

# The Future of Work: Are We Asking the Right Questions?



# Welcome Presenters



Mr Norton Gusky



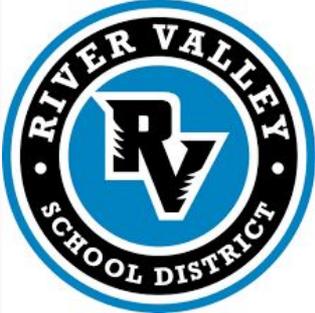
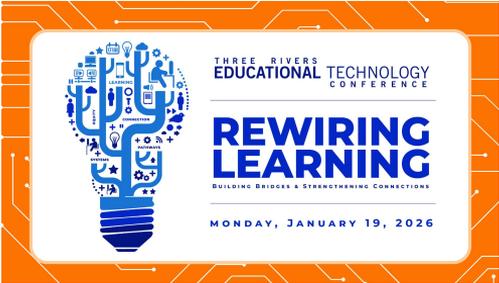
Mr. Phil Martel  
Superintendent



Dr. Trisha Martel  
Principal



Mr. Ed Hidalgo



# Where Are You With the RIASEC Language?

## Share Your RIASEC knowledge

- Brand new to RIASEC?
- Want to get started with RIASEC?
- Currently integrating RIASEC?
- Part of your district plan?



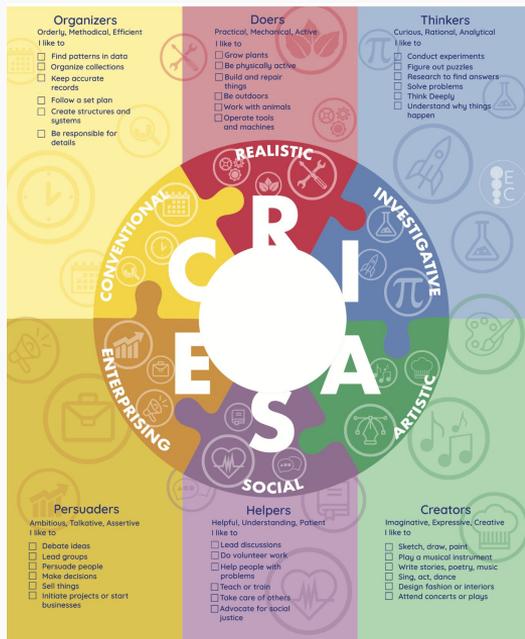
# Before We Talk About RIASEC, Let's Practice Asking Questions

**Turn and Talk: Choose one or two questions to work with.**

- Tell me about yourself.
- How are you growing in your work/life?
- What options are you considering for growth?
- Where are you headed in your career journey?

# When Language and Questions Work Together

## 1. Common Career Language



## 2. Dialogic Practices

- ### Who am I?

*What are my strengths, interests, and workplace values?  
What makes me feel proud and know that I matter?  
What makes me uniquely me?*
- ### How am I growing?

*Who are my role models? What are my hobbies?  
How do I like to learn new skills and level up?  
When do I do my best and like what I do?*
- ### What are my options?

*What are my options for training and education?  
What are my options for work experience and certification?  
Who do I know who can help?*
- ### Where am I headed?

*What kind of lifestyle do I want?  
Which skills am I ready to take to the next level?  
How do my academics lead to career options?*

**CONNECT THE WORK**

**Educators Cooperative**

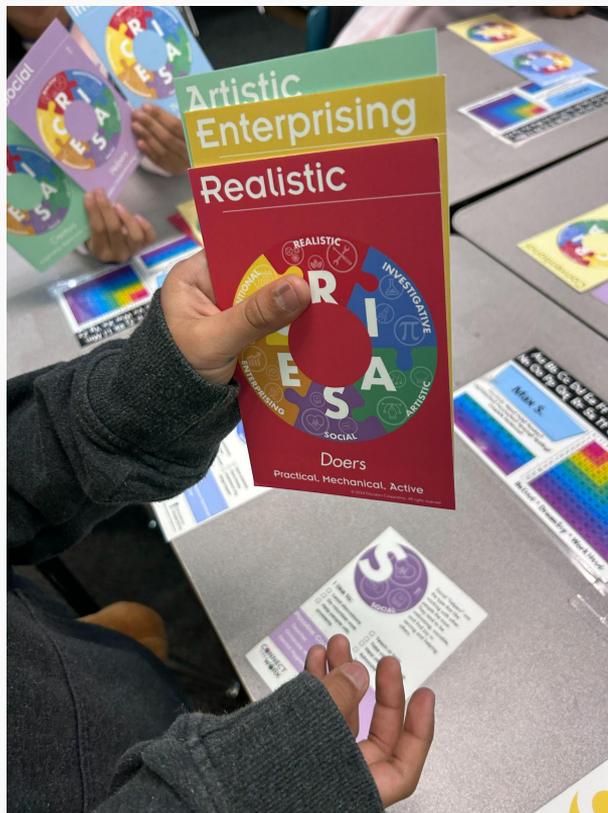
© 2023 Educators Cooperative. All rights reserved.

