

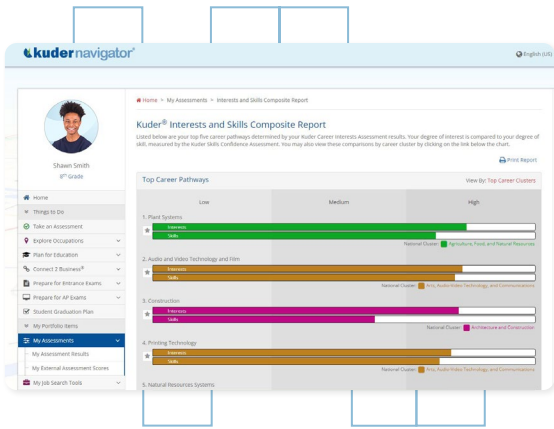
kuder

SPECIAL
REPORT

Career Pathway Trends | 2023

The Latest in Pathway Trends
for Students in Grades 6-12





 **Assessment**
ACCURACY

Career pathway planning begins with a solid foundation, including a deep understanding of interests, skills, and work values. Each year, students throughout the country participate in various assessments and activities that help build this foundation and define their career pathway.

2.5 Million
OUTCOMES

The Kuder Career Pathway Trends report encompasses almost 2.5 million outcomes from students across the country as they engage in career planning activities and define their potential career clusters, pathways, and college majors.

85 Year
HISTORY

Kuder’s career assessments are based on the work of Dr. Frederic Kuder and carry forward the work he began on his assessments over 85 years ago. Kuder serves elementary, middle, and high school students as well as provides career pathway planning for those in higher education and the workforce.

Visit Kuder.com to Learn More About Kuder’s Assessments

Report Highlights

- ✓ Career pathway trends in the 2022-2023 school year have an anchor in **education and health services** that stay strong throughout both middle and high school. **Law and public safety** are also of significant interest among current high school students.
- ✓ Work values evolve as students move throughout high school. What starts as a focus on **social and income** values early in high school evolves as students move closer to the workforce with values rooted in **creativity and variety**.
- ✓ Post-high school plans evolve from middle school through high school. Students tend to assume that they will attend a four-year college while in middle school, but as they move closer to high school graduation, students begin to **consider other options** such as directly entering the workforce or attending a community or technical school.



Holland Personality Types



REALISTIC
"DOERS"



INVESTIGATIVE
"THINKERS"



ARTISTIC
"CREATORS"



SOCIAL
"HELPERS"



ENTERPRISING
"PERSUADERS"



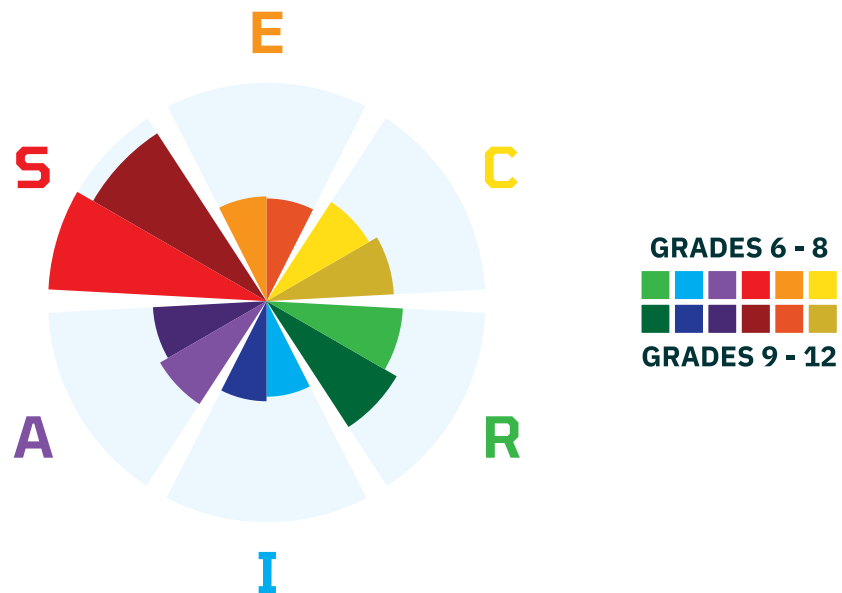
CONVENTIONAL
"ORGANIZERS"

