Higher Education & Workforce Subcommittee

Tuesday, March 3, 2015
4:30 p.m. – 6:30 p.m.
102 HOB

Meeting Packet

Steve Crisafulli
Speaker

Elizabeth Porter
Chair

AGENDA

Higher Education & Workforce Subcommittee
Tuesday, March 3, 2015
4:30 p.m. – 6:30 p.m.
102 HOB

I.   Call to Order and Roll Call

II. Opening Remarks

III. Consideration of the following proposed committee substitute:

   • PCS for HB 35 -- Out-of-State Fee Waivers for Veterans and Dependents

IV. Consideration of the following bill:

   • HB 461 Independent Nonprofit Higher Educational Facilities Financing by Sullivan, Moraitis

V.   Presentation on Career and Education Planning System by Phil Harrington

VI. Closing Remarks and Adjournment

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 1                    A bill to be entitled
 2           An act relating to out-of-state fee waivers for
 3           veterans and dependents; amending s. 1009.26, F.S.;
 4           revising the Congressman C. W. "Bill" Young Veteran
 5           Tuition Waiver Program to include out-of-state fee
 6           waivers for certain individuals receiving specified
 7           federal educational benefits; requiring adoption of
 8           rules and regulations; revising a short title;
 9           providing an effective date.
10
11    Be It Enacted by the Legislature of the State of Florida:
12
13           Section 1.  Subsection (13) of section 1009.26, Florida
14    Statutes, is amended to read:
15           1009.26  Fee waivers.—
16           (13)(a)  There is established the Congressman C. W. "Bill"
17    Young Veteran Tuition Waiver Program. A state university,
18    Florida College System institution, career center operated by a
19    school district under s. 1001.44, or charter technical career
20    center shall waive out-of-state fees for the following
21    individuals:
22           1.  An individual who has been an honorably discharged from
23    veteran of the United States Uniformed Services Armed Forces,
24    the United States Reserve Forces, or the National Guard, and who
25    physically resides in this state while enrolled in the
26    institution, regardless of whether the individual is receiving
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PCS for HB 35.Bill Text.docx

V

27 federal G.I. Bill educational benefits.

28   2. Beginning July 1, 2015, an individual receiving

29 educational benefits under 38 U.S.C. chapter 30, chapter 33, or

30 chapter 35, who physically resides in this state while enrolled

31 in the institution.

32   (b) Tuition and fees charged to an individual ~~a veteran~~

33 who qualifies for the out-of-state fee waiver under this

34 subsection may not exceed the tuition and fees charged to a

35 resident student.

36   (c) ~~The waiver is applicable for 110 percent of the~~

37 ~~required credit hours of the degree or certificate program for~~

38 ~~which the student is enrolled.~~ Each state university, Florida

39 College System institution, career center operated by a school

40 district under s. 1001.44, and charter technical career center

41 shall report to the Board of Governors and the State Board of

42 Education, respectively, the number and value of all fee waivers

43 granted annually under this subsection.

44   (d) The Board of Governors shall adopt regulations and the

45 State Board of Education shall adopt rules to administer this

46 subsection.

47   (e)~~(b)~~ This subsection may be cited as the "Congressman

48 C.W. 'Bill' Young Veteran Tuition Waiver Act."

49   Section 2. This act shall take effect upon becoming a law.

V

HOUSE OF REPRESENTATIVES STAFF ANALYSIS

BILL #:   PCS for HB 35   Out-of-State Fee Waivers for Veterans and Dependents
SPONSOR(S): Higher Education & Workforce Subcommittee
TIED BILLS: **IDEN./SIM. BILLS:**

REFERENCE	ACTION	ANALYST	STAFF DIRECTOR or BUDGET/POLICY CHIEF
Orig. Comm.: Higher Education & Workforce Subcommittee		Banne(TB)	Sherry (hs)

SUMMARY ANALYSIS

The Congressman C.W. Bill Young Veteran Tuition Waiver Program (Florida G.I. Bill) provides for out-of-state fee waivers for honorably discharged veterans of the U.S Armed Forces, U.S. Reserve Forces or the National Guard that attend a state university, state college, career center, or charter technical career center.

The Veterans Access, Choice and Accountability Act of 2014 (VA Reform Bill) signed into law in August 2014 requires public postsecondary institutions to provide in-state tuition rates to veterans and eligible dependents as a condition of continuing to receive G.I. Bill educational benefits. The legislation applies to all individuals qualifying under Post-9/11 G.I. Bill or the Montgomery G.I. Bill-Active Duty.

This bill expands the Congressman C.W. Bill Young Veteran Tuition Waiver Program to include members of the commissioned corps of the Public Health Service (PHS) and the National Oceanic and Atmospheric Administration (NOAA), thereby providing out-of-state fee waivers to all veterans who are members of the U.S. Uniformed Services.

The bill also implements the VA Reform Bill by providing out-of-state fee waivers to individuals residing in the state and receiving U.S. Department of Veterans Affairs education benefits under chapters 30, 33 or 35. These chapters include the G.I. Bill, and the Survivors' and Dependents', Reserve, and Veterans Educational Assistance Programs.

This bill is effective upon becoming law.

FULL ANALYSIS

I. SUBSTANTIVE ANALYSIS

A. EFFECT OF PROPOSED CHANGES:

Background

More than 1.5 million veterans live in Florida, including more than 211,000 veterans of the Afghanistan and Iraq wars, and roughly 490,000 Vietnam-era veterans.[1] Additionally, there are approximately 190,000 military retirees who call Florida home.[2]

Florida has a large military population with more than 61,000 active duty military personnel.[3] Another 25,000 civilian personnel are directly associated with the military presence in Florida.[4]

The Florida National Guard (Guard) has nearly 12,000 members, with 9,900 Guard personnel and 2,000 Air National Guard personnel.[5] According to the Department of Military Affairs (DMA), since September 11, 2001, more than 16,000 Guard members have been deployed to support our nation's national security interests; of this total, roughly 5,760 remain active with the Guard.

Tuition and Out-of-State Fees and Waivers/Exemptions

Florida law defines "tuition" as "the basic fee charged to a student for instruction provided by a public postsecondary educational institution in the state".[6] Students who are not classified as "residents for tuition purposes"[7] are required to pay the full cost of instruction at a public postsecondary institution. This additional charge is known as the "out-of-state fee".[8] Institutions are authorized to provide exemptions and/or waivers[9] of the out-of-state fee to students who meet specified criteria.

Chapter 2014-1, L.O.F., also known as the Florida G.I Bill, creates an out-of-state tuition fee waiver for honorably discharged veterans who reside in the state while enrolled at a state college, state university, career center operated by a school district under s. 1001.44, F.S., or a charter technical center.[10] Prior to the bill's passage, non-resident students, including non-resident student veterans, were required to be classified as residents for tuition purposes in order to pay in-state tuition rates.[11] Without a specifically authorized fee exemption or waiver, non-resident students had to pay out-of-state fees in addition to basic tuition rates.

Specifically, the Florida G.I. Bill creates the "Congressman C.W. Bill Young Veteran Tuition Waiver Program"[12], directing the state universities, Florida College System institutions, career centers, and technical centers to waive out-of-state fees for honorably discharged veterans of the U.S. Armed Forces, U.S Reserve Forces, or the National Guard. In addition to being an honorably discharged veteran, the law requires the veteran student to physically reside in the state in order to receive the fee waiver.

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[1] DVA, Annual Report Fiscal Year 2012-2013, Facts and Figures.
[2] Id.
[3] Florida Defense Factbook, EFI and Haas Center, January 2013, available at: http://www.enterpriseflorida.com/the-florida-defense-support-task-force/resources/ (last viewed February 10, 2015).
[4] Id.
[5] Florida National Guard website, available at: http://www.floridaguard.army.mil/?page_id=7 (last viewed February 10, 2015).
[6] Section 1009.01(1), F.S.
[7] Section 1009.21(1)(g), F.S.
[8] Section 1009.01(2), F.S.
[9] Sections 1009.25 and 1009.26, F.S.
[10] Ch. 2014-1, Laws of Fla.
[11] Section 1009.21, F.S.
[12] Section 1009.26(13), F.S.

U.S. Department of Veterans Affairs (USDVA) Education Benefit Programs

The USDVA offers several financial assistance programs for veterans and dependents pursuing postsecondary education.

Post-9/11 GI Bill

The Post-9/11 GI Bill[13] is the newest education benefit program and is offered to individuals with at least 90 days of aggregate active duty service on or after September 11, 2001, or individuals discharged with a service-connected disability after 30 continuous days of active duty service. This program provides the cost of tuition and fees, up to that of the most expensive public in-state undergraduate rate for up to 36 months. Benefits generally expire 15 years after the date of the last discharge or release from active duty service. Funds are paid directly to the institution on the student's behalf and are prorated according to the student's benefit level. The benefit amounts under this program are as follows:

Post-9/11 GI Bill Service Requirements[14] (aggregate active duty service after Sept. 10, 2001)	Percentage of Maximum Benefit Payable
At least 36 months	100
At least 30 continuous days on active duty (must be discharged due to service-connected disability)	100
At least 30 months, but less than 36 months	90
At least 24 months, but less than 30 months	80
At least 18 months, but less than 24 months	70
At least 12 months, but less than 18 months	60
At least 6 months, but less than 12 months	50
At least 90 days, but less than 6 months	40

Under the Post-9/11 GI Bill, servicemembers may transfer any or all unused benefits to a spouse or child provided the servicemember is still in the military, has at least six years of service and commits to an additional four years of service. Spouses may begin to use benefits immediately and have up to 15 years from the last separation date. Children may begin to use benefits after the servicemember completes 10 years of military service and is eligible to use benefits until age 26.[15]

The Marine Gunnery Sergeant John David Fry Scholarship (Fry Scholarship)[16] entitles surviving spouses[17] and children of servicemembers who died in the line of duty after September 10, 2001 to 36 months of the full, 100% level, of the Post-9/11 GI Bill Benefits, including tuition and fees, a monthly housing allowance, and a book stipend. Spouses may use this benefit until such time as they remarry and children are eligible until age 33.