# The Five Benchmarks That Guide Our Work

## Career Connected Learning...



# Benchmark 1: Establishing a Common Career Language



## Pre-Assessment: Videos

you watch the RIASEC videos, make a mark or note when you see or hear something that interests you.

R Realistic	I Investigative	A Artistic
<p>     </p> <p>outdoor, animals, building, gardening</p>	<p>     </p> <p>books, bird watching, libraries/book stores, strategy games</p>	<p>     </p> <p>photography, drawing, crafts, cooking, creativity, culture</p>
S Social	E Enterprising	C Conventional
<p>     </p> <p>classroom, plus sympathize, friendships, helping</p>		<p>     </p> <p>building models, organizing</p>

Key vocabulary: Guided Self Assessment

# Benchmark 2: Embedding Career Conversations Into Instruction



## Reporter/Reportero/a

What are their RIASEC codes?

- a** Artistic "Artísticos"
- E** Enterprising "Emprendedor"
- i** Investigative "Investigador"

Where do Reporters work?

- TV stations
- News paper
- Magazines
- radio
- News websites
- podcast

what's it like to be a reporter?

- Stressful
- Report to the public
- Interview people
- Gather facts
- write emails

what level of education do they need?

4 years college degree

How much money do they make?

\$480,370 a year

A drawing of a female reporter with brown hair, wearing a grey jacket, holding a microphone with a 'T' logo. To her right is a large camera with a 'BREAKING NEWS' sign on top.

# Benchmark 2: On-Going Career Conversations

**TRY IT** Solve and support your thinking

Students in Mobile, Alabama, make a sign to announce events for Rosa Parks Day. The rectangular sign is 1.4 meters long and 1.2 meters wide. They hang the sign on a wall of their school. How many square meters of the wall does the sign cover?

Rosa Parks, 1956

- What are the students in this math problem doing?

©Curriculum Associates, LLC. Copying is prohibited.

VOICE levels

drink

restroom

gas station

LIELOVE

epic!: cmi1923

Final Draft

# Benchmarks 1 & 2: Career Conversations = Instructional Strategy

## A low drag approach

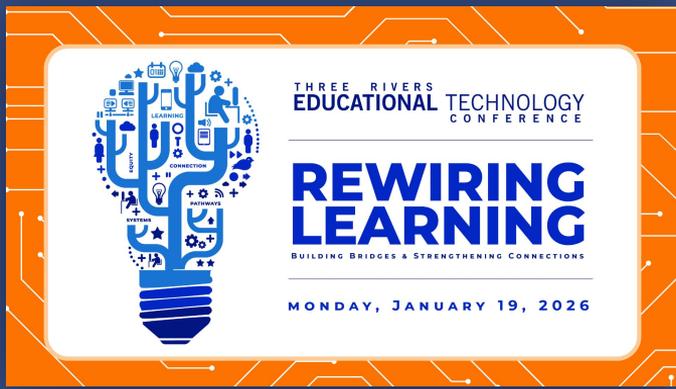
- RIASEC circles
- Character analysis (Dr. Martin Luther King)
- Brain breaks
- Bell ringer or exit tickets:
  - How did your themes show up this week?
  - Which themes did you lean on the most?



## Benchmark 5: Student Voice

“I had a job interview a couple days ago and they asked me how I would explain myself and how is that beneficial to this job and ***I was right away able to point this to Social*** and I think a lot of that I know - because I take entrepreneurship - and we worked on learning about the RIASEC and implementing into jobs. ***That has helped me so much*** especially now as a senior I can see it in the real world as I go to field studies, job interviews, and college exploration.”

