

MARYLAND

★ State Highlight

Clear Definitions for Career Exploration. The Maryland State Department of Education (MSDE) outlines definitions with examples for career exploration to guide districts and schools in their delivery of these activities in their [Career Development Framework for College and Career Readiness](#), [Work-based Learning Continuum](#), and [Policies and Procedures for the Development and Continuous Improvement of CTE](#).



VISION



Gubernatorial Leadership. Governor Moore's [Blueprint for Maryland's Future](#) budget prioritized career counseling services that target middle and high school students.

Extended Time for Career Readiness. The [Maryland Out of School Time \(MOST\) Network](#) seeks to increase both the quantity and quality of after-school programs in the state. MOST plays a key role in connecting systems, programs, and resources. With the Maryland Coalition for Community Schools (MD4CS), MOST supports the alignment of community schools and out-of-school time initiatives through policy and advocacy. Its priorities include college and career readiness.



POLICY



Career Counseling Program. Issued by law, state funds shall be used to support the [Career Counseling Program for Middle and High School Students](#). The program is provided collaboratively by the workforce development board, the school, any relevant state or local agencies, and employers.

Maryland has yet to connect career exploration standards to high school and formally include middle school career exploration in state and federal accountability systems.



INFRASTRUCTURE



Resources for Quality Career Development. MSDE provides several resources to ensure quality career development support, such as the [Maryland Career Development Framework For College and Career Readiness](#), [Counseling and Advisory Resources](#), and [Policies and Procedures for CTE](#). There are also local programs that help students with career development. [Junior Achievement of Central Maryland](#) is dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their futures, and make smart academic and economic choices.




Maryland has yet to provide dynamic training opportunities to staff related to middle school career exploration.



Full Report



MARYLAND • VISION

| Category | Status | Description |
|--|--|--|
| <p>Leadership</p> <p>Does the state leadership include career exploration as a valued or prioritized component of students' middle school experience?</p> |  <p>Building Emerging Advanced</p> | <p>Governor Moore's Blueprint for Maryland's Future budget prioritized career counseling services that target middle and high school students.</p> |
| <p>Career Exploration Definition</p> <p>Does the state formally define career exploration for middle school students?</p> |  <p>Building Emerging Advanced</p> | <p>MSDE's Career Development Framework for College and Career Readiness defines career exploration as "structured career exploration lessons, career fairs, workplace tours, job shadows, and informational interviews." Maryland's Work-based Learning Continuum defines career exploration as "experiences that seek to help learners keep their career options open, improve their educational engagement, build understandings of the work involved in different careers, and develop self-efficacy around career-relevant skills." Policies and Procedures for the Development and Continuous Improvement of CTE defines career exploration as "assisting students with career decision-making and facilitating the transition to postsecondary study and the world of work."</p> |
| <p>Advocacy</p> <p>Are there organizations within the state that are advocating for middle school career exploration?</p> |  <p>Building Emerging Advanced</p> | <p>The Maryland Out of School Time (MOST) Network seeks to increase both the quantity and quality of after-school programs in the state, and to ensure that access to them is equitable so that all MD youth have the same opportunities to reach their full potential. MOST plays a key role in connecting systems, programs, and resources. With the Maryland Coalition for Community Schools (MD4CS), MOST supports the alignment of community schools and out-of-school time initiatives through policy and advocacy. Its priorities include college and career readiness.</p> |



MARYLAND • POLICY

| Category | Status | Description |
|--|--------------------------------|--|
| Standards Does the state have policies that establish standard practices for career exploration in middle schools? | Building Emerging Advanced | Through <u>state codes</u> , all public schools in the state are encouraged to develop introductory career and technical education courses with the goal of making career and technical education a part of all elementary, middle school, and high school curricula. <u>The Policies and Procedures for the Development of Continuous CTE outlines the process</u> that local school systems must use to implement industry-approved CTE programs, including at the middle school level, into a student's path to high school graduation. The <u>statute</u> also includes a Career Counseling Program to provide each middle and high school student with individualized career counseling services. |
| Accountability Does the state integrate career exploration into their accountability systems? | Building Emerging Advanced | The state does not integrate career exploration into its ESSA state plan. While MD's Perkins V Plan highlights the importance of career-based learning experiences, middle school career exploration is not explicitly addressed. |
| Student Requirements Does the state have policies that require middle school students to complete career exploration activities? | Building Emerging Advanced | Although schools are encouraged to implement middle school CTE programs, students are not required to participate in any career exploration activities. |
| Incentives Does the state have policies that incentivize career exploration in middle schools? | Building Emerging Advanced | MD does not have any incentives directly related to middle school career exploration. |



MARYLAND • INFRASTRUCTURE

| Category | Status | Description |
|--|--------|--|
| <p>Funding</p> <p>Does the state use state or federal funding sources to support career exploration for middle school students?</p> | | <p>Governor Moore’s <u>budget</u> increased per pupil spending by 9%, which included increased funding to support low-income students by 32%. The target per pupil amount included costs associated with implementing the Blueprint for Maryland’s Future, including instructional opportunities for students who are college and career ready and those who are not.</p> |
| <p>Professional Development</p> <p>Does the state support the training of school counselors (and other school staff) in career exploration?</p> | | <p>State agencies in MD do not support training or professional development opportunities for school counselors and other school staff in career exploration.</p> |
| <p>Material Supports</p> <p>Does the state provide material supports on the implementation of middle school career exploration?</p> | | <p>MSDE provides several resources to ensure quality career development support, such as the <u>MD Career Development Framework For College and Career Readiness</u>, <u>Counseling/Advisory Resources</u>, and <u>Policies and Procedures for CTE</u>.</p> |
| <p>Data Collection</p> <p>Does the state collect data on middle school career exploration opportunities in the state?</p> | | <p>There are no formal state-level data collection practices related to middle school career exploration.</p> |
| <p>CTSOs</p> <p>Does the state support participation in career and technical student organizations?</p> | | <p>MD has <u>middle school chapters</u> in FBLA and FFA.</p> |
| <p>Organizations</p> <p>Are there organizations within the state that support career exploration in middle schools?</p> | | <p><u>MOST’s</u> College and Career Readiness initiative supports CCR providers and educators through a toolkit, training, and advisory board. <u>Junior Achievement of Central Maryland</u> is dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their futures, and make smart academic and economic choices.</p> |