

# ALIGNING STANDARDS

NICHE Mindset

Updated August, 2024

## National Standards

**Step 1: Self-Assessment**

<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>NCDA Career Development Competencies</b>	<b>School Counseling (ASCA-aligned)</b>	<b>Social-Emotional Learning (SEL) (CASEL-aligned)</b>
<b>Welcome</b>	<b>Understanding the world of work and career pathways.</b>	<b>I.A.1:</b> Understand the concept of career development and its importance.	<b>B-LS 7:</b> Identify long- and short-term academic, career, and social/emotional goals.	<b>Self-Awareness:</b> Recognize one's emotions and values.
<b>Natural Talents</b>	<b>Identifying natural talents and how they influence career choices.</b>	<b>I.A.3:</b> Recognize and build upon one's strengths, skills, and talents.	<b>B-SMS 6:</b> Demonstrate ability to overcome barriers to learning.	<b>Self-Awareness:</b> Identify personal strengths and external supports.
<b>Interests</b>	<b>Understanding personal interests and how they guide career exploration.</b>	<b>II.A.2:</b> Explore career options based on personal interests.	<b>B-LS 4:</b> Apply self-motivation and self-direction to learning.	<b>Self-Management:</b> Demonstrate goal-setting and organizational skills.
<b>Characteristics</b>	<b>Recognizing personal characteristics that influence career decisions.</b>	<b>II.A.1:</b> Identify and understand personal qualities that influence career choices.	<b>B-SMS 2:</b> Demonstrate self-discipline and self-control.	<b>Self-Awareness:</b> Demonstrate honesty, integrity, and ethical behavior.
<b>Heart</b>	<b>Defining core</b>	<b>I.A.4:</b>	<b>B-SMS 9:</b>	<b>Responsible</b>

	<b>values and how they shape career goals.</b>	Understand how personal values influence career decisions.	Demonstrate personal safety skills.	<b>Decision-Making:</b> Make ethical, constructive choices about personal and social behavior.
<b>Environment</b>	<b>Understanding preferred work environments and their impact on career satisfaction.</b>	<b>II.A.4:</b> Identify how work environments match personal work preferences.	<b>B-LS 10:</b> Demonstrate ability to manage transitions and adapt to change.	<b>Self-Management:</b> Recognize how work environment influences behavior and choices.
<b>Next Steps</b>	<b>Creating a plan for further career exploration and decision-making.</b>	<b>III.A.1:</b> Develop a career plan based on career goals and self-assessment.	<b>B-LS 7:</b> Identify long- and short-term academic, career, and social/emotional goals.	<b>Self-Management:</b> Apply organizational skills and effective time management.

## Step 2: Decisions & Plans

NICHE Step/Course	Overall Outcome	NCDA Career Development Competencies	School Counseling (ASCA-aligned)	Social-Emotional Learning (SEL) (CASEL-aligned)
<b>NICHE @ Work</b>	<b>Aligning oneself with potential careers by understanding job roles and requirements.</b>	<b>II.B.1:</b> Identify and research career options that align with personal skills, values, and interests.	<b>B-LS 7:</b> Identify long- and short-term academic, career, and social/emotional goals.	<b>Social Awareness:</b> Demonstrate awareness and empathy for others' perspectives.
<b>Options &amp; Opportunities</b>	<b>Exploring options, narrowing them down, and making informed career choices.</b>	<b>II.B.2:</b> Make informed decisions about career pathways based on research.	<b>B-LS 7:</b> Identify long- and short-term academic, career, and social/emotional goals.	<b>Responsible Decision-Making:</b> Evaluate the consequences of various choices.
<b>Your Plan</b>	<b>Developing a clear, actionable plan after making a career decision.</b>	<b>III.B.1:</b> Develop a detailed career plan including goals and necessary steps.	<b>B-LS 7:</b> Identify long- and short-term academic, career, and social/emotional goals.	<b>Self-Management:</b> Use organizational skills to set and achieve personal goals.
<b>Requirements</b>	<b>Understanding the professional and educational requirements necessary for</b>	<b>III.B.2:</b> Understand the educational and training requirements for various careers.	<b>B-LS 7:</b> Identify long- and short-term academic, career, and social/emotional goals.	<b>Self-Management:</b> Recognize the importance of education and training in career planning.