- High School Student



# Evidence From The Field, EF and RV



## Where Career Exploration Meets Career Readiness: Inside River Valley's RIASEE Pipeline

Ed Hidalgo 

Career Development from Kinder to Career. Partnering with teachers, counselors, and education leaders to normalize career...



# Benchmark 3: The Importance of Parent Support

**Parental support is strongly associated with students' career confidence and decision-making.**

*(Söner & Gültekin, 2024, International Journal for Educational and Vocational Guidance; To et al., 2022, Journal of Child and Family Studies)*

# What This Looks Like in the Field - Elizabeth Forward



## Benchmark 4: The Importance of Community Partnerships

**“Employer engagement is fundamental to career guidance. Research shows that school activities like career talks and workplace visits that involve people from workplaces are often linked with better employment outcomes.”**

— *OECD Education Policy Perspectives No. 36*

# Benchmarks 1 and 2: Normalizing In Everyday Instruction

Name: Ernie Gribbs Date: \_\_\_\_\_  
Eli Szyzkowski  
 Career RIASEC Worksheet  
 Climate: Scientist IRC

<b>Realistic</b> tasks work outside	<b>Investigative</b> Studies earths look at things making questions exper
<b>Artistic</b> 	social help paper
<b>Enterprising</b>	<b>Conventional</b> Computers Studies data organize

The scientist work outside because they are  
 climate and explore because they  
 work outside because studies data

**RIASEC AT THE  
 STEAM ACADEMY:  
 WHERE CAREER  
 EXPLORATION MEETS  
 CAREER READINESS**



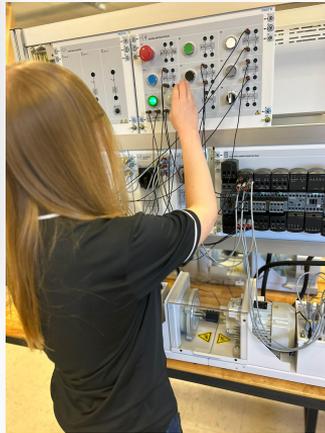
Dr. Shawna Little  
 Director, River Valley STEAM Academy

A has the power to inspire a whole team  
 I see the ability to help hold or maintain success  
 C to see the power to bring order and structure

**Nora**  
 A.I.G.



# Benchmark 4: Community Engagement / STEAM Academy



# Benchmark 3 & 5: Families Attend Student Showcase



# How Districts Become Career Connected Schools

## A) System-Wide Implementation

Focus: District wide over time

- District leadership
- Teachers
- Instructional coaches
- Counselors (later)

## B) Strategy-Focused Coaching

Focus: Develop centers of excellence

- Teachers & counselors
- Instructional coaches
- TOSAs
- District specialists

# What's the Evidence this Approach Works?



## Three studies (CA, PA, MD) 89,000+ students

↑ Student-initiated career conversations

↑ Alignment between identity and aspiration

↑ Engagement in existing activities

↑ Work-based learning participation

 Educators  
Cooperative



**Advancing Career Development  
and Student Wellbeing Districtwide  
through Career Conversations:  
Quakertown PA**

*2024 – 2025 Research Findings*

by Dr. Cristina Santos

Oct 2025



 Educators  
Cooperative



**Student Engagement and Career  
Development in Montgomery  
County Public Schools: Impact of  
MoCo CAP**

by Dr. Cristina Santos

Nov 2025



 Educators  
Cooperative



**Evidence of Career Development  
and Student Wellbeing in Schools  
with Career Conversations:  
Orange County Schools**

