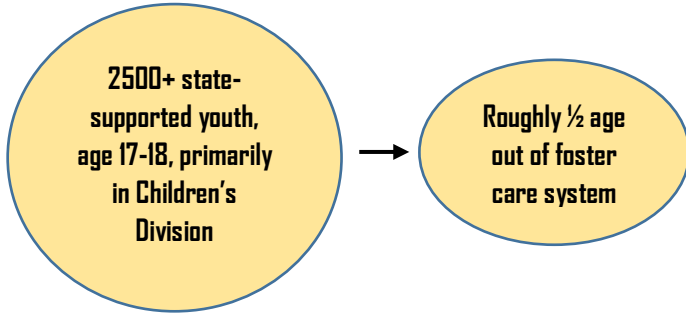


Operation: Show-Me **Brighter** Futures

Problem



In 2021, only 13% of youth who age out go onto post-secondary education

Possible gaps in exposure to tools and/or knowledge of actual career exploration options before aging out

Solution



Exit reasons:

Yellow = permanence

Purple = age out

Orange = other

Source: [aecf-fosteringyouth-stateprofile-MO.pdf](https://www.aecf.org/fosteringyouth-stateprofile-MO.pdf)

Transition services:

Orange = US

Green = MO

We can see that Missouri, when compared nationally, has a higher number of youth aging out, but provides fewer transition supports and services. To strengthen the supports offered to our youth and build a better foundation for the future of Missouri, the Dept of Social Services (DSS) and the MO Army National Guard proposes a solution, in collaboration with public/private schools to offer older youth insights into the myriad of options available to them. The Armed Services Vocational Aptitude Battery (ASVAB) Career Exploration program (CEP), which accounts for interests and strengths, and presents career options in the civilian life is a valuable tool we can leverage to better equip youth with options and choices, outside of traditional post-secondary education. Students can use their own 'blueprint' to find career options, compare salaries, filter comparable military job(s), which can expose them to various military benefits (on-the-job training, paid post-secondary education, and TRICARE insurance) and re-introduces career possibilities to foster youth.

This initiative will re-instill connections that are often a struggle with foster youth and will increase pride while encouraging them to accomplish a goal that they believe in---which is especially important when these youth have had much of their previous identities taken during the foster care process.

Other Additional Benefits

No additional cost to the State, except minimal, for collection and collaboration of data tracking

Supports Governor Parson's Workforce Development & Education Initiative

Reduce dependency of older youth enrolled in MO HealthNet

Reduce unemployment percentage of the older youth range

Team Information**Project Name***Operation: Show-Me Brighter Futures***Team Members***Minimum: 3; Maximum: 8*

	Name	Department/Division	Email address
1	Team Lead - Shannon Ernst	DSS - MO HealthNet	Shannon.M.Ernst@dss.mo.gov
2	Kathryn Dinwiddie	DSS - MO HealthNet	Kathryn.M.Dinwiddie@dss.mo.gov
3	Tyler Batican	DSS - MO HealthNet	Tyler.V.Batican@dss.mo.gov
4	Staff Sergeant Charles Davis	MO Army National Guard	charles.w.davis386.mil@army.mil
5	Craig Stevenson	Subject Matter Expert (foster care parent)	Craig.Stevenson@homestatehealth.com
6			
7			
8			

Your Pitch**What problem are you addressing?** (No more than 200 words)

Staff in the Children's Division (CD) work with older youth who either age out of the system and/or are unsure of their future once they leave the State's custody. This leads to higher rates of unemployment and, often times, a long term reliance on state benefit programs.

What is the root cause of the problem? (No more than 200 words)

Older youth in CD foster care may experience one or multiple transitions during their most recent time in foster care, which can cause abruptly changing their school setting and/or career exploration options are lost in the shuffle. These older youth (about 2800 at age 17 and 18) risk aging out of the system with no career pathway that is defined to their interests or strengths. Due to a significant number of older youth in foster care and relatively minimal caseworker and foster parent attention paid to the career (long-term) trajectory of youth, this may create gaps in the exposure of career exploration options.

What is your proposed solution? (No more than 200 words)

The Department of Social Services and the MO Army National Guard will collaborate with public/private schools to offer older youth in CD custody the Armed Services Vocational Aptitude Battery (ASVAB) Career Exploration program (CEP), which accounts for their knowledge, but also interests and strengths. This test is administered in a school setting. The CEP presents career options in the private sector to that youth. That private sector job can be linked back to a military job with the opportunity of sharing the benefits of on-the-job training, paid post-secondary education, and TriCare medical insurance. This would be easy to implement as there are already schools in Missouri participating in the CEP. Reintroducing career possibilities to foster youth to various careers could reengage them in educational settings where they often struggle to make connections in new schools, classes and communities could increase pride and encourage them to accomplish a goal that they believe in---which is especially important when these youth have had much of their previous identities taken during the foster care process.