Montgomery GI Bill

The Montgomery GI Bill – Active Duty (MGIB-AD)[18] is available to veterans who began active duty service for the first time after June 30, 1985, had their pay reduced $100 a month for 12 months, and received an honorable discharge. These benefits are paid directly to the veteran with monthly benefit amounts varying based on length of service and type of educational training being pursued. The current monthly benefit for a veteran who completed an enlistment of 3 years or more and is pursuing a

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[13] 38 U.S.C. §§3301-3325.

[14] USDVA Pamphlet 22-09-01 RE: Post 9/11 GI Bill. May 2012. Available at: http://www.benefits.va.gov/gibill/docs/pamphlets/ch33_pamphlet.pdf

[15] 38 U.S.C. § 3319.

[16] 38 U.S.C. § 3311(b)(9).

[17] Public Law 113-146, Title VII, Section 701, The Veterans Access, Choice, and Accountability Act of 2014, expanded eligibility for the Fry Scholarship to surviving spouses effective January 1, 2015.

[18] 38 U.S.C. §§3001-3035.

full time college degree or certificate is $1,717.[19] The MGIB-AD provides up to 36 months of benefits and must be used within 10 years of the last discharge date.

The Montgomery GI Bill – Selected Reserve (MGIB-SR)[20] is available to members actively participating in the Selected Reserve.[21] To be eligible, reservists must be actively drilling and agree to a 6-year commitment to the reserves. Benefits are paid directly to the reservist and may be used for up to 36 months. The current monthly benefit for a reservist enrolled in a full time degree or certificate program is $367.[22]

Survivors' and Dependents' Educational Assistance

The Survivors' and Dependents' Educational Assistance program (DEA)[23] is the benefit program offered to spouses and children of a veteran who has a service-connected permanent and total disability, died as a result of service, or is listed as Missing in Action or Prisoner of War.[24] Spouses are eligible for 10 years from the date USDVA determines eligibility (up to 20 years in certain circumstances) and children are eligible until age 26, both for a maximum of 45 months. The current monthly rate payable to the recipient enrolled in a full time degree or certificate program is $1,018.[25]

Reserve Educational Assistance Program

The Reserve Educational Assistance Program (REAP)[26] provides educational assistance to members and reservists of the National Guard who have been called to active duty in response to a war, national emergency, or contingency operation as declared by the President or Congress on or after September 11, 2001 for a minimum of 90 consecutive days.[27] Program beneficiaries are eligible for up to 36 months of benefits at a proportionate rate of the MGIB-AD 3-year enlistment rate. The current monthly rate for a member or reservist with at least 90 consecutive days of service, but less than one year is $686.60.[28]

Veterans Educational Assistance Program

The Veterans Educational Assistance Program (VEAP)[29] provides educational benefits for veterans entering service for the first time between December 31, 1976 and July 1, 1985. Enrollment for this program closed June 30, 1985, however a small number of veterans are still using benefits at higher education institutions in Florida.

The chart below shows the number of Florida beneficiaries for each USDVA education program for fiscal years 2011-2013.[30]

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[19] USDVA Website. MGIB-AD Rates Effective October 1, 2014. Available at:
http://www.benefits.va.gov/GIBILL/resources.benefits_resources/rates/ch30/ch30rates100114.asp
[20] 10 U.S.C. §§16131-16136.
[21] Selected Reserve components include the Army Reserve, Naval Reserve, Air Force Reserve, Marine Corps Reserve, Coast Guard Reserve, Army National Guard, and Air Force National Guard.
[22] USDVA Website. MGIB-SR Rates. Effective October 1, 2014. Available at:
http://www.benefits.va.gov/GIBILL/resources/benefits_resources/rates/ch1606/ch1606rates100114.asp
[23] 38 U.S.C. §§3500-3566.
[24] 38 U.S.C. §3501(a)(1).
[25] USDVA Website. REAP Rates Effective October 1, 2014. Available at:
http://www.benefits.va.gov/GIBILL/resources/benefits_resources/rates/ch35/ch35rates100114.asp
[26] 10 U.S.C. §§16161-16166.
[27] 10 U.S.C. §16163(a).
[28] USDVA Website. REAP Rates Effective October 1, 2014. Available at:
http://www.benefits.va.gov/GIBILL/resources/benefits_resources/rates/ch1607/ch1607rates100114.asp
[29] 38 U.S.C. §§3201-3243.
[30] National Center for Veterans Analysis and Statistics. Utilization Report on Department of Veterans Affairs Education Program Beneficiaries by Geography: FY 2000 to FY 2013. Available at: http://www.va.gov/vetdata/Utilization.asp

Fiscal Year	Total Beneficiaries	USDVA Educational Assistance Program					
		Post-9/11	MGIB-AD	MGIB-SR	DEA	VEAP	REAP
2011	68,133	42,607	14,628	3,020	6,810	7	1,081
2012	62,911	42,607	9,454	2,613	6,513	5	818
2013	87,140	63,947	6,530	2,575	6,770	2	615

The Veterans Access, Choice and Accountability Act of 2014

The Veterans Access, Choice and Accountability Act of 2014 (VA Reform Bill) was signed into law in August 2014.[31] The VA Reform Bill requires public institutions of higher learning to provide in-state tuition rates to veterans and eligible dependents in order for the institution to remain eligible to receive G.I. Bill education payments. Specifically, the bill requires the USDVA Secretary to disapprove a course of education at a public institution of higher learning if that institution does not offer a covered individual tuition at the in-state rate. Any veteran who has served at least 90 days of active service must be allowed to pay resident tuition rates, in any state, within three years of leaving the military. The law also covers spouses and dependent children of veterans meeting certain criteria. Effective July 1, 2015, the federal law will apply to any public college or university in order for the institution to remain eligible to receive the education payments from the Montgomery G.I. Bill or Post-9/11 G.I. Bill programs.

The requirements of this legislation apply only to students qualifying under the Post-9/11 GI Bill or the Montgomery GI Bill-AD. Institutions are not required to change policies for individuals using any other USDVA educational benefits. Beneficiaries qualifying under this act include (1) veterans who enroll in an institution within the state s/he resides within 3 years of discharge from a period of active duty service of 90 days or more, (2) spouses/children using transferred benefits to attend an institution within the state s/he resides within 3 years of the transferor's discharge from a period of active duty service of 90 days or more, or (3) spouses/children using benefits under the Fry Scholarship who enroll in an institution of higher education within the state s/he resides within 3 years of the servicemember's death in the line of duty following a period of active duty service of 90 days or more. Provided a student remains continuously enrolled and continues to use either Post-9/11 GI Bill or Montgomery GI Bill-AD benefits, the beneficiary will remain eligible to continue receiving the in-state tuition rate beyond the 3 year date of discharge.

Effect of Proposed Changes

Currently, the Congressman C.W. Bill Young Veteran Tuition Waiver Program authorizes out-of-state fee waivers for honorably discharged veterans of the U.S. Armed Forces, U.S. Reserve Forces, and the National Guard. The bill expands the waivers to include all those in the U.S. Uniformed Services, adding veterans of the commissioned corps of the Public Health Service (PHS) and the National Oceanic and Atmospheric Administration (NOAA).[32] This fee waiver will be granted regardless of whether the person is using G.I. Bill education benefits.

The bill also creates an additional out-of-state fee waiver for those individuals residing in the state and receiving USDVA education benefits under Chapters 30, 33 or 35. These chapters include beneficiaries under the Post-9/11 G.I. Bill, Montgomery G.I. Bill, Survivor's and Dependents' Educational Assistance Program, Reserve Educational Assistance Program, and the Veterans Educational Assistance Program. Individuals using benefits transferred from an eligible servicemember are also eligible for the out-of-state fee waiver.

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[31] The Veterans' Access to Care through Choice, Accountability, and Transparency Act of 2014, Pub.L. 113-146, H.R. 3230, 113th Cong. (Aug. 7, 2014).
[32] 10 U.S.C. § 101 (2013)

B. SECTION DIRECTORY:

Section 1:   Amends s. 1009.26, F.S., to direct state universities, Florida College System institutions, and Florida career centers to waive certain fees for veterans.

Section 2:   Provides an effective date of upon becoming law.

II. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT

A. FISCAL IMPACT ON STATE GOVERNMENT:

1. Revenues:

None.

2. Expenditures:

The Board of Governors, based on Fall 2013 enrollment data of veteran dependents using G.I. Bill benefits and enrolling in 30 credit hours per year, estimates an annual unrealized tuition amount for the State University System of $2,695,543.[33] A fiscal estimate from the Florida College System is unknown at this time.

It will likely be difficult for institutions to identify the number of students who will meet the criteria outlined in the bill and opt to take advantage of the expanded benefits; therefore, the full potential fiscal impact is indeterminate at this time.

B. FISCAL IMPACT ON LOCAL GOVERNMENTS:

1. Revenues:

None.

2. Expenditures:

None.

C. DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR:

The bill would allow specified veterans and individuals using G.I. Bill educational benefits, who would otherwise be unable to establish Florida residency for tuition purposes, to pay lower, in-state tuition rates at state universities, Florida College System institutions, career centers, and charter technical career centers. This would potentially save students a per credit hour average of $490 at state universities, $240 at Florida Colleges, and $7 at career centers.

D. FISCAL COMMENTS:

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[33] E-mail correspondence with Board of Governors of the State University System of Florida staff. February 23, 2015. On file with Higher Education and Workforce Subcommittee.

III. COMMENTS

A. CONSTITUTIONAL ISSUES:

1. Applicability of Municipality/County Mandates Provision:

None.

2. Other:

None.

RULE-MAKING AUTHORITY:

The State Board of Education and Board of Governors may need to amend any rules or regulations inconsistent with the provisions of the bill.