*2024 – 2025 Research Findings*

by Dr. Cristina Santos

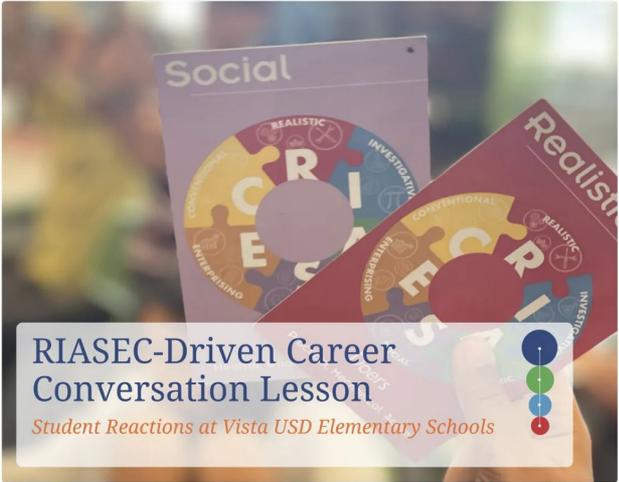
Dec 2025



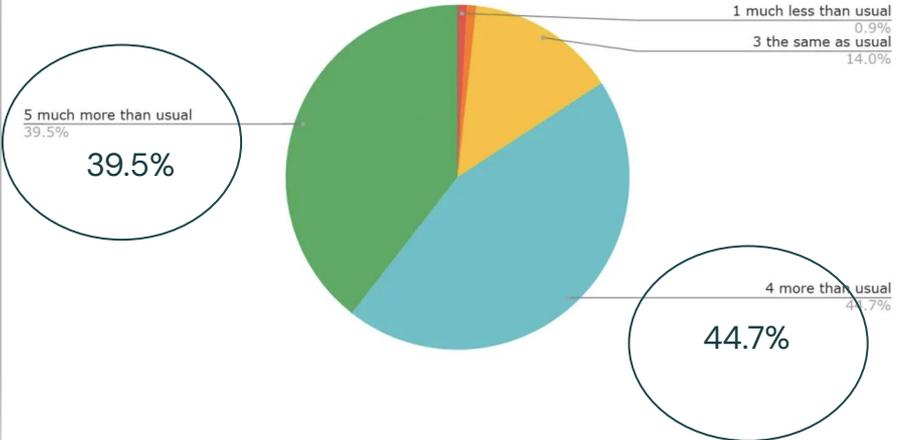
# Latest Research Brief - Grades 4/5

## RIASEC-Driven Career Conversation: Student Reactions

January 8, 2026 | Research



Student enjoyment of lesson with career conversations



# From Listening to Sense-Making

**What questions does this raise for your context?**

It would be natural to have questions.

- Let's take a few minutes to work with what you've heard and surface the questions that matter most in your setting.

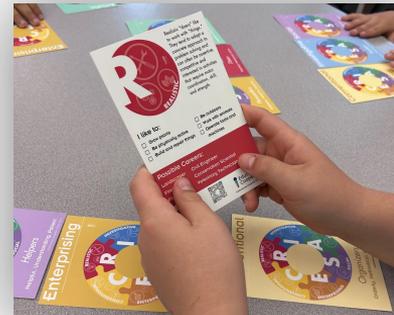
# Choose One Question to Explore Together

Partner up. Stay curious.

1. What's one upside you can imagine if every student shared a common career language?
2. What issues can arise if RIASEC becomes a program instead of a common language?
3. Where in your system could this approach take hold?
4. Where are careers already present in your curriculum, waiting to be surfaced?
5. If you are currently using quantitative assessments with students, how are you processing the potential for guided self assessment?
6. What's a small, low-risk next step you could try this semester?

# Before You Go...

- What's one thing you're taking with you from today?
- A question, a shift in thinking, or a next step.





Educators  
Cooperative

# Thank You

Contact information:

[EdHidalgo@educators.coop](mailto:EdHidalgo@educators.coop)

Mobile: 8584012610



# Let's Connect Every Student To A Future Full Of Possibility!

Partner with Educators  
Cooperative to build a  
sustainable, career-curious  
culture where career-connected  
learning is woven into the fabric  
of everyday instruction.

# ABOUT EDUCATORS COOPERATIVE

Educators Cooperative (EdCoop) is a mission-driven organization that helps school systems create career curious cultures, so students connect everyday learning to who they are and where they're going.

We partner through our **Connect the Work** initiative to embed **career conversations into existing instruction**, maximizing what schools already have rather than adding new programs, platforms, or curriculum.

Our approach delivers value by focusing on:

- **Educator capacity**, *not external dependency*
- A **shared career language** used across classrooms
- **Practices that scale**, *without increasing cost or complexity*



Educators  
Cooperative

CONNECT  
THE WORK

*Career readiness doesn't require more initiatives. It requires better alignment.*