

Finding a Career That Fits

Part 2 - Narrowing Down Career Choices Based on Career Research

Objective: This activity is a follow up to the Career Clusters Inventory lesson. Now that students have completed an initial self-assessment, they are now able to take career exploration to the next level by researching occupations through the Department of Labor tool, [Onetonline.org](https://www.onetonline.org). By focusing on their preferred clusters, students will broaden their knowledge of occupational options. Students will evaluate occupations against their own personal profiles, while also evaluating the job outlook, needed skills/education, daily tasks, technical skills, and salary.

Time Required: 15 - 20 minutes

Materials Required:

- The Career Clusters Interest Survey
- The Sixteen Career Clusters handout
- Occupations that Interest Me handout
- Access to [Onetonline.com](https://www.onetonline.com) (preferred)
- 50 Hot Jobs List

ENGAGE

Key Questions:

- How does this occupation match my interests, personal style and skills?
- What characteristics about this occupation most excite me?
- Are there any “red flags” or concerns about this occupation?
- Is this an occupation I would like to add to my “short list” to explore further?
- Does this occupation meet my future salary needs?

EXPLORE

Have students open their internet browsers and go to [onetonline.org](https://www.onetonline.org). Click on **Find Occupations** at the top of the page. Select Career Cluster. From the drop down menu, have students select their number one career cluster. Click GO.

Instruct students to review the many occupations listed under the career cluster. Let them know that there will most likely be occupational titles that are unfamiliar. Discovering new occupations is an

exciting part of this activity. There is no reason to rush. Have students click on an occupation that piques their interest, and review the career information listed. As they review them, have them internally compare and contrast the information to their known interests, skills and values. If they are not interested in the occupation after an initial review, have them select an additional one to read about. If they find one they like, record the title on the **Occupations that Interest Me** handout. Encourage them to “listen to their gut”, and to not overthink the details at this point. The goal is to generate a list of interests to then further explore.

Once they have completed the review process with their #1 career cluster, encourage them to go back to the drop down list at the top of the page and select their #2 career cluster. Review this list and add any occupations to their **Occupations that Interest Me** list. Repeat with the #3 cluster. Have students aim for 10-15 occupations.

EXPLAIN

To help students understand the value of evaluating occupations using [Onetonline.org](https://www.onetonline.org) as a research tool, it is important to review the various ways that the occupational information is organized. By reviewing the definitions, while looking at an example on [onetonline.org](https://www.onetonline.org), it will help students see the various details to consider when researching potential options.

- Tasks – daily activities performed while on duty
- Technology – list of computer applications used to perform daily work
- Knowledge - Organized sets of principles and facts applying in general domains.
- Skills - Developed capacities that facilitate learning or the more rapid acquisition of knowledge.
- Abilities - Enduring attributes of the individual that influence performance.
- Work Activities - General types of job behaviors occurring on multiple jobs.
- Work Context - Physical and social factors that influence the nature of work.
- Interests - Preferences for workplace environments and outcomes
- Work Styles - Personal characteristics that can affect how well someone performs a job.
- Work Values - Global aspects of work that are important to a person's satisfaction.
- Related Occupations – a list of careers with similar characteristics
- Wages and employment Trends – median wage and job outlook statistics
- Sources of Additional Information – websites that offer additional context to occupations

An online guided tour of [onetonline.org](https://www.onetonline.org) is available at https://www.onetcenter.org/dl_files/Toolkit/OnLine_Guided_Tour.pdf

ELABORATE

Going online to research is one of the beginning steps of career exploration. It can prove to be a comfortable way for students to begin active career exploration. Career exploration is an important step in helping a student fulfill long term employment goals. This exploration can help students connect to a path that is appealing, fulfilling, and leads to a desired career. Students who have this knowledge are better prepared to identify next steps in postsecondary schooling, or other means, leading to a future career.

EVALUATE

To evaluate whether students are able to apply their self-assessment knowledge with career options, have students develop a list of Pros/Cons for one of the occupations they have selected for further research. Utilize the ***Pros/Cons handout***. In the left hand column (Pros) have them list 5-8 reasons that the occupation seemed like a good fit at the initial review. Have them list as many cons they can think of on the right side. They may utilize [onetonline.org](https://www.onetonline.org) for reference. Have students share their lists with a peer, and have several students share with the whole group.

Group questions: What type of factors are represented in the pros list? Values, interests, personality traits? Are the items on the cons list deal-breakers? How does job outlook play into their decisions? What about salary? What next steps of research might be helpful to gain more insight into the occupation?