B. DRAFTING ISSUES OR OTHER COMMENTS:
None.

IV. AMENDMENTS / COMMITTEE SUBSTITUTE CHANGES

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 1                    A bill to be entitled
 2        An act relating to independent nonprofit higher
 3        educational facilities financing; amending s. 243.52,
 4        F.S.; revising the definition of the term "project"
 5        for purposes of the Higher Educational Facilities
 6        Financing Act; providing an effective date.
 7
 8   Be It Enacted by the Legislature of the State of Florida:
 9
10        Section 1.   Subsection (3) of section 243.52, Florida
11   Statutes, is amended to read:
12        243.52   Definitions.—As used in ss. 243.50-243.77, the
13   term:
14        (3)   "Project" means a structure suitable for use as a
15   dormitory or other housing facility, dining hall, student union,
16   administration building, academic building, library, laboratory,
17   research facility, classroom, athletic facility, health care
18   facility, or maintenance, storage, or utility facility and other
19   structures or facilities related thereto, required thereto, or
20   required or useful for the instruction of students, the
21   conducting of research, or the operation of an institution of
22   higher education. The term includes parking and other facilities
23   or structures, essential or convenient for the orderly conduct
24   of such institution of higher education and includes equipment
25   and machinery and other similar items necessary or convenient
26   for the operation of a particular facility or structure in the
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27 | manner for which its use is intended, but does not include such
28 | items as books, fuel, supplies, or other items that are
29 | customarily deemed to result in a current operating charge. The
30 | term also dormitory, student service facility, parking facility,
31 | administration building, academic building, or library and
32 | includes a loan in anticipation of tuition revenues by an
33 | institution of higher education, as defined in subsection (6).
34 | Section 2. This act shall take effect July 1, 2015.

hb0461-00

HOUSE OF REPRESENTATIVES STAFF ANALYSIS

BILL #: HB 461 Independent Nonprofit Higher Educational Facilities Financing
SPONSOR(S): Sullivan and others
TIED BILLS: **IDEN./SIM. BILLS:** SB 622

REFERENCE	ACTION	ANALYST	STAFF DIRECTOR or BUDGET/POLICY CHIEF
1) Higher Education & Workforce Subcommittee		Banne	Sherry
2) Appropriations Committee			
3) Education Committee			

SUMMARY ANALYSIS

The Higher Educational Facilities Financing Authority (authority) is a public corporation which assists eligible institutions of higher education in financing and refinancing educational facilities construction. Among other things, the authority may issue tax-exempt or taxable revenue bonds, which are privately financed and not secured by full faith and credit of the state. Financing acquired through the authority may be used for such construction projects as dormitories, parking and student service facilities, administration and academic buildings, libraries, and loans made in anticipation of tuition revenues.

Independent nonprofit colleges or universities which: are located in and chartered by the state of Florida; are accredited by the Southern Association of Colleges and Schools (SACS); grant baccalaureate degrees; and are not a state university or community college may participate in educational facilities construction financing through the authority. This includes all 31 institutions belonging to the Independent Colleges and Universities of Florida (ICUF).

The bill expands the types of projects that the authority may finance by adding:

- Costs for construction of dining halls, student unions, laboratories, research facilities, classrooms, athletic facilities, health care facilities, maintenance, storage, or utility facilities, and related facilities or structures required or useful for the instruction of students, research, or the operation of an educational institution (e.g., parking); and
- Certain purchases of equipment and machinery.

Books, fuel, supplies, or other items which are customarily deemed to be operating costs may not be financed.

The bill takes effect July 1, 2015.

FULL ANALYSIS

I. SUBSTANTIVE ANALYSIS

A. EFFECT OF PROPOSED CHANGES:

Present Situation

The Higher Educational Facilities Financing Authority (authority) is a public corporation which assists eligible institutions of higher education in financing and refinancing educational facilities construction.[1] Participation in financing through the authority is limited to independent nonprofit colleges or universities which are located in and chartered by the state of Florida; are accredited by the Southern Association of Colleges and Schools (SACS); grant baccalaureate degrees; and are not a state university or community college.[2] This includes all 31 institutions belonging to the Independent Colleges and Universities of Florida (ICUF).[3]

Among other things, the authority may issue tax-exempt or taxable revenue bonds; acquire real estate; contract; and execute loans, leases, and other legal instruments.[4] Bonds issued by the authority are privately financed, are not secured by the full faith and credit of the state, and do not constitute an obligation of the state.[5] The authority may not enter into a financing agreement with a participating institution unless the institution demonstrates that it is financially responsible and capable of fulfilling its obligations under the agreement.[6]

The authority may only finance such projects as dormitories, parking and student service facilities, administration and academic buildings, libraries, and loans made in anticipation of tuition revenues.[7] Financing may be provided for project costs related to construction and land acquisition; machinery and equipment; financing charges and interest; provisions for working capital; reserves for principal, interest, and rebate; provisions for extensions, enlargements, additions, and improvements; engineering, financial, and legal services; and construction planning and cost estimating.[8]

Currently, the authority and participating institutions are exempt from taxes or assessments related to a project or any property acquired for a project and any tax on income from those projects. Any bonds issued by the authority, any security for the bonds, the transfer of the bonds, and the income from the bonds (including profit on their sale) and notes, mortgages, security agreements, letters of credit, or other instruments are also exempt from taxation of any kind by the state or any local unit, political subdivision, or other instrumentality of the state. This tax exemption does not apply to income taxes imposed on corporations under ch. 220, F.S.[9]

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[1] Part II, ch. 243, F.S.

[2] Section 243.52(6), F.S. The law defines the terms "institution of higher education" and "participating institution" to be synonymous. *See* s. 243.52(6) and (7), F.S.

[3] *See* Independent Colleges and Universities of Florida, *About Us*, http://www.icuf.org/newdevelopment/about-icuf/ (last visited Feb. 5, 2015). ICUF institutions include Adventist University of Health Sciences, Ave Maria University, Barry University, Beacon College, Bethune-Cookman University, Clearwater Christian College, Eckerd College, Edward Waters College, Embry-Riddle Aeronautical University, Everglades University, Flagler College, Florida College, Florida Institute of Technology, Florida Memorial University, Florida Southern College, Hodges University, Jacksonville University, Keiser University, Lynn University, Nova Southeastern University, Palm Beach Atlantic University, Ringling College of Art and Design, Rollins College, St. Leo University, Southeastern University, St. Thomas University, Stetson University, The University of Tampa, University of Miami, Warner University, and Webber International University. Independent Colleges and Universities of Florida, *School Websites*, http://www.icuf.org/newdevelopment/schools/ (last visited Feb. 5, 2015).

[4] Section 243.54, F.S.

[5] Section 243.64, F.S.; Documentation provided by Independent Colleges and Universities of Florida (Feb. 4, 2015).

[6] Section 243.58(2), F.S.

[7] Section 243.52(3), F.S.

[8] Section 243.52(4), F.S.

[9] Section 243.70, F.S.

The authority's board consists of five members appointed by the Governor.[10] The board must submit an annual report regarding its activities to the Governor and presiding officers of each house of the Legislature within two months of the end of its fiscal year.[11]

Similar opportunities for higher educational facilities construction financing assistance are available through County Higher Educational Facilities Authorities (CHEFFA). However, since codified in 1969, CHEFFAs exist in only seven counties.[12] The Higher Educational Facilities Financing Authority was codified in 2001, in part, to extend such assistance to eligible institutions of higher education located in counties without a CHEFFA.[13] A more extensive list of projects may be financed through a CHEFFA. Allowable projects include:

- Costs for construction of dormitories or student housing, dining halls, student unions, administration or academic buildings, libraries, laboratories, research facilities, classrooms, athletic facilities, health care facilities, maintenance, storage, or utility facilities, and related facilities or structures required or useful for the instruction of students, research, or the operation of an educational institution(e.g., parking);
- Certain purchases of equipment and machinery; and
- A loan in anticipation of tuition revenues.

Books, fuel, supplies, or other items which are customarily deemed to be operating costs may not be financed through a CHEFFA.[14]

Effect of Proposed Changes

The bill replaces the definition of "project" currently applicable to financing of construction projects through the authority with the broader definition currently applicable to CHEFFAs. Thus, allowable projects are expanded to add:

- Costs for construction of dining halls; student unions; laboratories; research facilities; classrooms; athletic facilities; health care facilities; maintenance, storage, or utility facilities; and related facilities or structures required or useful for the instruction of students, research, or the operation of an educational institution, e.g., parking; and
- Certain purchases of equipment and machinery.

Books, fuel, supplies, or other items which are customarily deemed to be operating costs may not be financed through the authority.

B. SECTION DIRECTORY:

Section 1. Amends s. 243.52, F.S., relating to Definitions.

Section 2. Provides an effective date of July 1, 2015.

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[10] Section 243.53(2), F.S.
[11] Section 243.73(1), F.S.
[12] Chapter 69-345, L.O.F., *codified as* Part I, ch. 243, F.S.; Documentation provided by Independent Colleges and Universities of Florida (Feb. 4, 2015).
[13] Chapter 2001-79, L.O.F.
[14] Section 243.20(5), F.S.

II. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT

A. FISCAL IMPACT ON STATE GOVERNMENT:

    1. Revenues:
    None.

    2. Expenditures:
    None.

B. FISCAL IMPACT ON LOCAL GOVERNMENTS:

    1. Revenues:
    None.

    2. Expenditures:
    None.

C. DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR:
None

D. FISCAL COMMENTS:
None.

III. COMMENTS

A. CONSTITUTIONAL ISSUES:

    1. Applicability of Municipality/County Mandates Provision:
    Not Applicable. This bill does not appear to affect county or municipal governments.

    2. Other:
    None.

B. RULE-MAKING AUTHORITY:
None.

C. DRAFTING ISSUES OR OTHER COMMENTS:
None.

IV. AMENDMENTS/ COMMITTEE SUBSTITUTE CHANGES

Career & Education Planning

Reliable Systems for K20 Initiatives

Presented by:
Phil Harrington
Kuder, Inc. President

About Kuder

Over the last 75+ years, millions worldwide have relied on us for reliable solutions.

165 million
people have used Kuder;
three million
new users annually.

Created 120 custom systems

More than 28,000 sites globally.

Making a Difference

Completion Rates

60% of Kuder users never changed their major.

Retention Rates

18% increase in retention.

Transition Rates

90% of Kuder users transition into postsecondary education.

Academic Performance

A+ 11% increase in school performance.

Making A Difference

77% rated Kuder as helpful in motivating them to stay in school. **AND** rated Kuder as helpful in choosing postsecondary programs or college majors.