	<b>career</b>			
<b>Looking Ahead</b>	<b>Preparing for long-term adaptability and career success by making career planning a lifelong process.</b>	<b>III.C.1:</b> Commit to lifelong learning to adapt to changing career opportunities.	<b>B-LS 10:</b> Demonstrate ability to manage transitions and adapt to change.	<b>Self-Management:</b> Demonstrate perseverance in overcoming challenges.

### **Step 3: Marketability**

<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>NCDA Career Development Competencies</b>	<b>School Counseling (ASCA-aligned)</b>	<b>Social-Emotional Learning (SEL) (CASEL-aligned)</b>
<b>Making a Match</b>	<b>Convincing employers that you are the right fit by matching your skills and experiences to job requirements.</b>	<b>III.B.3:</b> Develop job search strategies including resume writing and interviewing skills.	<b>B-SS 1:</b> Use effective oral and written communication skills in a variety of situations.	<b>Relationship Skills:</b> Develop and maintain positive relationships.
<b>Alignment</b>	<b>Aligning your qualifications, experience, and personal brand with specific job roles.</b>	<b>III.B.3:</b> Demonstrate how personal qualifications and experiences align with career choices.	<b>B-LS 7:</b> Identify long- and short-term academic, career, and social/emotional goals.	<b>Self-Management:</b> Demonstrate the ability to use personal strengths in achieving career goals.
<b>Elevator Pitch</b>	<b>Effectively communicating your professional value through concise self-presentations.</b>	<b>III.B.4:</b> Develop and refine professional communication skills.	<b>B-SS 1:</b> Use effective oral and written communication skills in a variety of situations.	<b>Relationship Skills:</b> Communicate clearly and effectively in a variety of situations.
<b>Prove It</b>	<b>Demonstrating your ability to perform job duties through evidence-based</b>	<b>III.B.5:</b> Prepare a professional portfolio and practice interview skills.	<b>B-SMS 6:</b> Demonstrate ability to overcome barriers to learning.	<b>Responsible Decision-Making:</b> Apply critical thinking skills in academic and

	<b>practices like portfolios and interviews.</b>			career scenarios.
<b>Making Connections &amp; Moving Up</b>	<b>Building professional networks and planning for career advancement.</b>	<b>III.C.2:</b> Develop professional networks and plan for career advancement.	<b>B-SS 3:</b> Create positive and supportive relationships with other students.	<b>Social Awareness:</b> Recognize and respect the strengths and contributions of others.
<b>NICHE Mindset for Life</b>	<b>Adopting a mindset for lifelong learning and adaptability in response to changing job markets.</b>	<b>III.C.3:</b> Commit to ongoing career development and adaptability.	<b>B-LS 10:</b> Demonstrate ability to manage transitions and adapt to change.	<b>Self-Management:</b> Commit to lifelong learning and adaptability in a rapidly changing world.

### Explanation:

- **NCDA Career Development Competencies:** These competencies cover career development stages including self-assessment, career exploration, and career planning and management, which are crucial for high school students to achieve career readiness.
- **School Counseling (ASCA-aligned):** These standards align with the ASCA National Model and focus on developing career and academic success.
- **Social-Emotional Learning (SEL) (CASEL-aligned):** These competencies are fundamental for personal development and career success, covering self-awareness, self-management, social awareness, relationship skills, and responsible decision-making.

