



## Alabama Academic Standards Correlation to JA Career Success

| Session Descriptions  | Social Studies Standards   | Work-Based Learning:<br>*Career Exploration<br>*Career Preparedness<br>*Workforce Readiness   | Common Core<br>ELA   |
|---|--|---|--|
| <p><b>Welcome to the Workplace</b></p> <p>Students are onboarded by the Human Resources department on their first day at Orbit Boom, explore the employee handbook and organizational hierarchy, and set SMART goals for their internship.</p> <p><b>Students:</b></p> <ul style="list-style-type: none"> <li>Examine a company’s organizational hierarchy and cultural norms to adapt to the specific business environment.</li> <li>Establish SMART performance goals that align with the company’s key success factors.</li> </ul> | <p><b>Economics 12</b></p> <p>2. Explain how rational decision making entails comparing additional costs of alternatives to additional benefits.</p> | <p><b>Work-Based Learning</b></p> <p><i>Foundational Standards</i></p> <p>2. Demonstrate effective workplace and employability skills, including communication, awareness of diversity, positive work ethic, problem-solving, time management, and teamwork</p> <p><b>Career Preparedness</b></p> <p><i>Academic Planning and Career Development</i></p> <p>3. Analyze personal skills, interests, and abilities and relate them to career opportunities.</p> <p><b>Career Explorations</b></p> <p><i>Work Ethics</i></p> <p>2. Explain personal and societal benefits of participating in the workforce</p> <p><i>Employability Skills</i></p> <p>6. Demonstrate positive work behaviors and personal qualities, including willingness to acquire new knowledge and skills, integrity in a work situation, and willingness to follow rules and procedures.</p> <p><b>Workforce Readiness</b></p> <p><i>Leadership</i></p> <p>15. Investigate a selected company’s vision and mission statements, goals, and objectives.</p> <p>a. Describe products and services offered by a specific company, and explain how they relate to the company’s mission statement and goals.</p> <p>b. Identify the job titles and describe the roles and responsibilities of various employees in selected companies</p> | <p><b>Grades 9-10</b></p> <p>RI 1.RI.4,RI.10<br/>W.2b.e.f.,W.4,W.5,W.6<br/>SL.1,SL2,SL3,SL.6<br/>L1,L2,L3,L4,L5,L6</p> <p><b>Grades 11–12</b></p> <p>RI 1.RI.4,RI.10<br/>W.2b.e.f.,W.4,W.5,W.6<br/>SL.1,SL2,SL3,SL.6<br/>L1,L2,L3,L4,L5,L6</p> |

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| <p><b>Workplace Decision Making</b></p> <p>Students are asked by the head of Information Services to evaluate communication platform options using a seven-step decision-making process and share their decision in a persuasive summary.</p> <p><b>Students:</b></p> <ul style="list-style-type: none"> <li>• Demonstrate self-direction by identifying credible sources, conducting research, and summarizing recommendations.</li> <li>• Communicate recommendations using evidence for persuasion.</li> </ul> | <p><b>Economics 12</b></p> <p>2. Explain how rational decision making entails comparing additional costs of alternatives to additional benefits.</p> | <p><b>Work-Based Learning Foundational Standards</b></p> <p>2. Demonstrate effective workplace and employability skills, including communication, awareness of diversity, positive work ethic, problem-solving, time management, and teamwork.</p> <p><b>Career Preparedness</b></p> <p><i>Personal Decision-Making</i></p> <p>1. Utilize a systematic decision-making process which considers opportunity costs and trade-offs to make academic, career, and financial decisions.</p> <p><i>Academic Planning and Career Development</i></p> <p>2. Research and report on the positive and negative effects of various workplace behaviors.</p> <p><i>Digital Literacy</i></p> <p>9. Use digital tools, including multimedia, to create, review, and revise authentic products.</p> <ul style="list-style-type: none"> <li>a. Utilize advanced features of word processing, including outlining, developing forms, tracking changes, hyperlinking, and mail merging.</li> <li>c. Create presentations using effective communication skills and advanced features of multimedia, including photo, video, and audio editing.</li> <li>e. Demonstrate how to set up, conduct, attend, and participate in virtual meetings and conferences.</li> </ul> <p>11. Analyze the effects of current technologies on culture, society, economy, environment, and politics and predict possible future innovations.</p> <ul style="list-style-type: none"> <li>a. Demonstrate proficiency in the use of emerging technology resources, including electronic communications.</li> </ul> | <p><b>Grades 9-10</b></p> <p>RI.1.R2,RI.4,RI.10<br/>W.1,W.4,W.5,W.6<br/>SL.1,SL2,SL3,SL.6<br/>L1,L2,L3,L4,L5,L6</p> <p><b>Grades 11-12</b></p> <p>RI.1.R2,RI.4,RI.10<br/>W.1.,W.4,W.5,W.6<br/>SL.1,SL2,SL3,SL.6<br/>L1,L2,L3,L4,L5,L6</p> |