76% rated Kuder as helpful in making educational and career plans.

rated Kuder as helpful in giving them **hope for their future.**

91%
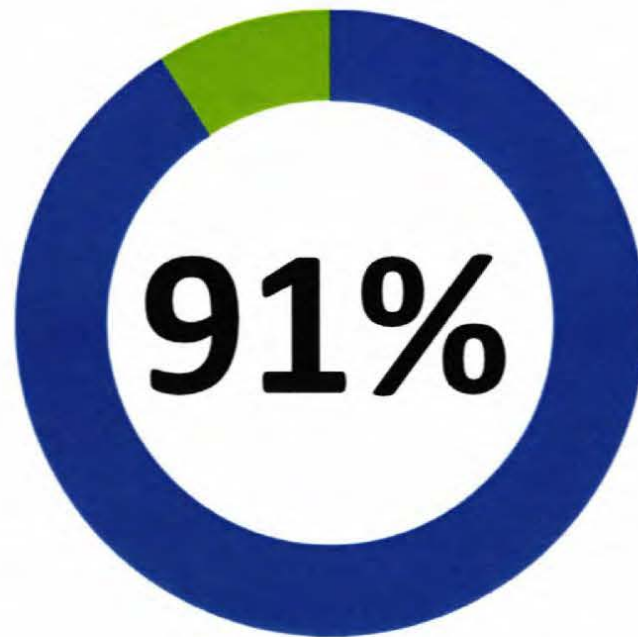
Our Clientele

Indiana Career Explorer
A College & Career Planning System for All Hoosiers!

ARKANSASWORKS

NEBRASKA Career Connections
www.nebraskacareerconnections.org

ACPS ALABAMA CAREER PLANNING SYSTEM

TENNESSEE College & Career Planning System
Planning Your Dreams

CollegeInColorado.org GO FURTHER GO TO COLLEGE

KANSAS|CAREER|PIPELINE Your Connection to the Future

FIU FLORIDA INTERNATIONAL UNIVERSITY

batonrouge COMMUNITY COLLEGE

YOUR FUTURE IN YOUR HANDS
Member of Qatar Foundation

ASU

Chippewa Valley **Technical College**

DMACC DES MOINES AREA COMMUNITY COLLEGE

JAG

PENNSTATE World Campus

UNIVERSITY of **HOUSTON**|BAUER ROCKWELL CAREER CENTER

EVIT East Valley Institute of Technology

ESTRELLA MOUNTAIN COMMUNITY COLLEGE

ILP INDIVIDUAL LEARNING PORTFOLIO www.MyILP.sg

miCOACHmx

The District School Board of Collier County **Collier County Public Schools** *College and Career Planning System*

Hamdan Bin Mohammed Students Personal Development Programme

DANTES

Junior Achievement

Career and Education Planning System

kudergalaxy

kudernavigator
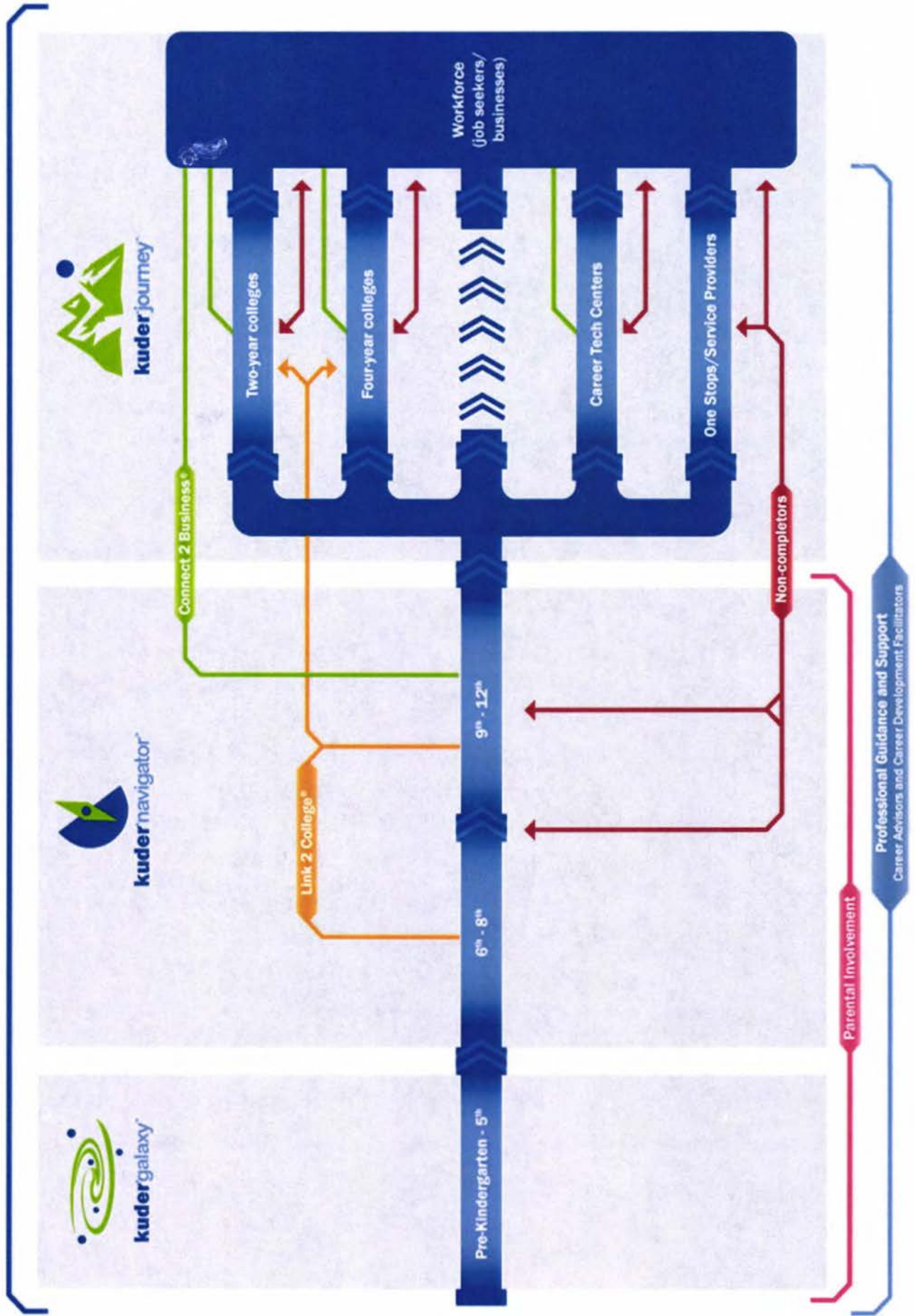
kuderjourney

Elementary School, Students and Parents

Middle School and High School Students and Parents

Postsecondary Students and Adults

Kuder® Talent Pipeline™

♦ kuder'navigator

For Middle and High School Students

Starting to build a career plan? Looking for colleges? Ready to showcase your portfolio? *Navigator* **makes planning for the future fun while providing the reliable college and career guidance you can count on.**

Get Started!

User Name

Password

Log In

New users register here!
Forgot your login information?

Students

Discover and build a career around your unique interests and skills.

Training & Tutorials

Login Instructions

Administrators

Improve career guidance and support students' exploration.

Training & Tutorials

Login Instructions

Middle School Students

- Watch videos and read about all of the different careers you can explore.
- Quiz yourself about your interests and discover how to connect them to careers.
- Get ahead of the game by starting a four-year education plan.

High School Students

- Search for colleges and financial aid to help you fulfill your goals.
- Build a personal portfolio that's all about you and what you can offer.
- Create résumés, practice interviewing skills, and look for jobs.

Administrators

- Improve career guidance by reviewing career assessment results and portfolio materials.
- Communicate with students and parents about important information and events.
- Manage school- and district-specific education plans to meet state and local standards.

Learn more at www.kuder.com!

ᵈkuder·navigator

Home | **Learn About Myself** | Explore Occupations | Plan for Education | Plan for Work | Find a Job | My Portfolio

Welcome to *Kuder Navigator!*

Ready to explore your education and career options? Begin making decisions about your future by choosing one of the menu items at the top of the page. You can start wherever you want to - take an assessment, explore occupations, or manage your career goals in My Portfolio.

Keep an eye on your **Assessments** and any **Recommended Links** below. These will help you keep on track with your career planning.

My Profile

User Name:
JoshCullen

E-mail:
JCullen7287@gmail.com

Edit ▸

Messages

New Messages: **(0)**

Received Messages: **(0)**

Check Messages ▸

Assessments

Kuder® Skills Confidence Assessment
What do you believe you're good at doing?
7 min | **Start ▸**

Kuder® Work Values Assessment
Learn what's most important to you.
30 DAYS | **4** min | **Finish ▸**

Kuder® Career Interests Assessment
Connect your top interests with career clusters.
9 min | **Start ▸**

Recommended Links

Find Local Scholarships — *(Recommended by Kuder-Bethney)*

SAT Prep — *(Recommended by Kuder-Bethney)*

Career Planning Timeline

Completed tasks: 41 %

Check out the tasks on your Career Planning Timeline for high school.

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ▸

＊kuder navigator

Take an Assessment

View Assessment Results

Enter Assessment Scores

View Occupations
Suggested by Assessments

Take an Assessment

These are the three assessments that you can take inside of the system. Take a look at the descriptions and then start with whatever one works best for you. Afraid that you won't have the time to finish? Don't worry – you can save your progress and come back later.

kuder Career Interests Assessment

9 min **Start ▶**

Connect your top interests with career clusters.

Choose what activity you like to do the most, the next most, and the least. When you're finished, your highest interests will be matched with careers that you may enjoy.

kuder Skills Confidence Assessment

What do you believe you're good at doing?

Rate how confident you are that you can accomplish each activity. When you're finished, review the skills you have and explore careers that need those skills.

7 min **Start ▶**

kuder Work Values Assessment

4 min **Start ▶**

Learn what's most important to you.

Rate how important work-related values are to you. When you're finished, your values will be matched with careers that you may enjoy.

? Did You Know?

Kuder's three online assessments are based on over 70 years of research. The assessments aren't meant to tell you what you should do or will be successful in doing. Instead, they give you some focus about where to begin your search for career options. The scores from each of these assessments are stored in your portfolio.

Career Planning Timeline

Completed tasks: 41 %

Check out the tasks on your Career Planning Timeline for high school.