### Key:

- **ASCA:** American School Counselor Association, Mindsets & Behaviors
- **NCDA:** National Career Development Association, Career Development Competencies
- **CCTC:** Common Career Technical Core, Career Ready Practices
- **ACTE:** Association for Career and Technical Education, Career Education Standards
- **CASEL:** Collaborative for Academic, Social, and Emotional Learning

Explanation:

- **ASCA Mindsets & Behaviors:** These focus on the attitudes, knowledge, and skills students need to achieve academically, build strong relationships, and explore career options.
- **NCDA Competencies:** These emphasize career development processes, including self-awareness, career exploration, and planning.
- **CCTC Career Ready Practices:** These practices are essential for students to be prepared for the workforce, focusing on personal and workplace skills.
- **ACTE Standards:** These standards support career readiness through technical skills, personal attributes, and career planning.
- **CASEL Competencies:** These are the five core competencies for social and emotional learning: self-awareness, self-management, social awareness, relationship skills, and responsible decision-making.

# Texas Standards

## Step 1: Self-Assessment



<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>Texas Career Development TEKS (Grades 9-12)</b>	<b>Texas CTE TEKS (Various Clusters)</b>	<b>Texas SEL Standards (Aligned with TEKS)**</b>
<b>Welcome</b>	<b>Understanding the world of work and career pathways.</b>	<b>§127.13(c)(1):</b> The student explores career opportunities and their requirements.	<b>§130.347(c)(2):</b> The student investigates professional standards for careers.	<b>TEKS §115.33(c)(1)(A):</b> Recognize and manage one's emotions.
<b>Natural Talents</b>	<b>Identifying natural talents and how they influence career choices.</b>	<b>§127.13(c)(2)(A):</b> The student evaluates personal skills and attributes.	<b>§130.347(c)(1)(D):</b> The student identifies personal interests and aptitudes.	<b>TEKS §115.33(c)(1)(D):</b> Identify strengths and areas for personal growth.
<b>Interests</b>	<b>Understanding personal interests and how they guide career exploration.</b>	<b>§127.13(c)(2)(B):</b> The student relates personal interests to career choices.	<b>§130.301(c)(1)(B):</b> Analyze personal interests in career pathways.	<b>TEKS §115.33(c)(1)(F):</b> Set and achieve personal and academic goals.
<b>Characteristics</b>	<b>Recognizing personal characteristics that influence career decisions.</b>	<b>§127.13(c)(2)(C):</b> The student relates personal characteristics to career success.	<b>§130.121(c)(3)(A):</b> Analyze how personal characteristics affect career decisions.	<b>TEKS §115.33(c)(2)(B):</b> Demonstrate effective communication skills.
<b>Heart</b>	<b>Defining core values and how they</b>	<b>§127.13(c)(3)(A):</b> The student	<b>§130.102(c)(1)(A):</b> Identify	<b>TEKS §115.33(c)(1)(E):</b>

	<b>shape career goals.</b>	analyzes the relationship between values and careers.	and analyze work values.	Demonstrate ethical decision-making and social responsibility.
<b>Environment</b>	<b>Understanding preferred work environments and their impact on career satisfaction.</b>	<b>§127.13(c)(2)(D):</b> The student evaluates work environment preferences.	<b>§130.344(c)(2)(A):</b> Analyze the importance of work environment in career success.	<b>TEKS §115.33(c)(3)(B):</b> Analyze how environment influences behavior and attitudes.
<b>Next Steps</b>	<b>Creating a plan for further career exploration and decision-making.</b>	<b>§127.13(c)(4)(A):</b> The student develops a career plan based on self-assessment.	<b>§130.301(c)(4)(B):</b> Create a career plan to guide career decisions.	<b>TEKS §115.33(c)(4)(A):</b> Develop a plan for long-term goals.