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|                      |                          | <p><b>Career Explorations</b></p> <p><i>Communication Skills</i></p> <p>3. Deliver workplace presentations that utilize eye contact, clear enunciation, and visual aids during presentations to enhance and sustain listeners’ attention and interest.</p> <p>a. Identify, select, and prepare support materials to accompany a workplace presentation, including tables, charts, and technology.</p> <p>5. Summarize written materials from various career resources clearly, succinctly, and accurately.</p> <p><i>Employability Skills</i></p> <p>6. Demonstrate positive work behaviors and personal qualities, including willingness to acquire new knowledge and skills, integrity in a work situation, and willingness to follow rules and procedures.</p> <p><b>Workforce Readiness</b></p> <p><i>Leadership</i></p> <p>14. Research and summarize information on leadership skills and practices.</p> <p>b. Discuss how effective and ineffective communication impacts various workplace scenarios</p> |                 |

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| <p><b>Work Smart: Planning and Remote Collaboration</b></p> <p>Students work in groups to plan a company-wide remote meeting with a detailed timeline for the Executive team.</p> <p><b>Students:</b></p> <ul style="list-style-type: none"> <li>Organize work priorities based on importance and urgency.</li> <li>Plan realistic pacing for tasks to self-manage time and productivity.</li> <li>Identify best practices for collaborating when working remotely.</li> </ul> | <p><b>Economics 12</b></p> <p>2. Explain how rational decision-making entails comparing additional costs of alternatives to additional benefits.</p> <p>7. Describe the organization and role of the business. (partial)</p> <p><b>College and Career Readiness Anchor Standards for Writing</b></p> <p>6. Use technology, including the Internet, to produce and publish writing and to interact and collaborate with others.</p> | <p><b>Work-Based Learning Foundational Standards</b></p> <p>2. Demonstrate effective workplace and employability skills, including communication, awareness of diversity, positive work ethic, problem-solving, time management, and teamwork.</p> <p><b>Career Preparedness</b><br/><i>Digital Literacy</i></p> <p>9. Use digital tools, including multimedia, to create, review, and revise authentic products.</p> <p>e. Demonstrate how to set up, conduct, attend, and participate in virtual meetings and conferences.</p> <p><b>Career Explorations</b><br/><i>Communication Skills</i></p> <p>3. Deliver workplace presentations that utilize eye contact, clear enunciation, and visual aids during presentations to enhance and sustain listeners’ attention and interest.</p> <p>a. Identify, select, and prepare support materials to accompany a workplace presentation, including tables, charts, and technology.</p> <p><i>Leadership</i></p> <p>8. Demonstrate interpersonal skills, including teamwork, conflict management, problem-solving, and networking.</p> <p><b>Workforce Readiness</b><br/><i>Workplace Foundations</i></p> <p>9. Identify and practice behaviors that promote positive workplace relationships.</p> <p><i>Leadership</i></p> <p>14. Research and summarize information on leadership skills and practices.</p> <p>b. Discuss how effective and ineffective communication impacts various workplace scenarios</p> | <p><b>Grades 9-10</b><br/>RI.1.R2,RI.4,RI.10<br/>W.4<br/>SL.1,SL2,SL3,SL.5,SL6<br/>L1,L2,L3,L4,L5,L6</p> <p><b>Grades 11-12</b><br/>RI.1.R2,RI.4,RI.10<br/>W.4<br/>SL.1,SL2,SL3,SL5,SL.6<br/>L1,L2,L3,L4,L5,L6</p> |