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

(kudernavigator

Home **Learn About Myself** Explore Occupations Plan for Education Plan for Work Find a Job My Portfolio

Take an Assessment

View Assessment Results

Enter Assessment Scores

View Occupations
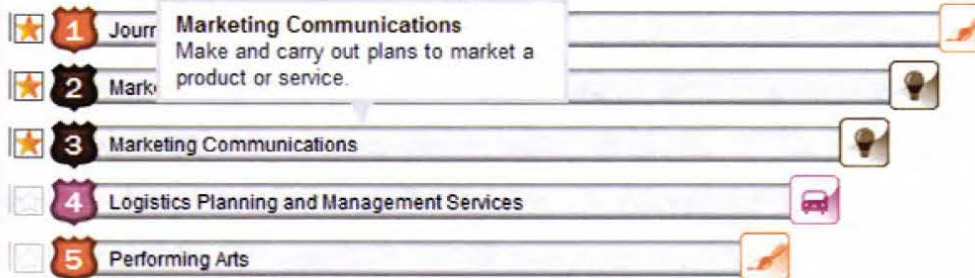Suggested by Assessments

🖨 **Print Report**

Review Your Interests Results

Josh Cullen, this is a report that, based on your interests, suggests occupations that you should seriously consider. Now you are seeing the titles of small groups of occupations (called *pathways*) that are the closest match for your interests.

Top Career Pathways

If you click on the title of the pathway you can get its definition and find out which occupations belong to it.

If you hover over the icon at the end of each bar, you can find out which cluster the pathway belongs to. If you click on that icon, you can learn more about the cluster and all of its pathways and occupations.

⭐ 1 Journ **Marketing Communications**
Make and carry out plans to market a
product or service.

⭐ 2 Mark

⭐ 3 Marketing Communications

4 Logistics Planning and Management Services 🚐

5 Performing Arts ✏

See Results Key

National cluster Results

Share 📘 🐦 ✉

Interests Results

Related Occupations

Sample Plans of Study

Person Matches

Career Planning Timeline

Completed tasks: 41 %

Check out the tasks on your
Career Planning Timeline for
high school.

Note Taker

Keep track of
dates, meetings,
and events
important to your
education and
career planning.

Go ▶

ɩkudernavigator

Take an Assessment

View Assessment Results

Enter Assessment Scores

View Occupations Suggested by Assessments

Schools Offering Marketing/Marketing Management, General Major

⭐ Click on the star to save this program of study in your portfolio.

Program description: A program that generally prepares individuals to undertake and manage the process of developing consumer audiences and moving products from producers to consumers. Includes instruction in buyer behavior and dynamics, principle of marketing research, demand analysis, cost-volume and profit relationships, pricing theory, marketing campaign and strategic planning, market segments, advertising methods, sales operations and management, consumer relations, retailing, and applications to specific products and markets.

List of Colleges & Career Schools

Click on the name of a school to see its description. Click on the star in the box to save the school in your portfolio. You can find schools in a different state by choosing its name from the pull down menu.

Florida ▼

Name	City	State	Students Enrolled
Barry University	Miami	FL	7096
⭐ Broward College	Fort Lauderdale	FL	25667
Eckerd College	Saint Petersburg	FL	2036
Florida Atlantic University	Boca Raton	FL	22888
Florida Gulf Coast University	Fort Myers	FL	11934
Florida Institute of Technology	Melbourne	FL	4715
Florida Institute of Technology-Online	Melbourne	FL	2178
Florida International University	Miami	FL	38174
Florida State College at Jacksonville	Jacksonville	FL	16851
⭐ Florida State University	Tallahassee	FL	37213

Displaying 1 - 10 of 42 items
Page < 1 2 3 4 5 >

Career Planning Timeline

Completed tasks: 59 %

Check out the tasks on your Career Planning Timeline for high school.

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ⟩

k kuder navigator

Home   Learn About Myself   Explore Occupations   **Plan for Education**   Plan for Work   Find a Job   My Portfolio

Learn About Options after High School

Make an Education Plan

Review Education Needed for Favorite Occupations

Find Schools

Prepare for College Entrance Tests

Learn About Financial Aid

◀ **Back to Results**   📄 **Print Page Preview**   📄 **Print Full Preview**

🏛 General Information

🏛 Academics, Majors, & Programs

📄 Applications & Admissions

💲 Costs & Financial Aid

ⓘ Additional Information

Florida International University

⭐ Click on the star to save this school in your portfolio.

Contact Information

Mailing Address:
11200 S. W. 8 Street
Miami , FL   33199

General Tel: (305) 348-2000
Web Site: www.fiu.edu
Admissions Office: admissions.fiu.edu/
Financial Aid Office: finaid.fiu.edu/
Online Application: www.fiu.edu

General Campus and Student Body Information

Institution Level: Four or more years **Institution Control:** Public (religious affiliation - Not applicable) **Carnegie Classification:** Doctoral/Research Universities--Extensive **Mission:** Florida International University is an urban, multi-campus, public research university serving its students and the diverse population of South Florida. We are committed to high-quality teaching, state-of-the-art research and creative activity, and collaborative engagement with our local and global communities. **Setting:** Suburb: Large **Calendar System:** Semester

Campus Housing: On campus housing available(3,604 capacity) **Campus Daycare:** On campus daycare for children of students available **Athletic Information:** Athletic Conf. Affiliations(s): NCAA (member for football, baseball, basketball, track) **Campus Hospital:**

Enrollment:

	Men	Women	Total
Undergraduate Full-time	11,419	14,535	25,954
Undergraduate Part-time	6,008	7,180	13,188
Total (including graduate and other programs)	21,064	26,599	47,663

Black/Non-Hispanic:	12%
American Indian/Alaskan Native:	0%
Asian/Pacific Islander:	3%
Hispanic:	62%

Career Planning Timeline

Completed tasks: 50 %

Check out the tasks on your Career Planning Timeline for high school.

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ▶

¿kudernavigator

By Assessment Results

By 16 National career clusters & Pathways

Title Search

My Favorite Occupations

Explore Careers

There are hundreds of careers waiting for you to explore them. Here, you'll be able to find, save, and compare some of the careers that interest you.

Career Planning Timeline

Completed tasks: 41 %

Check out the tasks on your Career Planning Timeline for high school.

Career Exploration Activities

▶ Explore Careers by Assessment Results

Ready to start exploring careers? Now that you've taken an online assessment, or entered scores into the system, you can do just that. This section will help you take a look at careers that your assessment results have suggested.

▶ Explore Careers by 16 National career clusters & Pathways

One way to learn about work is by exploring career clusters and pathways. Learn about the clusters and the occupations that are sorted under them here. Start with the clusters that your assessments suggested first for the best results.

▶ Title Search

You can search for careers by entering a job title or a keyword, like "computer." You can also choose careers from an alphabetical list. Explore and save your favorite options for the future.

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ▶

My Favorite Occupations

After you've explored and saved careers that interest you, it's time to finish up your list. Take a look at all of the occupations you've saved. Then, you can narrow down the list or put them in an order of favorite to least favorite career options. This finished list is stored in your portfolio.

View List ▶

ⓣkudernavigator

Learn About Options after High School

Make an Education Plan

Review Education Needed for Favorite Occupations

Find Schools

Prepare for College Entrance Tests

Learn About Financial Aid

Plan for Education

At this point, you've probably made a tentative choice about your future. Next, you'll want to decide what to do after high school to get there. Now is the best time to make plans to get the education or training you need for your career choice. Explore some of these resources and update your education plan below.

Options After High School

Do you know what you'd like to do after high school? Take a look at some of your options below.

▶ **Get a Job**

▶ **Military Training**

▶ **On-the-Job Training or Apprenticeship**

▶ **Community College or Technical School**

▶ **Four-Year College or University**

After high school, I plan to pursue the following:
Four-Year College or University

Select ▶

Create an Education Plan

Start building a four-year education plan to achieve your high school goals. You can create plans based on careers you'd like to try, graduation requirements, and more.

Create ▶

College Prep

Search for colleges and universities across the nation.

National Schools ▶

Test Prep

It's important to plan and prepare for your college entrance exams, like the ACT or the SAT.

Scholarship Search

Search a database of scholarships and grants to help pay for college.

Search ▶

❓ How Do I Pay for College or Training?

How much education do I need?

Take another look at your favorite

Other Resources

General Educational Development (GED®)

Visit the American Council on Education web site to find information about the GED.

Online High Schools

Learn more about high schools that offer classes online.

Career Planning Timeline

Completed tasks: 41 %

Check out the tasks on your Career Planning Timeline for high school.

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ▶

ϗkudernavigator

Learn About Options after High School

Make an Education Plan

Review Education Needed for Favorite Occupations

Find Schools

Prepare for College Entrance Tests

Learn About Financial Aid

Create Education Plan

Select ▶ Create ▶ Approve

Take a look at the template you're working with below. Courses are organized under the subjects in the blue bars. To add a course, click on the + under the grade you plan to take it in and the subject it belongs to. The credits for the course will be seen behind the title.

As you add courses to your education plan, you can delete them by clicking on the X next to the title. Once you've finished your plan, click on **Finalize & Approve**.

My Course Plan - Architecture
Cluster: Marketing
Area of Study: Architecture and Construction / Design/Pre-construction / Architecture Design

🔍 View Sample Plan | 🖨 Print Blank Plan

Freshman	Sophmore	Junior	Senior	Credits
Core				
Math				
➕	➕	➕	➕	
❌ Algebra 1 (3)	❌ Geometry (3)	❌ Calculus (3)	❌ AP - Integrated Math (3)	12
English				
➕	➕	➕	➕	
❌ Language Arts (3)	❌ Language Arts II (3)	❌ Contemporary English (3)	❌ English Literature (3)	12
Science				
➕	➕	➕	➕	
❌ Earth Science (3)	❌ Biology (3)	❌ Chemistry (3)	❌ Physics (3)	12
Social Studies				
➕	➕	➕	➕	
❌ American History (3)	❌ World History I (3)	❌ World History II (3)	❌ Government (3)	12
Electives				
Band				
14	14	14	14	56

Cancel   Preview   Save & Exit   Finalize & Approve

Career Planning Timeline

Completed tasks: 41 %

Check out the tasks on your Career Planning Timeline for high school.