## Step 2: Decisions & Plans

<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>Texas Career Development TEKS (Grades 9-12)</b>	<b>Texas CTE TEKS (Various Clusters)</b>	<b>Texas SEL Standards (Aligned with TEKS)**</b>
<b>NICHE @ Work</b>	<b>Aligning oneself with potential careers by understanding job roles and requirements.</b>	<b>§127.13(c)(3)(B):</b> The student analyzes career opportunities in various industries.	<b>§130.247(c)(1)(C):</b> Investigate the education and skill requirements of various careers.	<b>TEKS §115.33(c)(4)(C):</b> Evaluate how individual roles and responsibilities contribute to the community.
<b>Options &amp; Opportunities</b>	<b>Exploring options, narrowing them down, and making informed career choices.</b>	<b>§127.13(c)(3)(C):</b> The student investigates career clusters and pathways.	<b>§130.301(c)(4)(D):</b> Evaluate career options and make informed career decisions.	<b>TEKS §115.33(c)(3)(A):</b> Recognize the impact of decisions on personal and academic growth.
<b>Your Plan</b>	<b>Developing a clear, actionable plan after making a career decision.</b>	<b>§127.13(c)(4)(B):</b> The student creates a step-by-step career plan.	<b>§130.301(c)(4)(C):</b> Create a post-secondary plan for career readiness.	<b>TEKS §115.33(c)(1)(C):</b> Apply decision-making skills to career and academic planning.
<b>Requirements</b>	<b>Understanding the professional and educational requirements necessary for</b>	<b>§127.13(c)(3)(D):</b> The student evaluates the requirements for different careers.	<b>§130.121(c)(4)(A):</b> Analyze the educational requirements for different careers.	<b>TEKS §115.33(c)(4)(B):</b> Understand the importance of academic

	<b>career success.</b>			achievement in career planning.
<b>Looking Ahead</b>	<b>Preparing for long-term adaptability and career success by making career planning a lifelong process.</b>	<b>§127.13(c)(5) (A):</b> The student understands the importance of lifelong learning.	<b>§130.344(c)(5) (B):</b> Analyze the need for ongoing education and training in career development.	<b>TEKS §115.33(c)(1) (G):</b> Demonstrate resilience and adaptability in academic and career pursuits.

### **Step 3: Marketability**

<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>Texas Career Development TEKS (Grades 9-12)</b>	<b>Texas CTE TEKS (Various Clusters)</b>	<b>Texas SEL Standards (Aligned with TEKS)**</b>
<b>Making a Match</b>	<b>Convincing employers that you are the right fit by matching your skills and experiences to job requirements.</b>	<b>§127.13(c)(4)(C):</b> The student practices job-seeking skills.	<b>§130.301(c)(5)(A):</b> Create a resume and cover letter tailored to specific job descriptions.	<b>TEKS §115.33(c)(1)(B):</b> Demonstrate effective self-presentation skills in personal and professional contexts.
<b>Alignment</b>	<b>Aligning your qualifications, experience, and personal brand with specific job roles.</b>	<b>§127.13(c)(4)(D):</b> The student aligns their qualifications with job opportunities.	<b>§130.102(c)(4)(A):</b> Match personal qualifications and experiences with job requirements.	<b>TEKS §115.33(c)(2)(C):</b> Analyze how personal strengths and interests align with career options.
<b>Elevator Pitch</b>	<b>Effectively communicating your professional value through concise self-presentations.</b>	<b>§127.13(c)(5)(B):</b> The student practices communication skills in job-seeking contexts.	<b>§130.301(c)(6)(A):</b> Develop a professional elevator pitch and practice delivering it.	<b>TEKS §115.33(c)(3)(C):</b> Demonstrate effective communication skills in personal and professional settings.
<b>Prove It</b>	<b>Demonstrating your ability to perform job duties through</b>	<b>§127.13(c)(4)(E):</b> The student creates a	<b>§130.301(c)(7)(B):</b> Develop a portfolio and participate in a	<b>TEKS §115.33(c)(4)(E):</b> Apply problem-

	<b>evidence-based practices like portfolios and interviews.</b>	portfolio of work samples.	mock interview.	solving skills in academic and professional scenarios.
<b>Making Connections &amp; Moving Up</b>	<b>Building professional networks and planning for career advancement.</b>	<b>§127.13(c)(5)(C):</b> The student analyzes the role of networking in career advancement.	<b>§130.301(c)(8)(B):</b> Develop strategies for building professional relationships.	<b>TEKS §115.33(c)(3)(D):</b> Build and maintain positive relationships to support personal and professional goals.
<b>NICHE Mindset for Life</b>	<b>Adopting a mindset for lifelong learning and adaptability in response to changing job markets.</b>	<b>§127.13(c)(6)(A):</b> The student plans for ongoing education and career development.	<b>§130.301(c)(9)(A):</b> Develop a plan for continued education and career advancement.	<b>TEKS §115.33(c)(1)(I):</b> Demonstrate a commitment to lifelong learning and personal growth.

