school settings and is provided free for all.

### 10+ Fun Career Exploration Activities: Broadening Horizons and Inspiring Futures

<https://www.educationadvanced.com/blog/fun-career-exploration-activities>

## High School Age:

### ACT Center for Impact and Learning – American College Application Campaign®

<https://impactandlearning.act.org/acac/resources/>

Offers resources to guide high schools hosting a college application completion event from the early planning stage to post-event stage.

### When I Grow Up

<https://www.wrksolutions.com/for-individuals/career-exploration/when-i-grow-up/high-school-grades-9-12>

From a Texas organization, Workforce Solutions Gulf Coast, but has links to many great activities that are applicable to high demand careers in Florida as well

### Career Exploration Activities for High School Students

<https://www.successbydesign.com/blogs/news/career-preparation-for-high-school-students>

Scroll down to see a list of 20 great activities to engage your high school students

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