

Paint Careers With Colors®

Fact Sheets

Purpose and Rationale for the *Paint Careers With Colors*® System

1. What does the *Paint Careers With Colors*® System measure?

The *Paint Careers With Colors*® System measures interests, abilities, and skills.

2. What are the concepts or theories underlying the development of this *Paint Careers With Colors*® System?

Dr. John L. Holland (1985) created Holland Code Career Model, Holland Hexagon Model or Holland Codes. Holland Codes assessments are career assessment Systems. Different assessments provide career cluster information, college major information, lists of careers, and job finder resources. There are print and internet resources.

The Holland Code Career Model matches jobs into job codes, interest clusters, work personality environments, or personality types. The Occupational Codes are -

- Realistic
- Investigative
- Artistic
- Social
- Enterprising and
- Conventional

3. What demonstrated need does this *Paint Careers With Colors*® System serve?

According Ediger (2000), "the elementary school years are not too early to begin to achieve a vision of what one desires to do in life contributing to the world of work". Without career education, students have unrealistic perceptions of careers due to a lack of knowledge and poor decision making. Students have limited knowledge and exposure to careers. (1, 2) When students look at the different industries e.g. sports, media and entertainment, most students underestimate the skills and time required to have successful careers. (2)

The Basics for Elementary School Career Education Programs

In career awareness programs, students do not make premature career choices. Elementary school career education is not career exploration or career preparation. Elementary students remain open to new career ideas and possibilities. (4, 5, 7, 8) Elementary students build awareness of self, personal interactions, school, and the workforce. (1,8) Elementary school counselors and teachers build self-awareness, family awareness, school awareness, community awareness, career/ work awareness, attitude development, skill development, decision making strategies, and self-worth. (1, 3, 6)

Ediger, Marlow. (2000, July). Vocational Education in the Elementary School. (ED442979) Opinion Papers

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2. Benning, Cathleen; Bergt, Richard; Sausaman, Pamela. (2003, May). Improving Student Awareness of Careers through a Variety of Strategies. Thesis: Action Research Project. (ED481018). Chicago, Illinois: Saint Xavier University.

3. Career Tec. (2000). K-12 Career Awareness & Development Sequence [with Appendices, Executive and Implementation Guide]. (ED450219) .Springfield, Il: Author.

4. DuVall, Patricia. (1995).Let's Get Serious about Career Education for Elementary Students. AACE Bonus Briefs. (ED386603). Hermosa Beach, CA: AACE Bonus Briefs.

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6. Maddy-Bernstein, Carolyn; Dare, Donna E. (1997,December).Career Guidance for Elementary and Middle School Students. Office of Student Services Brief, v9 n1. (ED415353). Berkeley, CA: National Center for Research in Vocational Education.

7. Splete, Howard; Stewart, Amy. (1990). Competency-Based Career Development Strategies and the National Career Development Guidelines. Information Series No. 345. (ED327739). Columbus, Ohio: ERIC Clearinghouse on Education and Training for Employment & Ohio State University

8. Williams, Jean A., Ed. (1999, January). Elementary Career Awareness Guide: A Resource for Elementary School Counselors and Teachers. (ED445293). Raleigh, NC: NC Department of Public Instruction, NC Job Ready.

Description of the *Paint Careers With Colors*[®] System

1. What is the structure of the instrument?

The *Paint Careers With Colors*[®] System is VISUAL learning techniques and career test for kids that use colors to represent Holland Codes.

The *Paint Careers With Colors*[®] Kids Career Test clarifies thoughts, integrates new knowledge, and promotes critical thinking. New concepts are more thoroughly and easily understood.

The *Paint Careers With Colors*[®] Kids Job Test organizes and analyzes information. Children, youth, and adults –

- See how Holland Codes are connected to careers
- Realize how careers can be grouped and organized

How many parts are there in career test? The *Paint Careers With Colors*[®] test has six sections.

What does each section measures? Each section measures the one of the six RIASEC or Holland Codes.

How many items does the *Paint Careers With Colors*[®] System contain?

The *Paint Careers With Colors*[®] has 54 items.

What type(s) of scores are generated? 2 – letter Holland Code

2. What is the format of the System? The *Paint Careers With Colors*[®] is a printed test. Can you do group or individual administration? Paint Careers With Colors[®] can be administered to groups and individuals.
3. What are the required response modes of the System: Paper-and-pencil
4. What is the total estimated time required for administration? Total estimated time is 30 minutes.
5. What is the proposed scoring procedure? The *Paint Careers With Colors*[®] is self – scoring. How long will it take to score the *Paint Careers With Colors*[®] System? Total scoring time is 5 minutes.