Explanation:

- Texas Career Development TEKS (Grades 9-12): Standards focus on career awareness, exploration, and planning, emphasizing the development of skills needed for career success.
- Texas CTE TEKS: These standards outline the specific technical and career skills students need to acquire for workforce readiness, including resume writing, job search

# California Standards

## Step 1: Self-Assessment

<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>California CTE Standards</b> (Grades 9-12)	<b>California Career Counseling Standards</b> (ASCA-aligned)**	<b>California SEL Competencies</b> (CASEL-aligned)**
<b>Welcome</b>	<b>Understanding the world of work and career pathways.</b>	<b>2.1.1:</b> Analyze career paths and determine steps for achieving career goals.	<b>Standard A1.1:</b> Develop an awareness of the world of work and its relevance to education.	<b>Self-Awareness:</b> Identify and manage one's emotions and behaviors.
<b>Natural Talents</b>	<b>Identifying natural talents and how they influence career choices.</b>	<b>2.1.2:</b> Evaluate personal skills and aptitudes in career choices.	<b>Standard A1.2:</b> Recognize personal strengths and areas for growth related to career success.	<b>Self-Awareness:</b> Recognize personal qualities and external supports.
<b>Interests</b>	<b>Understanding personal interests and how they guide career exploration.</b>	<b>2.1.3:</b> Relate personal interests to career choices.	<b>Standard A1.3:</b> Explore career interests and aptitudes.	<b>Self-Management:</b> Set and achieve goals.
<b>Characteristics</b>	<b>Recognizing personal characteristics that influence career decisions.</b>	<b>2.1.4:</b> Connect personal characteristics to career success.	<b>Standard A1.4:</b> Relate personal attributes to career development.	<b>Self-Awareness:</b> Demonstrate honesty, integrity, and ethical decision-making.

<b>Heart</b>	<b>Defining core values and how they shape career goals.</b>	<b>2.2.1:</b> Analyze the role of personal values in career decisions.	<b>Standard A1.5:</b> Evaluate the impact of values on career decisions.	<b>Responsible Decision-Making:</b> Make ethical and constructive choices.
<b>Environment</b>	<b>Understanding preferred work environments and their impact on career satisfaction.</b>	<b>2.2.2:</b> Assess the impact of work environment preferences on career satisfaction.	<b>Standard A1.6:</b> Identify work environment preferences that support career satisfaction.	<b>Self-Management:</b> Recognize how environment influences behavior and choices.
<b>Next Steps</b>	<b>Creating a plan for further career exploration and decision-making.</b>	<b>2.3.1:</b> Develop a career plan based on self-assessment and goals.	<b>Standard A1.7:</b> Develop a plan for achieving career goals.	<b>Self-Management:</b> Develop and apply decision-making skills to academic and career planning.

## Step 2: Decisions & Plans



<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>California CTE Standards</b> (Grades 9-12)	<b>California Career Counseling Standards</b> (ASCA-aligned)**	<b>California SEL Competencies</b> (CASEL-aligned)**
<b>NICHE @ Work</b>	<b>Aligning oneself with potential careers by understanding job roles and requirements.</b>	<b>2.3.2:</b> Analyze career opportunities in various industries.	<b>Standard A2.1:</b> Explore various career clusters and opportunities.	<b>Social Awareness:</b> Recognize individual roles and responsibilities in a community.
<b>Options &amp; Opportunities</b>	<b>Exploring options, narrowing them down, and making informed career choices.</b>	<b>2.3.3:</b> Evaluate career clusters and pathways.	<b>Standard A2.2:</b> Investigate career options and make informed decisions.	<b>Responsible Decision-Making:</b> Evaluate consequences of actions and decisions.
<b>Your Plan</b>	<b>Developing a clear, actionable plan after making a career decision.</b>	<b>2.3.4:</b> Create a detailed career action plan.	<b>Standard A2.3:</b> Develop a post-secondary plan to support career goals.	<b>Self-Management:</b> Apply decision-making skills to academic and career planning.
<b>Requirements</b>	<b>Understanding the professional and educational requirements</b>	<b>2.4.1:</b> Evaluate education and training requirements for careers.	<b>Standard A2.4:</b> Research the qualifications required for chosen careers.	<b>Self-Management:</b> Understand the importance of academic