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ▶

ʼkudernavigator

Create a Résumé

Manage My Documents

Write a Cover Letter

Collect References

Complete a Sample Job Application

Review Interviewing Skills

Plan for Work

Before you begin searching for work, there are many resources you can prepare to help you secure the best possible job. These documents – things like résumés, cover letters, and references – should be updated often. Use the tools below to create these resources. You'll want to keep them in your portfolio during the job search.

Career Planning Timeline

Completed tasks: 41 %

Check out the tasks on your Career Planning Timeline for high school.

Job Planning Activities

Create a Résumé ▶   Write a Cover Letter ▶

▶ **Manage My Documents**

Upload and manage documents for your job search. These documents could include résumés, cover letters, work samples, and more.

▶ **Collect References**

Create a list of references to give employers. You can collect these from past employers or friends that can support your skills and objectives.

▶ **Complete a Sample Job Application**

Review tips on how to complete a job application. You may also fill out a sample job application online. Pass it on to employers or use it to fill out other job applications quickly and easily.

Review Interview Skills

Before you go to a job interview, make sure you've looked at all of the information below. These links will take you through each stage of the interview and give you some tips on how to succeed.

- Objectives
- Getting Ready
- Common Questions
- Stages
- Following Up

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ▶

kudernavigator

Home   Learn About Myself   Explore Occupations   Plan for Education   Plan for Work   Find a Job   My Portfolio

Learn How to Find Job Openings

Search Favorite Jobs

Research Employers

Browse Employer Profiles

Search Job Openings

Search National Jobs

Manage My e-Portfolio

Find a Job

After all of that preparation, it's time to find the job you want. In this section, you'll learn about ways to find job openings and begin searching for them.

Career Planning Timeline

Completed tasks: 44 %

Check out the tasks on your Career Planning Timeline for high school.

Find a Job Activities

Search Favorite Jobs

Search for your favorite careers on web sites.

Search ▶

? How to Find Job Openings

Search for Employers

Discover how you can learn more about employers in your area. You may also search for nearby businesses.

Search ▶

? How to Research Employers

Search National Jobs

Search for jobs across the nation.

National Jobs ▶

Manage My e-Portfolio

Put together an e-Portfolio to share with employers or schools you'd like to attend. You can create one by selecting pieces from your system portfolio and uploading new resources. It's a valuable part of the job search.

Izzy Stevens

Go ▶

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ▶

Other Job Search Engines

These search engines are commonly used, trusted resources to help you find a job. Search for positions that are open in your community.

CareerBuilder
Start your job search at CareerBuilder, and access hundreds of thousands of jobs today.

Dice.com
Search Dice.com for positions in the information technology

Connect with Local Businesses

Search local job openings by desired location, industry, or job characteristics for a position that best

kuder navigator

My Profile

Assessment Results

Education Plans

Manage My e-Portfolio

Career Goals

Schools

Financial Aid Sources

Job-Seeking Tools

My Portfolio

Your portfolio is made up of all of the information you've stored while exploring the site. Your portfolio can be seen by you, some school personnel, and your parents. These people can help you make decisions about your education plans and career goals.

Directional Guidance

You will have lifetime access to this portfolio. So, return here often, and keep it updated. Make this portfolio your one place to record your latest choices and upload documents related to career planning.

Review Your Progress

Assessment Results

View ▶

Education Plans

View ▶

My Profile

User Name:
JoshCullen

E-mail:
JCullen7287@gmail.com

Edit ▶

Messages

New Messages: (0)

Received Messages: (0)

Check Messages ▶

Review My e-Portfolio

Go ▶

Portfolio Summary

View a print preview of your portfolio.

Career Planning Timeline

Completed tasks: 41 %

Check out the tasks on your Career Planning Timeline for high school.

Note Taker

Keep track of dates, meetings, and events important to your education and career planning.

Go ▶

Review Your Favorites

▶ **Clusters, Pathways, & Careers**

Review the career clusters, pathways, and careers that you've saved as favorites. You can use these favorites to build education plans or create career goals. You can compare occupations side by side.

▶ **Schools**

Take a look at the postsecondary schools and programs you've marked as favorites. You can compare schools side by side.

▶ **Job Seeking Tools**

Revisit the job-seeking tools you've saved to your portfolio such as your résumé. By managing your

kuder journey

Assists postsecondary students and adults in planning for a career, making a career change, and keeping their career on track.

✓ **Customized and personalized** to a user's needs, barriers, and life situation.

✓ Supports reliable university **major or program selection** which leads to successful completion.

✓ Includes a **shareable e-Portfolio**.

▲▲i **kuder**·journey

For College Students and Adults

Kuder Journey is a one-of-a-kind solution to help you plan for the right career! Based on your specific needs, Journey provides reliable tools to assess your interests, suggest education and career options, prepare you for the job search, and connect you to today's jobs.

Users

Plan for a career move using tools tailored to your needs.

🖥 **Training & Tutorials**

⬇ **Login Instructions**

Administrators

Evaluate your career development program with real-time data.

🖥 **Training & Tutorials**

⬇ **Login Instructions**

Get Started!

User Name	
Password	

Log In

New users register here!
Forgot your login information?

College Students

- Advance your education through graduate school and apprenticeship searches.
- Keep track of your college accomplishments.
- Prepare valuable materials for the job search.
- Learn how to make satisfying career choices with the Take Hold of Your Future curriculum.

Job Seekers

- Search for education and training to help you fulfill your goals.
- Maintain a public e-Portfolio that's all about you and what you can offer.
- Create résumés, practice interviewing skills, and research employers.
- Access career transition tools tailored for your individual needs.

Administrators

- Help users make an accurate choice of major or program of study.
- Increase student retention and keep students on track for graduation requirements.
- Monitor individual data to guide career transitions and workforce development programs.
- Assess clients with the most reliable assessment tools in the industry.

Learn more at www.kuder.com!

◣◤ **kuder** journey

Home | **Assessments** | Occupations | Majors | Education & Financial Aid | Job Search Tools | Jobs | My Portfolio

My Profile
User Name:
TomNoonan

E-mail:
hawkfan102@gmail.com

Edit ▸

Messages
New Messages: (0)

Received Messages: (0)

Check Messages ▸

Welcome to *Kuder Journey!*

This system is designed to help you explore education and career opportunities. Career planning has many steps and options. Based on the <u>user type you chose</u> when you registered or updated your Profile, the top navigation tabs have been tailor-made for you. Choose from the tabs above or from your Personal To-Do List below to begin making decisions about your future.

Assessments

Kuder® Work Values Assessment
Learn what's most important to you.
| 30 DAYS | 3 min | **Finish ▸**

Kuder® Career Interests Assessment
Connect your top interests with career clusters.
| 8 DAYS | 7 min | **Finish ▸**

Kuder® Skills Confidence Assessment
What do you believe you're good at doing?
| 30 DAYS | 7 min | **Finish ▸**

My Personal To-Do List

Your Personal To-Do List suggests activities to complete in the system. Click on an activity below to view or complete it. When you are finished, click in the box in front of the activity to remove it from your list.

	SUGGESTED ACTIVITY	DATE LAST VISITED
☐	Identify your interests	2/19/2013
☐	Identify your skills	2/19/2013
☐	Identify your work values	2/19/2013
☐	Find occupations that might suit you	10/3/2012
☐	Find majors that would prepare you	10/24/2012
☐	Find schools that offer the majors you need	10/20/2012
☐	Find financial aid	2/6/2013
☐	Write a résumé	10/11/2012

Complete My Profile

Click on any of the following options to quickly and easily complete your profile:

➕ Needs and Barriers

➕ Jobs

➕ Land Line Numbers

My Personal To-Do List

View the remaining items on your Personal To-Do List.

Go ▶

kuderjourney

Home | Assessments | Occupations | Education & Financial Aid | Job Search Tools | Jobs | My Portfolio

My Profile

User Name:
FrankWright

E-mail:
fwright@gmail.com

Edit ▸

Messages

New Messages: (0)

Received Messages: (0)

Check Messages ▸

Edit Current Status

Make sure to click the **Save** button below after making any changes.

Needs or Barriers to Employment

Check any needs and/or barriers that apply to your current employment situation and the system will provide you with resources based on those selections. You may change your selections at anytime.

Needs ❓

- ☑ Housing
- ☑ Child care
- ☑ Knowledge of job-seeking skills
- ☑ Transportation
- ☑ Clothing
- ☑ Better reading skills
- ☑ Better math skills
- ☑ Completion of high school

Other [   ]

Barriers ❓

- ☑ Insufficient past work experience
- ☑ Lack of enough education or training
- ☑ Mental or physical health conditions
- ☑ Addiction
- ☑ Inability to speak English well

Other [   ]

Save   Cancel

My Personal To-Do List

View the remaining items on your Personal To-Do List.

Go ▶

kuderjourney

Title Search

Majors Suggested by Assessment Results

Explore Majors Related to Occupations

My Favorite Majors

Advisor Summary Report
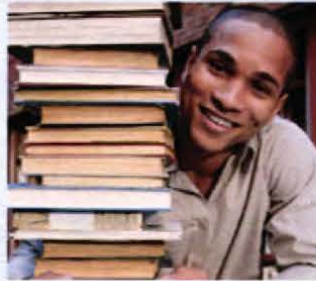
Majors

A good first step to pursuing the career you want is identifying what majors can help you prepare for it. Use any of the options below to create a list of majors that interest you, are required for your occupation of choice, or help expand your knowledge and experience in a professional field.

My Personal To-Do List

View the remaining items on your Personal To-Do List.

Go ▶

Major Exploration

▶ **Majors Suggested by Assessment Results**

Determine which majors you may like to research by comparing the areas of study recommended by your assessment results.

▶ **Explore Majors Related to Occupations**

If you have one or more specific occupations in mind, you can use this method to find the most closely related majors.

Title Search

Search occupations by keyword, occupational title, or select titles from an alphabetical list.

[   ] Go ▶

My Favorite Majors

View the list of your favorite majors you have saved to your portfolio.

Advisor Summary Report

If you'd like to speak to an advisor about your list of potential majors, print a summary of those you are considering.

View Report
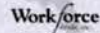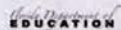
Kuder's Impact on Policy

South Carolina Case Study:

- 2003: Statewide Kuder Career Planning System.