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| <p><b>Conflict Resolution in the Workplace</b></p> <p>Students role-play conflicts in the Logistics department and apply conflict management techniques through improvisation to resolve conflicts in the warehouse.</p> <p><b>Students:</b></p> <ul style="list-style-type: none"> <li>Apply logic and reason to determine a win-win outcome for the team’s success.</li> <li>Express empathy and use active listening in a conflict resolution situation.</li> </ul> | <p><b>Psychology</b></p> <p>5. Explain ways to promote psychological wellness.</p> <ul style="list-style-type: none"> <li>Contrasting positive and negative ways of coping with stress related to problem-focused coping, aggression, and emotion-focused coping</li> </ul> | <p><b>Work-Based Learning</b></p> <p><b>Foundational Standards</b></p> <p>2. Demonstrate effective workplace and employability skills, including communication, awareness of diversity, positive work ethic, problem-solving, time management, and teamwork.</p> <p><b>Career Preparedness</b><br/><i>Academic Planning and Career Development</i></p> <p>2. Research and report on the positive and negative effects of various workplace behaviors.</p> <p><b>Career Explorations</b><br/><i>Communication Skills</i></p> <p>4. Utilize active listening skills to obtain, clarify, and summarize information in the workplace</p> <p><i>Employability Skills</i></p> <p>6. Demonstrate positive work behaviors and personal qualities, including willingness to acquire new knowledge and skills, integrity in a work situation, and willingness to follow rules and procedures.</p> <p><i>Leadership</i></p> <p>8. Demonstrate interpersonal skills, including teamwork, conflict management, problem-solving, and networking.</p> <p><b>Workforce Readiness</b><br/><i>Workplace Foundations</i></p> <p>8. Gather, share, and apply information on strategies for conflict resolution in the workplace.</p> <p>9. Identify and practice behaviors that promote positive workplace relationships.</p> <p><i>Leadership</i></p> <p>14. Research and summarize information on leadership skills and practices.</p> <p>b. Discuss how effective and ineffective communication impacts various workplace scenarios</p> | <p><b>Grades 9-10</b><br/>RI.1.R.2,RI.4,RI.10<br/>W.4<br/>SL.1,SL2,SL3,SL.5,SL6<br/>L1,L2,L3,L4,L5,L6</p> <p><b>Grades 11–12</b><br/>RI.1.R.2,RI.4,RI.10<br/>W.4<br/>SL.1,SL2,SL3,SL5,SL.6<br/>L1,L2,L3,L4,L5,L6</p> |