	<b>necessary for career success.</b>			achievement in career planning.
<b>Looking Ahead</b>	<b>Preparing for long-term adaptability and career success by making career planning a lifelong process.</b>	<b>2.4.2:</b> Recognize the importance of lifelong learning and career adaptability.	<b>Standard A2.5:</b> Understand the importance of continuous learning for career advancement.	<b>Self-Management:</b> Demonstrate resilience and adaptability in academic and career pursuits.

### **Step 3: Marketability**

<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>California CTE Standards</b> (Grades 9-12)	<b>California Career Counseling Standards</b> (ASCA-aligned)**	<b>California SEL Competencies</b> (CASEL-aligned)**
<b>Making a Match</b>	<b>Convincing employers that you are the right fit by matching your skills and experiences to job requirements.</b>	<b>2.5.1:</b> Develop job search skills, including resume writing and interviewing.	<b>Standard A3.1:</b> Learn and apply job-seeking skills such as resume building and interviewing.	<b>Relationship Skills:</b> Develop and maintain healthy and rewarding relationships.
<b>Alignment</b>	<b>Aligning your qualifications, experience, and personal brand with specific job roles.</b>	<b>2.5.2:</b> Align personal qualifications and experiences with job requirements.	<b>Standard A3.2:</b> Align qualifications and experiences with career opportunities.	<b>Self-Management:</b> Use personal strengths to achieve career and academic goals.
<b>Elevator Pitch</b>	<b>Effectively communicating your professional value through concise self-presentations.</b>	<b>2.5.3:</b> Practice and refine professional communication skills.	<b>Standard A3.3:</b> Develop and practice an effective elevator pitch for networking.	<b>Relationship Skills:</b> Communicate clearly and listen actively.
<b>Prove It</b>	<b>Demonstrating your ability to perform job duties through evidence-based practices like</b>	<b>2.5.4:</b> Create a professional portfolio and participate in mock interviews.	<b>Standard A3.4:</b> Develop a portfolio and demonstrate skills through mock interviews.	<b>Responsible Decision-Making:</b> Apply critical thinking skills in academic and

	<b>portfolios and interviews.</b>			career scenarios.
<b>Making Connections &amp; Moving Up</b>	<b>Building professional networks and planning for career advancement.</b>	<b>2.6.1:</b> Understand the importance of networking for career growth.	<b>Standard A4.1:</b> Build professional relationships and networks.	<b>Social Awareness:</b> Demonstrate awareness of cultural differences and respect for others.
<b>NICHE Mindset for Life</b>	<b>Adopting a mindset for lifelong learning and adaptability in response to changing job markets.</b>	<b>2.6.2:</b> Develop a plan for lifelong learning and career advancement.	<b>Standard A4.2:</b> Commit to lifelong learning and continuous career development.	<b>Self-Management:</b> Commit to lifelong learning and adaptability in career development.

### Explanation:

- California CTE Standards (Grades 9–12): These standards focus on career awareness, exploration, and preparation for employment, emphasizing the development of skills needed for success in various career fields.
- California Career Counseling Standards (ASCA-aligned): These standards guide career counseling practices, focusing on the development of career awareness, exploration, and decision-making skills.
- California SEL Competencies (CASEL-aligned): The competencies focus on self-awareness, self-management, social awareness, relationship skills, and responsible decision-making, all of which are essential for career and personal success.