- 2005: Education & Economic Development Act.
  - Creates career guidance model with individual graduation plans (IGPs).
  - Implements CDFs and career specialists support for 800+ schools/districts.
  - 12 Regional Education Centers (RECs) facilitate elements.

- 2008: Kuder outcome data:
  - 11% increase in academic performance.
  - 90% transition rate into postsecondary education (increased from 64%).
  - Improved college completion rates with 60% never changing majors.

- 2012: Kuder reaches 1,000,000 IGPs, 800,000 assessments, and 600,000 students in the state.

Kuder's Impact on Policy

Arkansas Case Study:

- 2003: Statewide Kuder Career Planning System.

- 2004: Career & Technical Education begins leveraging data.
  - Programs must use Kuder data to justify funding requests.
  - Education, workforce, and economic plans combined to increase interest in manufacturing careers based on Kuder data.

- 2009: Governor creates ArkansasWorks strategic initiative.
  - Coordinates education, training and economic development.
  - Incorporates the Kuder Career Planning System and Career Coaches at the core.
  - Utilizes Kuder data by county to improve economic outcomes.
  - *Cluster alignment between education and workforce.*

- 2014: Kuder reaches 1,600,000 assessments and 715,000 students in the state.

Kuder's Impact on Policy

Other Cases:

- **Indiana: Kuder supports the Workforce Investment Act/Workforce Innovation and Opportunity Act.**
  - Governor signs two bills to make career education a priority; creates Indiana Works Councils to bridge education and business.

- **Nebraska: Kuder supports the Nebraska Career Education Model and Standards.**

- **Careers New Zealand: Developed with ICCDPP.**

Questions

Phil Harrington

President

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Handouts

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About Kuder

For over 75 years, Kuder has helped more than **165 million people worldwide** see what they can be. We allow both youth and adults to gain hope for their futures and plan for career success. We provide comprehensive, evidence-based, and highly customizable education and career planning systems for all ages. The **Kuder® Talent Pipeline™** is supported by professional development, parental involvement, and virtual counseling to ensure Kuder users confidently make and prepare for satisfying career choices.

We help you see what you can be™

Research reveals Kuder systems have a measurable impact on educational performance and graduation, transitions to higher education, retention, and completion. Key facts include:

- Improved academic performance and higher GPAs.
- Increased education transition and retention rates.
- Faster college completion.
- Nearly 80% of students rated Kuder as highly helpful in:
    - ✓ Motivating them to be successful and stay in school.
    - ✓ Choosing postsecondary programs or college majors.
    - ✓ Making educational and career plans.

91%

I in giving them
hope for their future.

Comprehensive Education & Career Planning

Our products and services bring about swift and substantial improvements that streamline the pathway from education to career. Clients choose Kuder for the unique benefits and features we offer, including:

- **A complete end-to-end solution:** Whether a person is exploring careers early in life or changing careers later on, the Kuder® Career Planning System™ and its core K20 components – Kuder® Galaxy™, Kuder® Navigator™, and Kuder® Journey™ – are developmentally appropriate by age and grade for comprehensive education and career planning online and in the classroom. The system also supports database management for **real-time data-driven decision making**.

- **Backed by 75 years of research:** Our world-renowned **research faculty** continues the legacy of Dr. Frederic Kuder. Under their direction and guidance, Kuder sets the industry standard and proudly serves as the leading voice and authority for career assessment, planning, and guidance.

- **Customization to meet your specific needs:** From unique and highly integrated statewide systems to custom-designed portal pages, no request is too big or too small to make the system your own.

- **Practical professional development for everyone:** Teachers, guidance counselors, career coaches, and others benefit from our Kuder Career Advisor Training® and Kuder® Career Development Facilitator Training programs.

- **Outstanding customer support and training:** Kuder's team consists of certified Career Development Facilitators and Career Advisors that are responsive to any customer need.

Complete Florida Plus Program

Career and Education Planning System

Provide a K-20 statewide computer assisted student advising system that shall support career and education planning.

kuder galaxy   **kuder** navigator   **kuder** journey

Elementary School, Students and Parents

Middle School and High School Students and Parents

Postsecondary Students and Adults

UNIVERSITY of WEST FLORIDA
INNOVATION INSTITUTE

Kuder® Talent Pipeline™

kudergalaxy

kudernavigator

kuderjourney

Kuder Connect 2 Business

Kuder Link 2 College

Two-year colleges

Four-year colleges

Pre-Kindergarten - 5th

6th - 8th

9th - 12th

Workforce
(job seekers/
businesses)

Career Tech Centers

One Stops/Service Providers

Non-completors

Parental Involvement

Professional Guidance and Support
Career Advisors and Career Development Facilitators
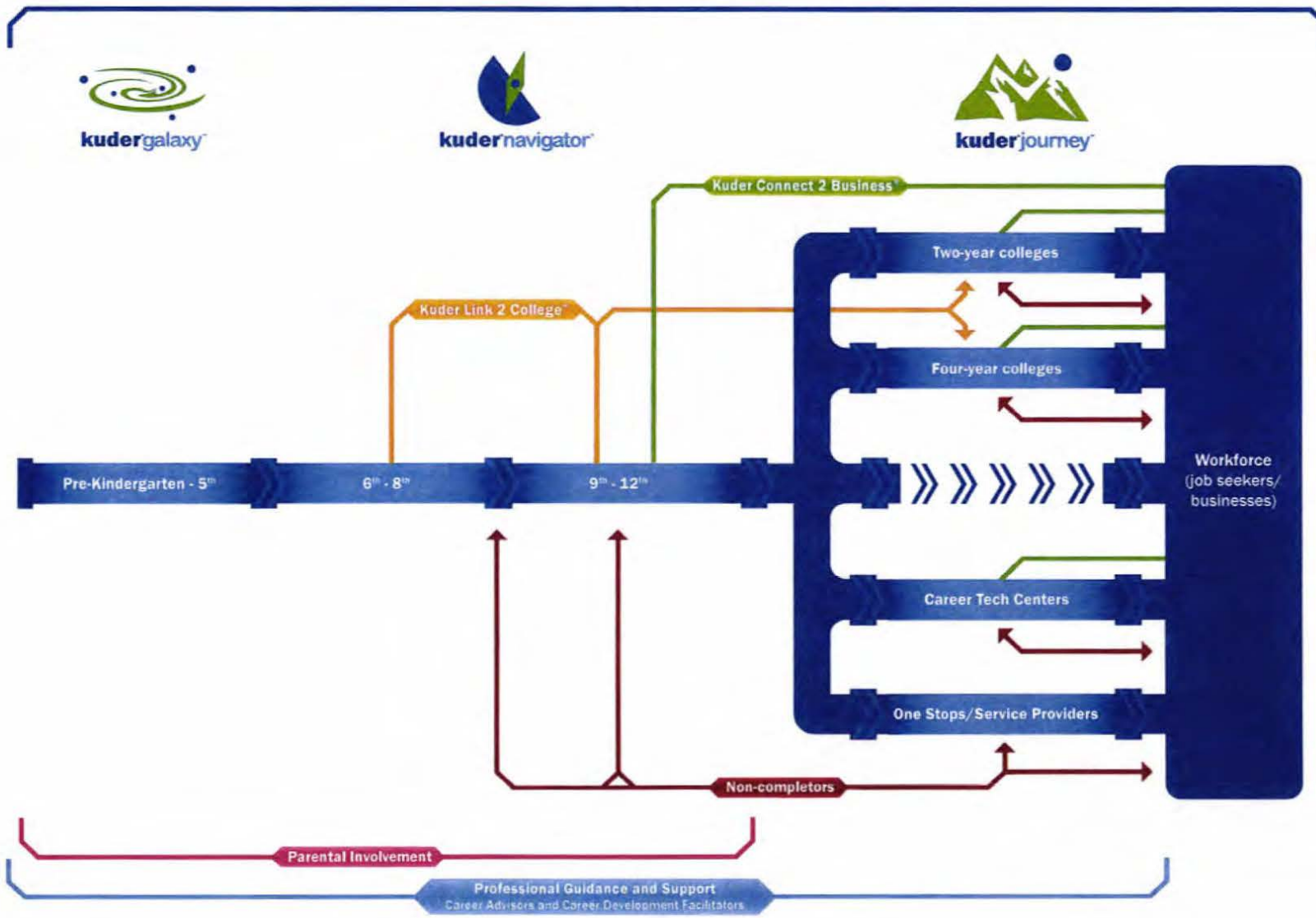
kuder®
Suite of Solutions

kudergalaxy™
An interactive system that introduces elementary students in pre-kindergarten through fifth grade to a wide range of education and career possibilities.

kudernavigator™
An online education and career planning system designed for middle and high school students to help increase academic performance and completion rates while easing transitions into high school and college.

kuderjourney™
An online system designed to help address the education and career planning needs of postsecondary students and diverse adult populations.

Kuder Link 2 College®
A feature that connects Kuder users to educational institutions.

Kuder Connect 2 Business®
A system that connects businesses, nonprofit organizations, and government agencies with students and job candidates to create early awareness and build relationships with potential future employees.

Kuder Career Advisor Training® (CAT)
A condensed professional development program which can be uniquely designed to specific needs. The program provides training for career coaches and any other individuals who are responsible for assisting in the career development process.

Kuder® Career Development Facilitator (CDF) Training
An online training program that promotes career development, offers outstanding training with a flexible format, and integrates the newest curriculum and specially developed course resources.