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| <p><b>Workplace Creativity</b></p> <p>Students collaborate to generate, narrow down, and elaborate on creative ideas for new products and services with the R&amp;D department.</p> <p><b>Students:</b></p> <ul style="list-style-type: none"> <li>Invent creative and reasonable solutions using collaborative brainstorming techniques.</li> <li>Present the creative idea clearly and briefly, highlighting the solution’s features and benefits.</li> <li>Adjust the chosen solution based on business requirements and real-world limitations.</li> </ul> | <p><b>Economics 12</b></p> <p>7. Describe the organization and role of business. (partial)</p> | <p><b>Work-Based Learning</b></p> <p><b>Foundational Standards</b></p> <p>2. Demonstrate effective workplace and employability skills, including communication, awareness of diversity, positive work ethic, problem-solving, time management, and teamwork.</p> <p><b>Career Preparedness</b></p> <p><i>Academic Planning and Career Development</i></p> <p>2. Research and report on the positive and negative effects of various workplace behaviors.</p> <p><i>Digital Literacy</i></p> <p>9. Use digital tools, including multimedia, to create, review, and revise authentic products.</p> <p><b>Career Explorations</b></p> <p><i>Communication Skills</i></p> <p>3. Deliver workplace presentations that utilize eye contact, clear enunciation, and visual aids during presentations to enhance and sustain listeners’ attention and interest.</p> <p>a. Identify, select, and prepare support materials to accompany a workplace presentation, including tables, charts, and technology.</p> <p><i>Employability Skills</i></p> <p>6. Demonstrate positive work behaviors and personal qualities, including willingness to acquire new knowledge and skills, integrity in a work situation, and willingness to follow rules and procedures.</p> <p><i>Leadership</i></p> <p>8. Demonstrate interpersonal skills, including teamwork, conflict management, problem-solving, and networking.</p> <p><b>Workforce Readiness</b></p> <p><i>Workplace Foundations</i></p> <p>9. Identify and practice behaviors that promote positive workplace relationships.</p> | <p><b>Grades 9-10</b></p> <p>RI.1.R2,RI.4,RI.10<br/>W.2,W.4,W.5,W.6<br/>SL.1,SL4,SL6<br/>L1,L2,L3,L4,L5,L6</p> <p><b>Grades 11-12</b></p> <p>RI.1.R2,RI.4,RI.10<br/>W.2.,W.4,W.5,W.6<br/>SL.1,SL4,SL6<br/>L1,L2,L3,L4,L5,L6</p> |

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| <p><b>Solving Work Problems</b></p> <p>Students analyze declining sales of a key software product. They identify the root cause and present findings to the Sales &amp; Marketing department head.</p> <p><b>Students:</b></p> <ul style="list-style-type: none"> <li>Apply analytical thinking to research and identify the root cause of an issue.</li> <li>Present a clear solution that conveys sound reasoning and directly addresses the root cause.</li> </ul> | <p>NA</p>                | <p><b>Work-Based Learning</b></p> <p><b>Foundational Standards</b></p> <p>2. Demonstrate effective workplace and employability skills, including communication, awareness of diversity, positive work ethic, problem-solving, time management, and teamwork.</p> <p><b>Career Explorations</b></p> <p><i>Communication Skills</i></p> <p>3. Deliver workplace presentations that utilize eye contact, clear enunciation, and visual aids during presentations to enhance and sustain listeners’ attention and interest.</p> <p>a. Identify, select, and prepare support materials to accompany a workplace presentation, including tables, charts, and technology.</p> <p>5. Summarize written materials from various career resources clearly, succinctly, and accurately.</p> <p><i>Leadership</i></p> <p>8. Demonstrate interpersonal skills, including teamwork, conflict management, problem-solving, and networking.</p> | <p><b>Grades 9-10</b><br/>RI.1.R2,RI.4,RI.7<br/>W.2,W.4,W.5,W.6<br/>SL.1,SL2,SL4,SL6<br/>L1,L2,L3,L4,L5,L6</p> <p><b>Grades 11-12</b><br/>RI.1.R2,RI.4,RI.7<br/>W.2.,W.4,W.5,W.6<br/>SL.1,SL2,SL4,SL6<br/>L1,L2,L3,L4,L5,L6</p> |