# Indiana Standards

## Step 1: Self-Assessment

<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>Indiana CTE Standards</b> (Grades 9-12)	<b>Indiana School Counseling Competencies</b> (ASCA-aligned)**	<b>Indiana SEL Competencies</b> (CASEL-aligned)**
<b>Welcome</b>	<b>Understanding the world of work and career pathways.</b>	<b>CTE.CD.1:</b> Analyze career paths and determine the steps necessary to achieve career goals.	<b>Standard 1.1.1:</b> Develop an awareness of the world of work and its relevance to education.	<b>Self-Awareness:</b> Recognize one's emotions and values, as well as their impact on behavior.
<b>Natural Talents</b>	<b>Identifying natural talents and how they influence career choices.</b>	<b>CTE.CD.2:</b> Evaluate personal skills and talents in relation to career choices.	<b>Standard 1.1.2:</b> Recognize personal strengths and weaknesses as they relate to career success.	<b>Self-Awareness:</b> Identify personal strengths and external supports.
<b>Interests</b>	<b>Understanding personal interests and how they guide career exploration.</b>	<b>CTE.CD.3:</b> Relate personal interests to potential career choices.	<b>Standard 1.1.3:</b> Explore personal interests and how they align with career opportunities.	<b>Self-Management:</b> Demonstrate goal-setting and organizational skills.
<b>Characteristics</b>	<b>Recognizing personal characteristics that influence career decisions.</b>	<b>CTE.CD.4:</b> Assess how personal characteristics can influence career success.	<b>Standard 1.1.4:</b> Relate personal characteristics to career decision-making.	<b>Self-Awareness:</b> Demonstrate honesty, integrity, and ethical behavior.

<b>Heart</b>	<b>Defining core values and how they shape career goals.</b>	<b>CTE.CD.5:</b> Analyze how values impact career decisions.	<b>Standard 1.1.5:</b> Evaluate the influence of values on career choices.	<b>Responsible Decision-Making:</b> Make ethical, constructive choices about personal and social behavior.
<b>Environment</b>	<b>Understanding preferred work environments and their impact on career satisfaction.</b>	<b>CTE.CD.6:</b> Assess the impact of work environment preferences on job satisfaction.	<b>Standard 1.1.6:</b> Identify work environment preferences that lead to career satisfaction.	<b>Self-Management:</b> Recognize how work environment influences behavior and choices.
<b>Next Steps</b>	<b>Creating a plan for further career exploration and decision-making.</b>	<b>CTE.CD.7:</b> Develop a career action plan based on self-assessment and career goals.	<b>Standard 1.1.7:</b> Develop a plan for achieving career and educational goals.	<b>Self-Management:</b> Apply organizational skills and effective time management.

## Step 2: Decisions & Plans

NICHE Step/Course	Overall Outcome	Indiana CTE Standards (Grades 9-12)	Indiana School Counseling Competencies (ASCA-aligned)**	Indiana SEL Competencies (CASEL-aligned)**
NICHE @ Work	<b>Aligning oneself with potential careers by understanding job roles and requirements.</b>	<b>CTE.CD.8:</b> Explore career clusters and pathways.	<b>Standard 2.1.1:</b> Explore various career options and industry sectors.	<b>Social Awareness:</b> Demonstrate awareness and empathy for others' perspectives.
Options & Opportunities	<b>Exploring options, narrowing them down, and making informed career choices.</b>	<b>CTE.CD.9:</b> Evaluate the range of career options and make informed decisions.	<b>Standard 2.1.2:</b> Narrow career choices through informed decision-making.	<b>Responsible Decision-Making:</b> Evaluate the consequences of various choices.
Your Plan	<b>Developing a clear, actionable plan after making a career decision.</b>	<b>CTE.CD.10:</b> Create a detailed career plan with specific steps to achieve goals.	<b>Standard 2.1.3:</b> Develop and implement a career action plan.	<b>Self-Management:</b> Use organizational skills to set and achieve personal goals.
Requirements	<b>Understanding the professional and educational requirements necessary for</b>	<b>CTE.CD.11:</b> Research educational requirements and certifications for careers.	<b>Standard 2.1.4:</b> Understand the qualifications and education necessary for	<b>Self-Management:</b> Recognize the importance of education and training in