Which area of impact is your primary focus? (No more than 10 words)**Youth Opportunity****What is your primary measure for impact?**

Primary measure	Current Status	Target
Present the ASVAB CEP program to 11th and 12th graders in CD for the 2023-2024 school year to provide career options/resources to those youth before aging out.	1. 484 SASVABs (Student ASVAB) were given, statewide, at schools during the 2022-2023 school year. 2. 638 SASVABs were scheduled to be conducted at schools during the 2022-2023 school year, statewide. 3. 45,340 students, statewide, took the SASVAB.	DSS wants to begin tracking data for the CEP, since no State departments are doing this currently. We will start with this current school year. We will use the feedback forms students fill out.

* Measures should follow SMART principle: Specific-Measurable-Actionable-Relevant-Time bound.

Project Plan

What are the major activities and milestones to deliver your solution? (Additional steps may be added)

	Activity	Milestone or deliverable	Due date
1	Continue to contact Children's Division to explain our implementation of program	School(s) sets date(s) to give ASVAB CEP	Late September - early October (and throughout school year)
2	Contact schools that have participated in CEP for the 2023-2024 school year and inquire if using new features added to the CEP	Will help DSS track data	mid September - entire current school year
3	Youth are taking the tests and discussing results with school staff, caseworkers, foster parents	Discovering their career options	late September - entire current school year
4	Be able to track percentages of students accessing the program 6 months after test; 1 year; 1.5 years after to track if went to post-secondary education, straight to workforce, etc	Will help DSS track data	6 months after CEP account was set up at the school
5	Dept of Higher Education & Workforce Development may use the CEP program at career fairs in the future to appropriate people (per age, eligibility, etc)	Exposure of the CEP to more people to offer career exploration options	October - December
6			
7			
8			

Required Resources and Support

What is the expected project duration? Choose one from the list below.

Long term (> 6 months)

How many people will be required to finish the project in the given duration? Choose one from the list below.

Large (>6 people)

Does your project require any specialized skills to complete? If so, explain. (No more than 100 words)

The only training would be informing the schools about the ASVAB CEP and implementing the program into the schools.

Does your project require any statutory change to complete? If so, explain. (No more than 100 words)

No

Can you implement your project with your current resources? If not, explain. (No more than 50 words)

Strongly recommended: Provide a cost breakdown in your additional materials.

Yes

Are there other factors critical to design and implement your project? (No more than 50 words)

No

Additional Materials

Please list any additional materials you have provided.

	Brief description
1	
2	
3	

Additional Benefits to the Career Exploration program (CEP)

Codes Identified

INTEREST CODES



Realistic = 'hands-on', works with things

Artistic = 'creative', actor, painter, writer

Enterprising = 'persuader', work with people/ideas, leadership







Conventional = 'organizer', work with data, precise/orderly/methodical

Investigative = 'thinker', problem solving, work with ideas

Social = 'helper', like to help others, communication skills

"Work Value" Feature

WHAT DOES EACH WORK VALUE MEAN?

Achievement		Workers who score high on Achievement are results-oriented. These workers often pursue jobs where employees are able to apply their strengths and abilities. This gives the employee a sense of accomplishment.
Independence		Workers who score high on Independence value the ability to approach work activities with creativity. These workers want to make their own decisions and plan their work with little supervision from a manager.
Recognition		Workers who score high on Recognition pursue jobs with opportunities for advancement and leadership responsibilities that allow them to give direction and instruction to others. These workers are often considered prestigious by their peers and others in their organization and receive recognition for the work they contribute.
Relationships		Workers who score high on Relationships prefer jobs that provide services to others and working with co-workers in a friendly, non-competitive environment. Workers in these jobs value getting along well with others and do not like to be pressured to do things that go against their morals or sense of what is right and wrong.
Support		Workers who score high on Support appreciate when their company's leadership stands behind and supports their employees. People in these types of jobs like to feel like they are being treated fairly by the company and have supervisors who spend time and effort training their workers to perform well.
Working Conditions		Workers who score high on Working Conditions value job security and pleasant working conditions. These workers enjoy being busy and want to be paid well for the work they do. They enjoy developing ways of doing things with little or no supervision and depend on themselves to get the work done. These workers pursue steady employment that offers something different to do on a daily basis.

Why Important?

- Represent principles to you about way you work
- Understanding what you value about a job, especially when exploring several jobs and creating own 'roadmap'

"Mentor" Feature

Coming Soon

- An update to the CEP is being worked on
- Will allow students to add
 - *Parent(s)
 - *Educator and/or
 - *Career counselor(s)so mentor(s) can get updates

Operation: Show - Me Brighter Futures

Using the Armed Services Vocational Aptitude Battery (ASVAB)
Career Exploration program (CEP)

Show Me Challenge 2023

Dept of Social Services & MO Army National Guard



The goal:

Support older youth, primarily those in the custody of Children's Division in a successful transition to adulthood.

