

## Roles in Career Planning

Career planning for students with disabilities is a collaborative process among students, families, educators, school counselors, and service agency providers. Career planning is best accomplished when everyone works together. Below are some examples of how the individuals in each role can engage in the career planning process.

### Student Role

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Students are the directors of their career planning journey. Their role is to speak up for their desired future. Participating in career planning experiences will help students make informed decisions about their future.

- Seek opportunities at school, home, and the community to learn more about their strengths, preferences, interests, and needs.
- Research different careers and pathways.
- Engage in work-based learning opportunities that build career-related skills.
- Share interests, needs, and desired career pathways during meetings.
- Take action towards established goals and plans.
- Practice self-advocacy skills, including asking for help.

### Educator Role

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Educators play an integral role in assisting students with the career planning process. Educators work with students, families, and others to provide information, resources, and experiences that lead students to interest-driven careers.

- Provide career planning opportunities at school and in the community.
- Help ensure transition goals align with students' post-school career and educational goals.
- Help students and families connect to community resources.
- Work with businesses to develop work-based learning opportunities for students.
- Conduct age-appropriate career-related transition assessments.
- Build career development and planning into instruction and curriculum.

## School Counselor Role

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School counselors provide programming and support that assist in career planning. This includes academic planning that aligns with career goals, connecting interests and strengths to careers, and counseling on postsecondary education and training options.

- Help students select courses that build upon strengths and interests, including Career and Technical Education.
- Attend IEP meetings to provide insight into career development steps.
- Provide social and emotional counseling. Career planning can get stressful!
- Conduct activities that build career awareness and exploration so students can select appropriate careers.
- Provide information on career pathways, and help students connect to postsecondary education and training.

## Family Role

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Families help address career planning at home and in the community by providing opportunities to explore and gain career-related skills and experiences. Families help the school identify strengths, preferences, interests, and needs related to career development.

- Communicate students' responsibilities, strengths, and needs within the home and community.
- Provide opportunities for career knowledge and skill growth at home.
- Use networks to build career development and planning opportunities.
- Explore options for students to engage in programs and events in the community related to career interests.
- Collaborate with teachers, counselors, and service agency providers to meet the students' needs.

## Service Agency Providers Role

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Service agency providers, like DARS, support the career planning process in various ways. They assist with accessing career development opportunities and other resources needed for career success. Support can be offered while students are still in school, transitioning out, or post-school.

- Attend IEP meetings, share information, and provide resources.
- Provide and coordinate Pre-Employment Transition Service activities (Pre-ETS).
- Help students access career planning information and activities like assessments, internships, part-time jobs, career exploration, postsecondary education and training awareness, and labor market information.

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