	<b>career success.</b>		chosen careers.	career planning.
<b>Looking Ahead</b>	<b>Preparing for long-term adaptability and career success by making career planning a lifelong process.</b>	<b>CTE.CD.12:</b> Recognize the importance of lifelong learning and career adaptability.	<b>Standard 2.1.5:</b> Understand the need for continuous learning and adaptability in careers.	<b>Self-Management:</b> Demonstrate perseverance in overcoming challenges.

### **Step 3: Marketability**



<b>NICHE Step/Course</b>	<b>Overall Outcome</b>	<b>Indiana CTE Standards</b> (Grades 9-12)	<b>Indiana School Counseling Competencies</b> (ASCA-aligned)**	<b>Indiana SEL Competencies</b> (CASEL-aligned)**
<b>Making a Match</b>	<b>Convincing employers that you are the right fit by matching your skills and experiences to job requirements.</b>	<b>CTE.CD.13:</b> Develop job search skills including resume writing and interviewing.	<b>Standard 3.1.1:</b> Apply job search skills such as resume development and interviewing.	<b>Relationship Skills:</b> Develop and maintain positive relationships.
<b>Alignment</b>	<b>Aligning your qualifications, experience, and personal brand with specific job roles.</b>	<b>CTE.CD.14:</b> Align personal qualifications with job opportunities.	<b>Standard 3.1.2:</b> Align personal strengths and experiences with career opportunities.	<b>Self-Management:</b> Demonstrate the ability to use personal strengths in achieving career goals.
<b>Elevator Pitch</b>	<b>Effectively communicating your professional value through concise self-presentations.</b>	<b>CTE.CD.15:</b> Practice and refine professional communication skills.	<b>Standard 3.1.3:</b> Develop and deliver an effective elevator pitch.	<b>Relationship Skills:</b> Communicate clearly and effectively in a variety of situations.
<b>Prove It</b>	<b>Demonstrating your ability to perform job duties through evidence-based</b>	<b>CTE.CD.16:</b> Create a professional portfolio and participate in	<b>Standard 3.1.4:</b> Build a portfolio and prepare for interviews	<b>Responsible Decision-Making:</b> Apply critical thinking skills in academic and

	<b>practices like portfolios and interviews.</b>	mock interviews.	through practice.	career scenarios.
<b>Making Connections &amp; Moving Up</b>	<b>Building professional networks and planning for career advancement.</b>	<b>CTE.CD.17:</b> Understand the importance of networking for career advancement.	<b>Standard 4.1.1:</b> Establish professional networks and explore career advancement opportunities.	<b>Social Awareness:</b> Recognize and respect the strengths and contributions of others.
<b>NICHE Mindset for Life</b>	<b>Adopting a mindset for lifelong learning and adaptability in response to changing job markets.</b>	<b>CTE.CD.18:</b> Develop a plan for continuous learning and career advancement.	<b>Standard 4.1.2:</b> Commit to lifelong learning and continuous career development.	<b>Self-Management:</b> Commit to lifelong learning and adaptability in a rapidly changing world.

### Explanation:

- Indiana CTE Standards (Grades 9–12): These standards cover career awareness, exploration, and preparation, emphasizing skills necessary for success in various career fields.
- Indiana School Counseling Competencies (ASCA-aligned): These competencies guide career counseling practices, focusing on the development of career awareness, exploration, and decision-making skills.
- Indiana SEL Competencies (CASEL-aligned): The competencies include self-awareness, self-management, social awareness, relationship skills, and responsible decision-making, crucial for both career and personal success.

This alignment ensures that the NICHE Mindset curriculum supports Indiana's focus on career readiness, academic achievement, and social-emotional development, making it a comprehensive guide for students' success.