Components

1. What nonconsumable (i.e., reusable) components do you anticipate will be required for administering, scoring, and interpreting the *Paint Careers With Colors*[®] System? (e.g., System manuals, scoring keys, System plates, booklets, manipulatives)?

Paint Careers With Colors[®] System contains –

- Career Model
 - Table of Contents
 - Starter Kit
 - Facilitator's Manual
 - Overview and Introduction to Teachers, Counselors, and Parents
 - Career System Guide that lists the names of the graphics
 - Occupational Posters with Colorful Graphics
 - Poster Instruction Sheets
 - Color Chart
 - Web Site and Book Resource Guide
2. Describe each of these components in terms of the anticipated production characteristics: page size, number of pages, color(s) of ink, special forms (e.g., multi-forms, self-carboning), extraordinary use of graphical images, line drawings, or other illustrations, etc.

The *Paint Careers With Colors*[®] System is VISUAL career exploration System for children that use colors to represent Holland Codes.

Career Models

There are two models – the RIASEC Version and the *Paint Careers With Colors*[®] Version.

The RIASEC Version is for Middle School students. For Middle School students, the RIASEC Version should be used with the Self-Directed Search Career Explorer. The *Paint Careers With Colors*[®] Version uses easier – to – read terms for elementary school students.

Starter Kit

The Starter Kit helps teachers, counselors, and parents prepare for a *Paint Careers With Colors*[®] System. The Starter Kit has the following items –

- News Release
- Flyers for children
- Flyers for teachers, counselors, and parents
- Tent Cards
- Name Tags
- Stickers for Tent Cards and Name Tags

Order *Paint Careers With Colors*[®] at <http://www.paintcareerswithcolors.com>.
Contact Dr. Mary Askew at 602-569-1050 or paintcareerswithcolors@gmail.com

Facilitator's Manual

The Facilitator's Manual provides detailed step-by-step instructions to administer and implement the different aspects of the *Paint Careers With Colors*[®] Kids Program.

Overview and Introduction to Teachers, Counselors, and Parents

The Overview and Introduction to Teachers, Counselors, and Parents gives a description of the different parts of the *Paint Careers With Colors*[®] System.

Career Test Guide

The System Guide provides teachers and counselors with step – by – step instructions for teachers and counselors.

Occupational Posters with Poster Instruction Sheets

Over three hundred (300) Colors to Careers Posters feature graphics, Holland Codes, and *Paint Careers With Colors*[®] Codes. The *Paint Careers With Colors*[®] Posters are Easy Scoring. You sort the posters quickly according to likes and dislikes. At the end of the poster sorting exercise, you will have your Holland Code and *Paint Careers With Colors*[®] Code. The posters are an excellent way to explore careers. The poster shows you're the relationship between Holland Codes, *Paint Careers With Colors*[®] Codes, and careers.

Paint Careers With Colors[®] Color Chart

The *Paint Careers With Colors*[®] Color Chart shows all of the information listed on the posters –

- Job Titles
- Career Color Codes
- 3 letter Holland Codes
- Colors to Careers Poster Numbers

Web Site and Book Resource Guide

The Web Site and Book Resource Guide provides additional information about web site and books for children.

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Primary Markets

1. What is the target population for the *Paint Careers With Colors*® System (i.e., demographic characteristics such as age, gender, etc.)
The target population for the *Paint Careers With Colors*® System is elementary or middle school students.

Other individuals who use the *Paint Careers With Colors*® include people –

- Who are In ESL/GED programs
- Who have limited reading ability
- Who have limited knowledge of English
- Who are developmentally delayed
- Who are learning disabled
- Who have special needs
- Who have limited access to education

2. What professional discipline(s) would be the potential purchasers and users of this System?

Professional disciplines include –

- Universities and college – Elementary school education and counseling professors,
- Teaching – Teachers, tutors, and home educators
- Counseling – School counselors, career development facilitators, life coaches, and career coaches
- Child Development – After – School Instructors, Career Day Facilitators, and Community Agency Staff
- Social Services – Social workers, crisis counselors, and At – Risk Children Program Staff

3. Which settings would be appropriate for use of this System (e.g., schools, private clinics, hospitals, private practice, etc.)?

Settings for the *Paint Careers With Colors*® include –

- Schools
- Boys and Girls Clubs, YMCA/ YWCA Programs, and other community organizations
- Afterschool Programs
- Kids Go To Work Days
- Career Days
- Summer School Programs

Market Competition and Special Features of the *Paint Careers With Colors*® System

What other Systems are currently available that serve a similar function?

There is not a wide selection of Holland Code, visual, color-coded career systems available for elementary or middle school students.

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