For additional instruction on Career Assessment, please refer to Part 3 of the **Finding a Career That Fits** lesson plan



Occupations that Interest Me

As you do some initial career research, this is where you can begin a list of occupations that intrigue you. Keep your options open. You will have a chance to do some further research to see how these occupations match up with your interests, skills, values and personal background. For now, it is just exploration.

1.	9.
2.	10.
3.	11.
4.	12.
5.	13.
6.	14.
7.	15.
8.	



CAREER PROS/CONS

Researching occupations is important work. It gives you the valuable information you need to make career decisions for your future. Choose of the occupations from your “short list” and look at it from a different lens. Be a critical thinker. What details are positive ones for you, and what might cause a concern? Which tasks or skills seem like a good fit, and what ones aren’t. Aim for at least 6-8 pros, and think through as many cons as you can.

Occupational Title: _____

Pros (advantages)	Cons (disadvantages)



STATE OF MICHIGAN
Department of Technology,
Management and Budget
Bureau of Labor Market Information
and Strategic Initiatives

HOT 50

MICHIGAN'S HIGH-DEMAND,
HIGH-WAGE CAREERS

**MICHIGAN'S HIGH-DEMAND,
HIGH-WAGE CAREERS**

**PROJECTED ANNUAL
JOB OPENINGS** **HOURLY WAGE
RANGE** **JOB GROWTH
2016-2026** **TYPICAL EDUCATION AND TRAINING
BEYOND HIGH SCHOOL**

Accountants and Auditors	3,520	\$25 - \$42	9.4%	Bachelor's degree, license
Administrative Services Managers	630	\$35 - \$55	9.4%	Bachelor's degree, plus work experience
Architectural and Engineering Managers	800	\$51 - \$74	9.0%	Bachelor's degree, plus work experience, license
Carpenters	2,600	\$16 - \$28	7.5%	Apprenticeship, license
Child, Family, and School Social Workers	1,570	\$19 - \$28	13.6%	Bachelor's degree, license
Civil Engineers	860	\$30 - \$45	16.8%	Bachelor's degree, license
Commercial and Industrial Designers	740	\$28 - \$46	7.9%	Bachelor's degree
Computer and Information Systems Managers	830	\$46 - \$73	12.3%	Bachelor's degree, plus work experience
Computer Systems Analysts	1,200	\$31 - \$49	8.5%	Bachelor's degree
Computer User Support Specialists	1,790	\$17 - \$29	11.0%	Some college, no degree
Construction Managers	540	\$33 - \$56	9.9%	Bachelor's degree, plus moderate-term OJT
Dental Hygienists	770	\$27 - \$34	20.0%	Associate's degree, license
Education Administrators, Postsecondary	630	\$34 - \$66	10.6%	Master's degree, plus work experience
Educational, Guidance, School, and Vocational Counselors	880	\$19 - \$33	15.2%	Master's degree, license
Electrical Engineers	780	\$33 - \$50	13.5%	Bachelor's degree, license
Electricians	2,580	\$20 - \$35	6.8%	Apprenticeship, license
Elementary School Teachers Except Special Education	2,840	\$22 - \$30	5.6%	Bachelor's degree, license
Financial Managers	1,460	\$40 - \$72	18.3%	Bachelor's degree, plus work experience
General and Operations Managers	5,760	\$33 - \$74	8.8%	Bachelor's degree, plus work experience
Health Specialties Teachers, Postsecondary	730	\$36 - \$82	25.4%	Doctoral or professional degree
Healthcare Social Workers	800	\$22 - \$31	18.7%	Master's degree, plus internship, license
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,020	\$17 - \$29	13.7%	Postsecondary nondegree award, plus long-term OJT, license
Heavy and Tractor-Trailer Truck Drivers	6,870	\$16 - \$24	9.7%	Postsecondary nondegree award, plus short-term OJT, license
Human Resources Specialists	1,600	\$21 - \$36	7.3%	Bachelor's degree
Industrial Engineers	2,200	\$34 - \$51	18.2%	Bachelor's degree, license
Industrial Machinery Mechanics	1,840	\$19 - \$30	10.0%	Long-term OJT
Insurance Sales Agents	1,410	\$17 - \$38	9.9%	Moderate-term OJT, license
Lawyers	940	\$33 - \$67	7.3%	Doctoral or professional degree, license
Licensed Practical and Licensed Vocational Nurses	1,420	\$20 - \$26	10.4%	Postsecondary nondegree award, license
Market Research Analysts and Marketing Specialists	2,080	\$21 - \$40	24.0%	Bachelor's degree
Marketing Managers	450	\$42 - \$77	11.5%	Bachelor's degree, plus work experience
Mechanical Engineers	3,160	\$34 - \$53	15.2%	Bachelor's degree, license
Medical and Health Services Managers	1,180	\$35 - \$61	18.1%	Bachelor's degree, plus work experience
Nurse Practitioners	350	\$43 - \$55	34.3%	Master's degree, license
Occupational Therapists	380	\$31 - \$45	22.9%	Master's degree, license
Paralegals and Legal Assistants	730	\$19 - \$29	14.5%	Associate's degree
Personal Financial Advisors	530	\$26 - \$72	15.1%	Bachelor's degree, plus long-term OJT, license
Physical Therapist Assistants	630	\$20 - \$30	30.7%	Associate's degree, license
Physical Therapists	630	\$35 - \$48	27.4%	Doctoral or professional degree, license
Physician Assistants	440	\$43 - \$58	37.8%	Master's degree, license
Physicians and Surgeons	540	\$29 - \$100+	9.8%	Doctoral or professional degree, plus residency, license
Plumbers, Pipefitters, and Steamfitters	1,620	\$22 - \$36	12.7%	Apprenticeship, license
Police and Sheriff's Patrol Officers	1,330	\$22 - \$33	6.6%	Moderate-term OJT
Registered Nurses	6,650	\$28 - \$38	13.5%	Bachelor's degree, license
Sales Managers	1,000	\$44 - \$78	7.0%	Bachelor's degree, plus work experience
Sales Representatives, Except Technical and Scientific Products	5,680	\$20 - \$43	2.9%	Moderate-term OJT
Social and Community Service Managers	550	\$26 - \$38	16.3%	Bachelor's degree, plus work experience
Software Developers, Applications	2,160	\$33 - \$53	31.0%	Bachelor's degree
Software Developers, Systems Software	1,000	\$33 - \$52	15.2%	Bachelor's degree
Training and Development Specialists	690	\$20 - \$36	12.4%	Bachelor's degree, plus work experience