The problem:

Currently there are over 2,500 state-supported youth in MO. As of 2021, only 13% of youth transitioning out of foster care go on to post-secondary education.

The solution:

The ASVAB Career Exploration program (CEP) shows youth options and choices, outside of traditional post-secondary education.



ASVAB Results				12th Grade Standard Score Bands				12th Grade Standard Scores			
Percentile Scores											
	12th Grade Females	12th Grade Males	12th Grade Students	20	30	40	50	60	70	80	
Career Exploration Scores											
Verbal Skills	97	95	96						X		65
Math Skills	22	17	19			X					42
Science and Technical Skills	81	48	64				X				53
ASVAB Tests											
General Science	91	81	86					X			61
Arithmetic Reasoning	43	30	37				X				47
Word Knowledge	98	95	96						X		66
Paragraph Comprehension	92	91	91					X			62
Mathematics Knowledge	14	12	13			X					37
Electronics Information	13	10	11			X					38
Auto and Shop Information	53	21	37				X				45
Mechanical Comprehension	95	76	85					X			59
Military Entrance Score (AFQT) 57											

USE OF INFORMATION

Personal identity information (name, social security number, street address and telephone number) and test scores will not be released to any agency outside of the Department of Defense (DoD), the Armed Forces, the Coast Guard, or your school. Your school or local school system can determine any further release of information. The DoD will use your scores for recruiting and research purposes for up to two years. After that, the information will be used by the DoD for research purposes only.

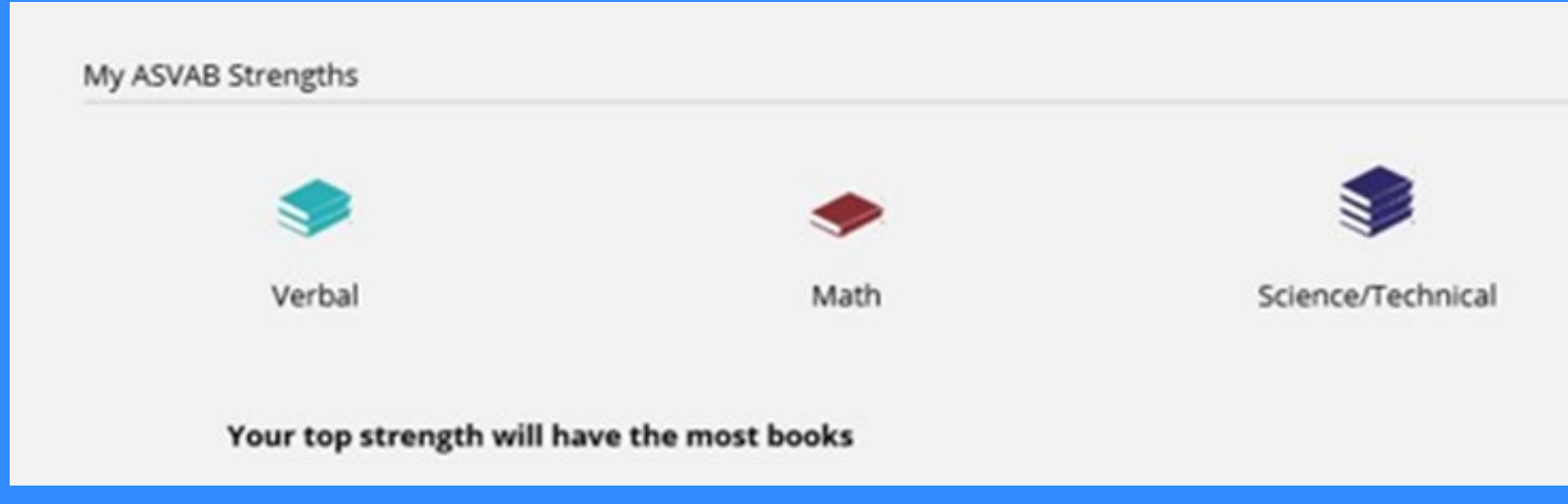
MILITARY ENTRANCE SCORES

The **Military Entrance Score** (also called AFQT, which stands for the Armed Force Qualification Test) is the score used to determine your qualifications for entry into any branch of the United States Army.