Holland's theory of vocational choice identified that most people correspond to a combination of six personality types: Realistic, Investigative, Artistic, Social, Enterprising, and Conventional (RIASEC). These six areas can be ranked and then utilized to explain a person's tendencies in a work environment and with work interests.

Kuder offers assessments for students in grades 6-12 and beyond.

The graph below is a summary of those results from students throughout the country.

Students in Grades 6-12 overwhelmingly tend to have Social at the top of their personality type.



Although students in middle school have similar personality types to those in high school, they have a bit more presence in Artistic types and less in Conventional types.

For more information on the Holland types and what they mean, visit:

kuder.com/k-12-solutions/holland-theory-based-explorations.

Favorite Occupations

Occupations matches are determined by Kuder interest and skills assessments. Occupations tend to align with career cluster interests for both middle and high school students. Though health sciences appear to move up the list for high school students.

GRADES 6-8



Lawyers



Actors



Educational, Guidance,
and Career Counseling



Musicians
and Singers



Child, Family, and
School Social Workers

GRADES 9-12



Educational, Guidance,
and Career Counseling



Child, Family, and
School Social Workers



Anesthesiologists



Lawyers



Registered
Nurses

1

2

3

4

5

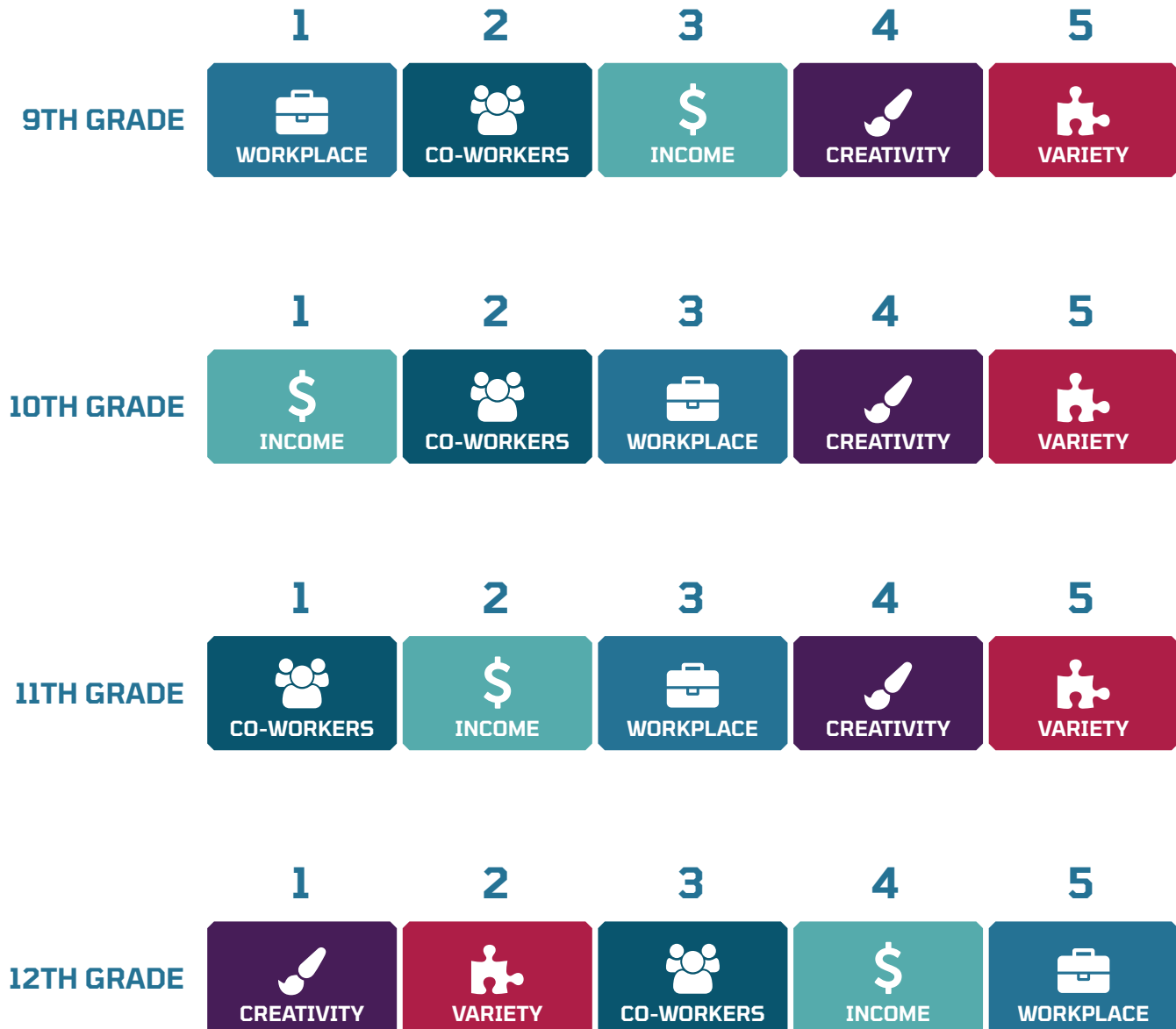
Favorite Majors

Connecting career aspirations to educational opportunities should be an important part of career pathway planning. The favored major evolution begins with well-known majors such as lawyers and actors in middle school and moves toward healthcare and business-related majors into high school and through the senior year.