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

OJT = On-the-Job Training

LEARN MORE:

MICHIGAN.GOV/LMI

Note: This list includes occupations that show a favorable mix of projected long-term job growth, projected annual job openings, and median wages. It does not necessarily reflect current hiring demand. Hourly wage represents the 25th to 75th percentiles.

LOOKING FOR CAREER INFORMATION? NEED HELP WITH A JOB SEARCH?

MITALENT.ORG

Pure Michigan Talent Connect is your launch pad for new jobs, careers, and talent. It is an online marketplace offered by the Michigan Talent Investment Agency. It connects Michigan's job seekers and employers, and serves as a central hub linking all public and private stakeholders who support Michigan's workforce. Pure Michigan Talent Connect serves as the state's labor exchange system and provides access to thousands of jobs, as well as valuable tools and resources to help with your career exploration and job searching needs.

MICHIGAN.GOV/TED

The Talent and Economic Development Department of Michigan and its subsidiary agencies work to provide the connections, expertise, and innovative solutions to drive continued business growth, build vibrant communities, create affordable housing, generate tourism, and attract and retain key talent to fill Michigan's vast pipeline of opportunities.

MICHIGAN.GOV/TIA

Businesses need a talented workforce. Workers need the right skills to compete for available jobs. The Talent Investment Agency (TIA) was created to bridge the gap between talent and employers. This is accomplished through programs focused on job preparedness, career-based education, worker training, employment assistance and unemployment programs.

PATHFINDER.MITALENT.ORG

Michigan Talent Investment Agency is excited to introduce Pathfinder—a one-of-a-kind career exploration tool that's designed to increase the number of Michigan residents with high-quality, in-demand degrees and credentials. Pathfinder provides current Michigan labor market information to students, their parents, guidance staff, and all job seekers to help them make informed choices about education and career options, as well as guides the creation of educational development plans.

MICHIGAN.GOV/LMI

The Bureau of Labor Market Information and Strategic Initiatives is the official source for high quality demographic and labor market information for the state of Michigan and its regions. We provide partners and customers, including job-seekers, with accurate, objective, reliable, timely, accessible, and transparent information and insights.

MICHIGANWORKS.ORG

The Michigan Works! System is the first unified workforce development system in the U.S. and an integral partner in developing Michigan's economic future. The System is demand-driven, locally-responsive and ready to meet the needs of each community.

HOT 50



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