

NATIONAL CAREER DEVELOPMENT GUIDELINES (NCDG) COMPETENCIES

The eleven competencies that are imbedded in *ccSpark!* learning activities are:

- PS1 Develop Positive Self-Concept
- PS2 Interact Positively with Others
- PS3 Integrate Growth and Change with Career Development
- PS4 Balance Life Roles
- ED1 Relate Educational Achievement to Career Goals
- ED2 Participate in Lifelong Learning
- CM1 Create/Manage Career Plans
- CM2 Make Career Decisions
- CM3 Locate and Use Career Information
- CM4 Master Job Seeking and Employability Skills
- CM5 Integrate Employment Trends, Societal Needs, and Economic Conditions into Career Planning

NATIONAL CAREER DEVELOPMENT GUIDELINES DOMAINS AND GOALS

Note: For more detailed information on the *National Career Development Guidelines* visit the [NCDG Website/Guidelines](#).

Domains and Goals

Domains, goals and indicators organize the NCDG framework. The three domains: Personal Social Development (PS), Educational Achievement and Lifelong Learning (ED) and Career Management (CM) describe content. Under each domain are goals (eleven in total). The goals define broad areas of career development competency.

Personal Social Development Domain

- GOAL PS1 Develop understanding of self to build and maintain a positive self-concept.
- GOAL PS2 Develop positive interpersonal skills including respect for diversity.
- GOAL PS3 Integrate growth and change into your career development.
- GOAL PS4 Balance personal, leisure, community, learner, family and work roles.

Educational Achievement and Lifelong Learning Domain

- GOAL ED1 Attain educational achievement and performance levels needed to reach your personal and career goals.
- GOAL ED2 Participate in ongoing, lifelong learning experiences to enhance your ability to function effectively in a diverse and changing economy.

Career Management Domain

- GOAL CM1 Create and manage a career plan that meets your career goals.
- GOAL CM2 Use a process of decision-making as one component of career development.
- GOAL CM3 Use accurate, current and unbiased career information during career planning and management.
- GOAL CM4 Master academic, occupational and general employability skills in order to obtain, create, maintain and/or advance your employment.
- GOAL CM5 Integrate changing employment trends, societal needs and economic conditions into your career plans.

Indicators and Learning Stages

Under each goal in the framework are indicators of mastery that highlight the knowledge and skills needed to achieve that goal. Each indicator is presented in three learning stages derived from Bloom's Taxonomy: knowledge acquisition, application and reflection. The stages describe learning competency. They are not tied to an individual's age or level of education.

Knowledge Acquisition (K). Youth and adults at the knowledge acquisition stage expand knowledge awareness and build comprehension. They can recall, recognize, describe, identify, clarify, discuss, explain, summarize, query, investigate and compile new information about the knowledge.

Application (A). Youth and adults at the application stage apply acquired knowledge to situations and to self. They seek out ways to use the knowledge. For example, they can demonstrate, employ, perform, illustrate and solve problems related to the knowledge.

Reflection (R). Youth and adults at the reflection stage analyze, synthesize, judge, assess and evaluate knowledge in accord with their own goals, values and beliefs. They decide whether or not to integrate the acquired knowledge into their ongoing response to situations and adjust their behavior accordingly.

Coding System

The NCDG framework has a simple coding system to identify domains, goals, indicators and learning stages. The coding system makes it easy for you to use the NCDG for program development and to track activities by goal, learning stage and indicator. However, you do not need to know or include the codes to use the NCDG framework.

Domains:

- PS—Personal Social Development
- ED—Educational Achievement and Lifelong Learning
- CM—Career Management

Goals:

Coded by domain and then numerically. For example, under the Personal Social Development domain:

- Goal PS1: Develop understanding of yourself to build and maintain a positive self concept.
- Goal PS2: Develop positive interpersonal skills including respect for diversity.

Indicators and Learning Stages:

Coded by domain, goal, learning stage and then numerically.

Learning Stages:

- K—Knowledge Acquisition
- A—Application
- R—Reflection

For example, the second indicator under the first goal of the Personal Social Development domain:

- PS1.K2 Identify your abilities, strengths, skills, and talents.
- PS1.A2 Demonstrate use of your abilities, strengths, skills, and talents.
- PS1.R2 Assess the impact of your abilities, strengths, skills, and talents on your career development.

For more detailed information on the *National Career Development Guidelines* visit the [NCDAGuidelines](#).