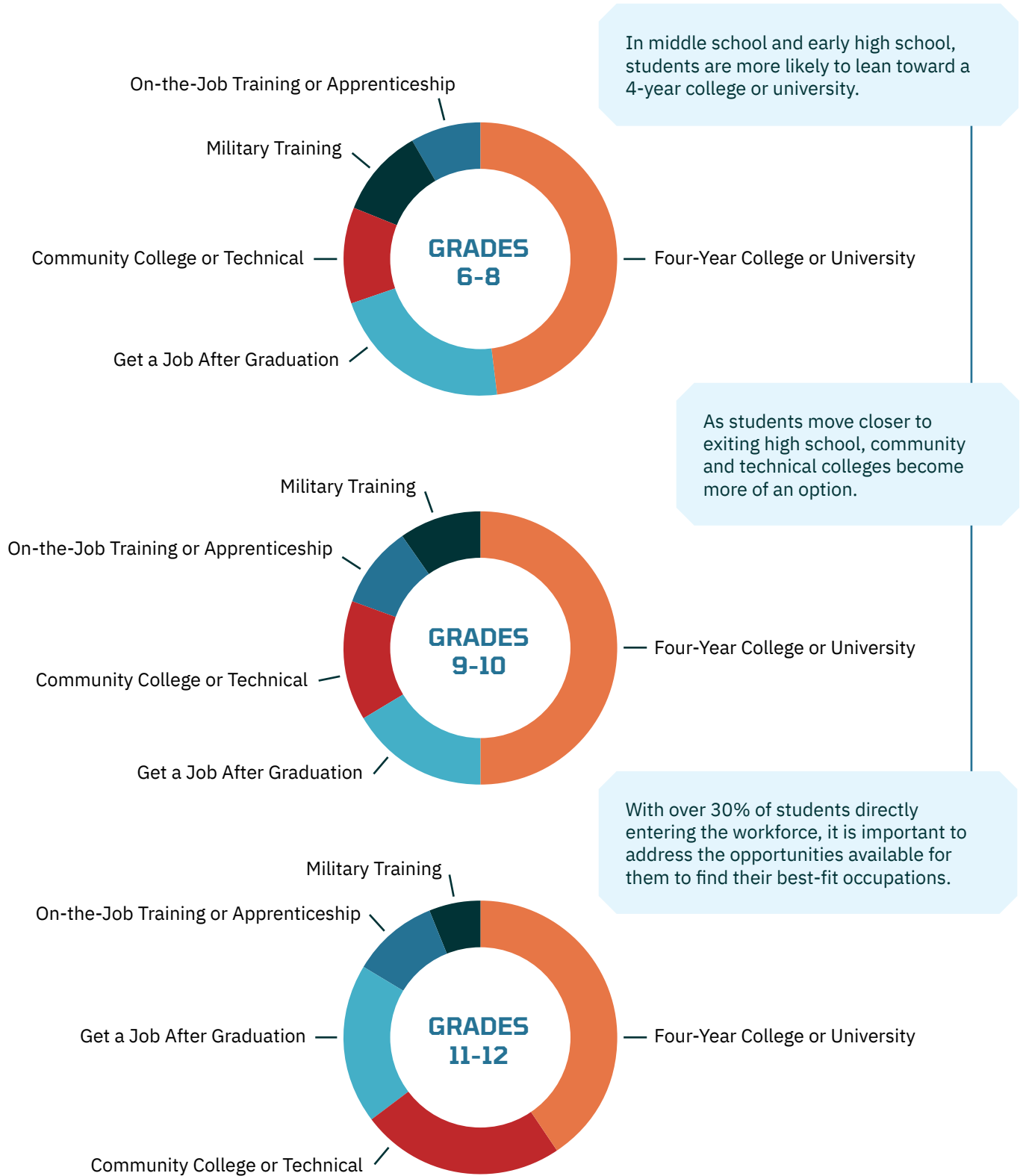
Work Values

Assessing work values is another critical component in career decision making. **Super's Work Values Inventory-revised** provides an assessment to help students understand what is important to them in the workplace. This information is used to determine the appropriateness of career options beyond decisions based only on interests and skills confidence.



Postsecondary Pathways

As students begin to refine their postsecondary pathway, their educational journey becomes clearer.



Implications & Recommendations

Creating a career-centric pathway approach is important in schools and districts as students begin to plan and prepare for their future. Through an understanding of interests, skills, and values, students can begin to explore best-fit careers and clusters in order to develop an appropriate plan that includes educational experiences and workplace learning opportunities. The results within this report highlight the need to continue helping students connect their own characteristics with a career pathway that will meet their needs.

Schools and districts can continue to do this by:

- **Expose students to career awareness early and often.** This includes career exploration games throughout elementary school, job fairs, speakers, and interviews in middle and high school, and keeping a detailed career portfolio on career clusters and occupations of interest. The more students understand the varying careers available, the more likely they will be to explore CTE courses and build the best pathway for their unique needs post-high school.
- **Help students understand their interests, skills, and values.** Utilizing assessments such as the Kuder Career Interests Assessment®, Kuder Skills Confidence Assessment®, and Super's Work Values Inventory-revised helps students understand their personalized Holland Codes and connect them with career clusters and occupations that best match their personal traits.
- **Encourage students to build a personal resume and portfolio.** When students build a portfolio of their work, accomplishments, and talents, they not only have resources ready for them as they enter the world of work, but they can also celebrate their own accomplishments as they create their pathway to their best-fit career.
- **Track student outcomes over time.** As schools and districts work diligently to help students develop a career-centric pathway plan, local trends and data will emerge to help shape the direction of activities. Both schools and districts should track local data to share and iterate on the work that they have done.

**Learn more about how Kuder helps students
create successful career pathways.**

Visit us at [Kuder.com](https://www.kuder.com)