Steps for Career Exploration & Research

1

My ASVAB Strengths



Verbal Math Science/Technical

Your top strength will have the most books

2

INTEREST CODES

- ▲ REALISTIC
- ▲ ARTISTIC
- ▲ ENTERPRISING
- ▲ CONVENTIONAL
- ▲ INVESTIGATIVE
- ▲ SOCIAL

3

My ASVAB CEP

MY ASVAB CEP STRENGTHS

V M S/T
Show Scores

See ASVAB Results

MY TOP INTERESTS

S E I

ARTISTIC AND SOCIAL OCCUPATIONS

This list shows Artistic and Social Occupations. If these interest codes align with your FYI results you may find these occupations satisfying. You will need to explore more to find out if a career is really right for you. Click on a title to view more information.

Occupations are sorted by Verbal importance.

Most Important Moderately Important Least Important

SHOWING 1-20 OF 85 CAREERS

If you want to filter down this list even further, try selecting an additional category to search on (i.e., Interest Code(s), Bright Outlook, Green Careers, STEM Careers, and/or Hot Military Careers).

Actors	▲▲▲
Adult Basic and Secondary Education and Literacy Teachers and Instructors	▲▲▲
Advanced Practice Psychiatric Nurses	▲▲▲
Anthropologists	▲▲▲
Anthropology and Archeology Teachers, Postsecondary	▲▲▲
Architecture Teachers, Postsecondary	▲▲▲
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	▲▲▲
Art Therapists	▲▲▲
Art, Drama, and Music Teachers, Postsecondary	▲▲▲
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	▲▲▲
Biological Science Teachers, Postsecondary	▲▲▲
Broadcast News Analysts	▲▲▲
Career/Technical Education Teachers, Middle School	▲▲▲
Career/Technical Education Teachers, Secondary School	▲▲▲
Child, Family, and School Social Workers	▲▲▲
Childcare Workers	▲▲▲

Clear Selections

SEARCH BY:

Keyword (optional)

INTEREST CODE (select up to two)

- ▲ Realistic
- ▲ Investigative
- ▲ Artistic
- ▲ Social
- ▲ Enterprising
- ▲ Conventional

SORT BY

MY ASVAB STRENGTHS (select one optional)

- ▲ Verbal
- ▲ Math
- ▲ Science/Technical

CATEGORIES

- ▲ Bright Outlook
- ▲ Green Careers
- ▲ STEM Careers
- ▲ Hot Military Careers
- Available in the Military

OTHER WAYS TO EXPLORE

Career Clusters

Military service is included in the options

FILTER BY

CATEGORIES

-  Bright Outlook
-  Green Careers
-  STEM Careers
-  Hot Military Careers
- Available in the Military

Military Services Offering this Occupation



[MILITARY INFO](#)


Search More Careers

Cyber Security

OTHER CAREER TITLES: Cyber Network Technician... [show more](#)

JOB DESCRIPTION: Some cyber operations security and are responsible for protecting systems from cyberattacks from enemy forces. They monitor for unauthorized activity in the cyberspace, strengthen information systems and respond to incidents.

Relevant Service Composite Score(s) ×



ARMY

The Army uses the General Technical Skilled Technical composite for jobs related to Cyber Network Defender. For this job, the Army requires a minimum General Technical composite score of: **105** and Skilled Technical composite score of: **105**.

Your Army General Technical composite score is: **95**

Your Army Skilled Technical composite score is: **87**

Military jobs are included because they offer many benefits:

- on - the - job training
- paid post - secondary education
- TRICARE insurance

Exploring your 'Blueprint'

EDUCATION



bachelor's degree or
master's degree
usually needed

Get started on your career:

[Find Training](#) [Find Certifications](#)

[Find Licenses](#)

JOB OUTLOOK



New job opportunities are **very likely** in the future.

SALARY: **\$55,800**



[Check out my state](#) [Local Salary Info](#)

[Find Jobs](#)

EXPLORE MORE

- [Healthcare Social Workers](#)
- [Mental Health & Substance Abuse Social Workers](#)
- [Special Education Teachers, Middle School](#)
- [Special Education Teachers, Secondary School](#)
- [Training & Development Specialists](#)

You might like a career in one of these industries:

- [Education](#)

Students can use their own 'blueprint' to:

- determine further education options
- compare salaries
- explore more career options



Real Feedback



“I learned that the ASVAB can help us with other career goals.”

“It’s a good resource for jobs.”

“I learned what my top interests are and what I would be good at after high school.”

“The website can help me figure out what college I want to go to.”

“There’s a lot more job opportunities in the state of Missouri than you may think.”

“I learned a lot of information and interesting job careers.”

“Useful and easy to understand.”

“It’s not all about military. This can help you plan your future...Great presentation! Definitely recommend to other students.”

“Best in-depth job search that I have seen.”

“I can go into a website to learn more about college and how much it would cost.”

Meet Our Team



Shannon Ernst
DSS,
Team Lead



Kathryn Dinwiddie
DSS



Tyler Batican
DSS



Staff Sergeant Charles Davis
MO Army National Guard



Craig Stevenson
Foster Parent