



**A Correlation between the Common  
Core State Standards, Minnesota  
K-12 Academic Standards,  
and Junior Achievement Programs**

Updated October 2016  
Minnesota K-12 Academic Standards  
Common Core State Standards Included

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# JA Career Success

Session Descriptions	Key Learning Objectives	ELA	NOCTI Workplace Readiness Skills
<p><b>Session One: Get Hired: Critical Thinking and Creativity</b></p> <p>Students are introduced to the need to be work ready by developing the 4Cs skills that employers want from people entering the workforce. Students apply critical- thinking skills and creativity to solve problems in real-life work scenarios.</p>	<p><b>Objectives:</b></p> <p>The students will:</p> <ul style="list-style-type: none"> <li>▪ Use a problem-solving technique to solve personal and professional problems</li> <li>▪ Apply critical-thinking skills to work-based problems</li> <li>▪ Recognize that decisions made in the workplace have consequences</li> </ul>	<p><b>Grades 9-10</b>            RI.9-10.1            RI.9-10.4-5            W.9-10.4            SL.9-10.1-4            L.9-10.1-2</p> <p><b>Grades 11-12</b>            RI.11-12.1            RI.11-12.4            W.11-12.4            SL.11-12.1-2            L.11-12.1-2</p>	<p><b>Problem Solving and Critical Thinking</b></p> <p>Define the problem</p> <p>Analyze the problem</p> <p>Research reliable information relevant to the problem</p>
<p><b>Session Two: Get Hired: Communication and Conflict- Management Skills</b></p> <p>Students apply communication skills to resolve conflicts in work-based scenarios. Students will role-play conflicts and conflict management. They will explore behaviors that inflame conflict and behaviors that lead to a resolution.</p>	<p><b>Objectives:</b></p> <p>The students will:</p> <ul style="list-style-type: none"> <li>▪ Recognize common responses to conflict</li> <li>▪ Apply conflict-management skills to resolve work-based issues</li> </ul>	<p><b>Grades 9-10</b>            RI.9-10.4            SL.9-10.1-3            SL.9-10.4-6            L.9-10.1            L.9-10.3-4</p> <p><b>Grades 11-12</b>            RI.11-12.4-5            SL.11-12.1-4            SL.11-12.6            L.11-12.1            L.11-12.3-6</p>	<p><b>Communication</b></p> <p>Apply active listening skills</p> <p>Communicate with others in a workforce of diversity (e.g., age, ethnicity, religion, gender)</p> <p>Apply strategies to enhance effectiveness of all types of communications in the workplace</p>
<p><b>Session Three: Get Hired: Collaboration and Creativity</b></p> <p>Students practice collaboration—a 4C’s skill—by using a teambuilding model referred to as the GRPI model (Goals, Roles and Responsibilities, Processes, and Interpersonal Relationship Skills). The model describes the behaviors found in high-performance teams in the workplace.</p>	<p><b>Objectives:</b></p> <p>The students will:</p> <ul style="list-style-type: none"> <li>▪ Demonstrate collaboration with team members to accomplish work-based challenges</li> <li>▪ Recognize the components of a high-performance team</li> </ul>	<p><b>Grades 9-10</b>            SL.9-10.1-3            SL.9-10.4-6            L.9-10.1</p> <p><b>Grades 11-12</b>            SL.11-12.1-2            SL.11-12.4-6            L.11-12.1            L.11-12.3-4</p>	<p><b>Leadership and Teamwork</b></p> <p>Apply management techniques</p> <p>Demonstrate group process techniques</p> <p>Perform work tasks in a team</p>

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<p><b>Session Four: Get Hired: Strong Soft Skills</b></p> <p>Students will review soft skills that are in demand by employers and rate their own soft skills. They will use personal stories in a job interview workshop to communicate these skills to a potential employer.</p>	<p><b>Objectives:</b></p> <p>The students will:</p> <ul style="list-style-type: none"> <li>▪ Identify soft skills that are in demand by employers</li> <li>▪ Demonstrate personal soft skills in a mock interview</li> </ul>	<p><b>Grades 9-10</b> SL.9-10.1-4 L.9-10.1 L.9-10.3-4</p> <p><b>Grades 11-12</b> SL.11-12.1-3 SL.11-12.4-6 L.11-12.1 L.11-12.3-6</p>	<p><b>Employability and/or Career Development</b></p> <p>Demonstrate employability skills needed to keep a job</p> <p>Demonstrate personal qualities appropriate to the work environment</p>
<p><b>Session Five: Know Your Work Priorities</b></p> <p>Students learn that in the current workforce, people change jobs or careers several times over a lifetime. That means it is important to be prepared and adaptable. Students explore which of their priorities should be their anchors as they prepare to enter the working world.</p>	<p><b>Objectives:</b></p> <p>The students will:</p> <ul style="list-style-type: none"> <li>▪ Recognize the importance of being focused, proactive, and adaptable when exploring careers</li> <li>▪ Rank work environment priorities as an anchor for further career planning decisions</li> </ul>	<p><b>Grades 9-10</b> RI.9-10.2-4 SL.9-10.1-4 L.9-10.1 L.9-10.3-4</p> <p><b>Grades 11-12</b> RI.11-12.4-5 SL.11-12.1-4 L.11-12.1 L.11-12.3-6</p>	<p><b>Employability and/or Career Development</b></p> <p>Assess alternative occupational opportunities (e.g., working conditions, benefits, and opportunities for change)</p>
<p><b>Session Six: Know Who’s Hiring</b></p> <p>In groups, students analyze factors to consider when researching careers: skills learned through training and education; interests in various career clusters; and specific high-growth jobs and the requirements needed to earn them.</p>	<p><b>Objectives:</b></p> <p>The students will:</p> <ul style="list-style-type: none"> <li>▪ Analyze requirements needed for high-growth industries, such as those offering STEM-related jobs</li> <li>▪ Identify the education and training needed to be adaptable and competitive in the job market</li> </ul>	<p><b>Grades 9-10</b> RI.9-10.2-4 SL.9-10.1-2</p> <p><b>Grades 11-12</b> RI.11-12.2-4 SL.11-12.1-2 L.11-12.1 L.11-12.3-4 L.11-12.6</p>	<p><b>Problem Solving and Critical Thinking</b></p> <p>Research reliable information relevant to the problem</p> <p>Investigate alternatives based on reasoned criteria</p>
<p><b>Session Seven: Know Your Personal Brand</b></p> <p>Students work in teams to rate the personal brand of candidates applying for a job by comparing cover letters, resumes, and digital profiles of the candidates.</p>	<p><b>Objectives:</b></p> <p>The students will:</p> <ul style="list-style-type: none"> <li>▪ Explore how to hunt for a job and the tools needed</li> <li>▪ Determine choices they can make to create a positive personal brand as they build their careers</li> </ul>	<p><b>Grades 9-10</b> RI.9-10.1-2 RI.9-10.4-5 W.9-10.1-2 W.9-10.1-4 SL.9-10.1-4 L.9-10.1-3</p> <p><b>Grades 11-12</b> RI.11-12.1-2 RI.11-12.4-5 W.11-12.1 W.11-12.4 W.11-12.9 SL.11-12.1-4 L.11-12.1-4 L.11-12.6</p>	<p><b>Employability and/or Career Development</b></p> <p>Develop a career plan</p> <p>Seek employment</p> <p>Apply for employment</p> <p>Evaluate job offers</p>