



Employment services begin early!

Career development is a cyclical process,
spanning grade-levels and life-stages



Department of Education

**Beginning in the
2025–26 school
year,
opportunities for
ALL students
must begin in
5th grade**

Grade 5-6

Career investigation, career connections and career intentions

Grades 7-8

Career instruction, exploration and development

Grades 9-12

Individual Career and Academic Plan (ICAP)

Special Education: Transition Services

Addresses individualized, disability related needs for
career and academic planning



Transition Services: Defined

- Begins prior to the student's 14th birthday
- Individualized, student-centered and results-oriented process driven by the student's strengths, interests, preferences
- Addresses the services and courses of study needed to reach the student's postsecondary goals
- Facilitates the child's movement from school to post-school activities

Key Evidence-based Predictors of Post-School Success

- Career Technical Education Concentration
- Paid employment experience and Work-based Learning
- Self-advocacy and self-determination skills
- Youth autonomy, decision making, and goal-setting
- Interagency collaboration