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| <p><b>Crisis Management</b></p> <p>Students evaluate an existing contingency plan in the Production department and generate recommendations for improvement in an executive summary. They reassess their Session One goals, and Orbit Boom hires them.</p> <p><b>Students:</b></p> <ul style="list-style-type: none"> <li>Identify potential crises and plan appropriate risk responses for each situation (avoid, reduce, transfer, or accept).</li> <li>Develop recommendations to revise an existing contingency plan to prepare for future problems.</li> <li>Communicate the revised contingency plan accurately and briefly.</li> <li>Reassess the original SMART goal based on the soft skills practiced in the simulated internship.</li> </ul> | <p><b>Economics 12</b></p> <p>5. Explain that a country’s standard of living depends upon its ability to produce goods and services. (partial)</p> <p>12. Explain why individuals, businesses, and governments trade goods and services in the global economy.</p> | <p><b>Work-Based Learning</b></p> <p><b>Foundational Standards</b></p> <p>2. Demonstrate effective workplace and employability skills, including communication, awareness of diversity, positive work ethic, problem-solving, time management, and teamwork.</p> <p><b>Career Preparedness</b></p> <p><i>Academic Planning and Career Development</i></p> <p>2. Research and report on the positive and negative effects of various workplace behaviors.</p> <p><b>Career Explorations</b></p> <p><i>Communication Skills</i></p> <p>3. Deliver workplace presentations that utilize eye contact, clear enunciation, and visual aids during presentations to enhance and sustain listeners’ attention and interest.</p> <p>a. Identify, select, and prepare support materials to accompany a workplace presentation, including tables, charts, and technology.</p> <p><i>Leadership</i></p> <p>8. Demonstrate interpersonal skills, including teamwork, conflict management, problem-solving, and networking.</p> | <p><b>Grades 9-10</b></p> <p>RI.1,R2,RI.4,RI.10<br/>W.2,W.4,<br/>SL.1,SL2,SL4,SL6<br/>L1,L2,L3,L4,L5,L6</p> <p><b>Grades 11-12</b></p> <p>RI.1,R2,RI.4,RI.10<br/>W.2.,W.4,<br/>SL.1,SL,2,SL4,SL6<br/>L1,L2,L3,L4,L5,L6</p> |



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| <p><b>Project: Effective Communication Strategies (Optional)</b></p> <p>This optional project requires students to analyze oral and written material and to prepare a professional communication. Students must use active listening skills to take notes in a meeting and capture key terms and ideas. Then they complete additional research, cite appropriate sources, and document the necessary information in a well-executed executive summary and oral presentation.</p> | <p>NA</p>                | <p><b>Work-Based Learning Foundational Standards</b></p> <p>2. Demonstrate effective workplace and employability skills, including communication, awareness of diversity, positive work ethic, problem-solving, time management, and teamwork.</p> <p><b>Career Preparedness</b><br/><i>Digital Literacy</i></p> <p>9. Use digital tools, including multimedia, to create, review, and revise authentic products.</p> <p>c. Create presentations using effective communication skills and advanced features of multimedia, including photo, video, and audio editing.</p> <p>12. Demonstrate appropriate digital citizenship through safe, ethical, and legal use of technology systems and digital content</p> <p>e. Cite sources of digital content using a style manual. Examples: Modern Language Association (MLA), American Psychological Association (APA)</p> <p><b>Career Explorations</b><br/><i>Communication Skills</i></p> <p>3. Deliver workplace presentations that utilize eye contact, clear enunciation, and visual aids during presentations to enhance and sustain listeners’ attention and interest.</p> <p>a. Identify, select, and prepare support materials to accompany a workplace presentation, including tables, charts, and technology.</p> <p>4. Utilize active listening skills to obtain, clarify, and summarize information in the workplace</p> <p>5. Summarize written materials from various career resources clearly, succinctly, and accurately.</p> <p><b>Workforce Readiness</b><br/><i>Leadership</i></p> <p>14. Research and summarize information on leadership skills and practices.</p> <p>b. Discuss how effective and ineffective communication impacts various workplace scenarios</p> | <p><b>Grades 9-10</b><br/>RI 1, RI 2, RI.4, RI.7<br/>W.2b.e.f., W.4,W.5,W.6,<br/>W.7, W.9<br/>SL.1,SL2,SL3,SL.4, SL.6<br/>L1,L2,L3,L4,L5,L6</p> <p><b>Grades 11–12</b><br/>RI 1, RI 2, RI.4, RI.7<br/>W.2b.e.f., W.4,W.5,W.6,<br/>W.7, W.9<br/>SL.1,SL2,SL3,SL.4, SL.6<br/>L1,L2,L3,L4,L5,L6</p> |

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[Alabama 2023 Work-Based Learning Standards](#)