	Students, Grades K-5 With support from Parents & Educators	Students, Grades 6-8 With support from Parents & Educators	Students, Grades 9-12 With support from Parents, Educators, and Businesses			Postsecondary Students & Adults With support from Educators, Workforce Personnel & Businesses		
	kuder galaxy	kuder navigator	kuder navigator	kuder Link 2 College	kuder Connect 2 Business	kuder journey	kuder Link 2 College	kuder Connect 2 Business
Career Awareness	Play, Watch, Do, and Explore activities engage and spark awareness.	Career awareness is developed through descriptions of careers by job title, education level and career interest area.	Ongoing awareness continues with use of the career cluster and career information tools as well as Person Matches and local business opportunities.	Connections between current educational experiences and future college and career goals are made.	Awareness of co-op experiences fosters career and local business awareness.	Career opportunities are identified and interpreted through assessment, career search tools, and linkages to available jobs.	Awareness of career strengths and transferable skills presents new training options to link to.	Increased awareness of workplace readiness skills and local businesses.
Career Interest	Activities aligned to career fields emphasize academic and career interest development.	Initial career interests established through reliable assessment.	Personal career interests are refined with ongoing assessment and career cluster and pathway understanding.	Direct requests to colleges based on career interests are made.	Career interests are aligned to extended learning and co-op experiences to ensure placement with a purpose.	Reliable assessments continue to identify valid career interests and motivate related career decision making.	Direct requests to colleges based on career interests are made.	Career interests are aligned to local opportunities to ensure placement with a purpose.
Career Exploration	Field trips, classroom discussion, and activities support and reinforce exploration.	Career exploration is introduced online through individual, lifelong portfolio development.	Detailed exploration is achieved through saving careers, post-high school plans, majors, and colleges to Favorite lists, which facilitates understanding and career maturity.	Career exploration activities foster college exploration and linkages between career options, educational requirements, and the institutions that offer them.	Exploration and knowledge of businesses and their opportunities localizes and provides a real-life aspect to career exploration and preparation.	Career exploration based on individual goals and needs translates to the ability to plan for the transition into the workforce.	Career exploration activities foster education and training exploration and linkages between career options, training requirements, and the institutions that offer them become clear.	Exploration and knowledge of businesses and their opportunities localizes and provides real, available opportunities.
Career Planning	Not Applicable	Future goals created around multi-year education plans.	Detailed IACPs are managed using career, college, scholarship, and financial aid information. Job preparation is accomplished through résumés, cover letters, and references, all stored in a live e-Portfolio.	In depth career planning is attained as direct requests for information to colleges are fulfilled and utilized to finalize post-high school decisions.	Direct engagement in co-op experiences and overall business awareness supports selection of career plans and postsecondary choices.	Development of résumés, cover letters, references, interviewing skills, and work samples supports career planning and preparation. An e-Portfolio provides a shareable record of key knowledge and experience.	In depth career planning is attained as direct requests for information to the education and training providers are fulfilled and utilized to finalize plans.	Direct engagement with businesses supports solidifying career plans and education or training needs and choices.
Co-op Experience	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Career interest and co-op alignment allows for first-hand discovery or confirmation of a career passion. Connections between businesses, students, and adults ensure awareness and preparation for work.	Not Applicable	Not Applicable	Connecting businesses with future employees through co-op or other experiences allows for development of a skilled talent pipeline.

kuder galaxy™

Early career awareness for grades pre-K through five.

Kuder® Galaxy™ is a fun and educational career awareness system for elementary students. With activities that invite them to play, watch, do, and explore, the system delivers developmentally-appropriate content based on learning transitions.

Kindergarten Homepage

Teacher Dashboard

Parent Dashboard

→ BENEFITS

- *Simplifies career awareness into four action-based categories.*
- *Aligned with the National Common Core curriculum standards.*
- *Supports differentiation through simple, self-guided exploration.*
- *Meets National Career Development Association and American School Counselor Association early career awareness goals.*
- *Tracks student progress, areas of interest, completion of learning objectives, and more for teachers and counselors.*
- *Parental access to the system strengthens the developmental process.*

> "Most educators will agree it's never too early to encourage students to begin thinking about their careers and planning for the future."
>
> – *Greta Hensley*
> *Language Arts, Reading, and Science Teacher*
> *Jefferson Middle School*
> *(Oak Ridge, Tennessee)*

Four action-based categories:

PLAY

Games emphasizing educational development and career interests.

WATCH

Videos and songs to help children explore self-understanding and the world of work.

DO

Downloadable classroom activities that stimulate learning in a fun, self-paced way.

EXPLORE

Field trips, scavenger hunts, and experiments to help children explore the world around them.

Contact us today!

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*DID YOU **KNOW?** An essential component of the career awareness phase at the elementary school level is the development of **self-understanding.***

Galaxy™ Program Goals by Grade Level

Based on the learning transitions of elementary students, Galaxy is divided into three divisions: 1) pre-K through second grade; 2) third and fourth grade; and 3) fifth grade. Galaxy guides students to complete activities at their own pace. Each grade level contains activities that help students achieve program goals based on self-understanding and the world of work.

	Pre-K – Kindergarten	First Grade	Second Grade	Third Grade	Fourth Grade	Fifth Grade
	Gazers	Observers	Builders	Voyagers	Pioneers	Communicators
SELF-UNDERSTANDING	Developing a positive view of self (self-worth).	Developing skills for interacting with others (understanding social circle).	Understanding the relationship between interests, leisure activities, and various school subjects.	Understanding the concept of goal-setting and how it relates to future accomplishments.	Developing skills around the concept of decision making.	Developing awareness of how personal responsibility and good work habits are linked to careers.
WORLD OF WORK	Introducing the relationship between interests and school studies.	Understanding the role that social and interpersonal interactions can play in school success.	Understanding how preferences for tools and environments may help them begin thinking about what they might want to be when they grow up.	Understanding how goal-setting can help in making a future career choice.	Becoming aware of the career decision-making process.	Understanding the variety of roles students can play in their life and how they can fulfill interests through those roles.

Check out the Top 10 Reasons to Choose Galaxy!
http://bit.ly/kudergalaxy

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ƙ kuder®navigator™

Reliable college and career guidance for secondary students.

A comprehensive online education and career planning system, Kuder® Navigator™ guides students through the critical actions they need to take to access, explore, plan, and transition successfully at each stage in their lifelong career development.

Navigator Home Page

→ **BENEFITS**

- *Supports successful transitions to college, training, and employment.*
- *Age-appropriate content customized by developmental level.*
- *Research-based assessments provide a valid foundation for career exploration.*
- *Students learn valuable career preparation skills, including portfolio development.*
- *Helps make connections between coursework and the world of work.*
- *Flexible education tools support high school completion and confident college choices.*
- *Improves accountability, quantifies program success, and eases reporting requirements.*
- *With pricing based on enrollment, it's a cost-effective solution for any budget.*

Free Parent Account Encourages Involvement

Parents can take a virtual tour, view their child's portfolio and career planning timeline, and access messages, informational resources, and websites.

Accountability Resources Give Real-time Results

The included Kuder® Administrative Database Management System™ provides tools for tracking individual progress and aggregate trends, managing curriculum and coursework, communicating with students and parents, and more.

Fully Customizable System

From one-of-a-kind portal pages to complex database integration, or a system completely tailored to your needs, the options are limitless.

"Navigator provides the **guidance and motivation** students need to plan for their educational and career goals, ponder the possibilities, and, of course, dream."

— *Karen Procopio*
Mesa Academy for Advanced Studies
(Mesa, Arizona)

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*DID YOU **KNOW?** An impressive 91 percent of students who use Navigator transition into postsecondary education.*

Navigator's Main Menu Features

The system is organized in a series of action steps to optimize career exploration and planning. Students can complete them in sequence or select the one that meets their immediate needs.

1 Learn About Myself

Through assessment, students gain self-awareness of interests, skills, and work values.

Features
All three assessments can be completed in 20 minutes or less.

Results are viewable immediately after completion and can be shared via social media.

Third-party assessment scores (ASVAB, WorkKeys, SDS) can be entered to generate lists of related occupations.

2 Explore Occupations

Career exploration begins when students discover options that relate to their interests and skills.

Features
O*NET occupations are accessible by assessment results, clusters and pathways, job title, or keyword.

Occupations can be searched and compared by required education level, cluster, expected job growth, or median salary.

Career videos help students see occupations in action.

3 Plan for Education

Once students make a tentative career choice, they need to determine education and/or training requirements.

Features
An education planner maps courses based on careers, graduation requirements, or other criteria.

Over 7,000 institutions can be searched and compared by cost, majors, extracurricular activities, and more.

Scholarships and grants are indexed by students' search criteria; FAFSA can be completed and submitted directly from the system.

4 Plan for Work

Before students begin looking for work, they must prepare documents and get ready for interviews.

Features
Easy-to-use document builders help students develop a résumé, cover letter, and list of references.

Sample job application familiarizes students with most common questions asked.

The job interview process is outlined, with practical tips for success.

5 Find a Job

The final step is when students learn techniques to find job opportunities and begin pursuing them.

Features
Links to top job search engines and employer profiles.

Job openings cross-indexed with students' "favorite" occupations.

Kuder® e-Portfolio offers lifetime access to a personal "website" with a unique URL for selective sharing.

ADDITIONAL FEATURES

My Portfolio
Provides **lifetime** access to assessment results, education plans, favorite occupations and education options, and more.

Career Planning Timeline
Lists a sequence of activities to ensure effective career exploration and planning. Students simply click on an activity to complete it within the system.

Check out the Top 10 Reasons to Choose Navigator! http://bit.ly/kudernavigator

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Fifth Edition

Direct Your Future™

Career planning curriculum for secondary students.

Direct Your Future™ (DYF) by JoAnn Harris-Bowlsbey, Ed.D. is designed for educators and counselors using Kuder® Navigator™ in the classroom to guide secondary students through the career planning process. It contains everything needed to engage students in critical career development concepts that help them prepare for the future.

→ **BENEFITS**

- *Comprehensive 11-module career development curriculum tailored to the needs of secondary students.*

- *Aligned with NCDA and ASCA standards.*

- *Downloadable lesson plans, resource files, activities, presentations, homework assignments, and instructional handouts.*

- *Includes a parent's guide to encourage taking an active role in their child's career journey.*

Easy to Access

Curriculum materials are available online directly from the Kuder® Administrative Database Management System™ in Navigator. The electronic format makes it easy to review and print materials for students.

Reduces Prep Time

DYF provides structure and guidance to incorporate Navigator into a course or classroom unit, reducing prep time with detailed lesson plans to guide each classroom session.

Sample Lesson Plan

Sample Activity

"I have found the *DYF* text to be extremely helpful and it saves me so much prep time! I would recommend it to anyone that does career planning at their school!"

– Kim Timmerman
Counselor
Adel Middle School
(Adel, IA)

DID YOU KNOW? *In a recent study, Navigator users demonstrated an 11 percent increase in school performance.*
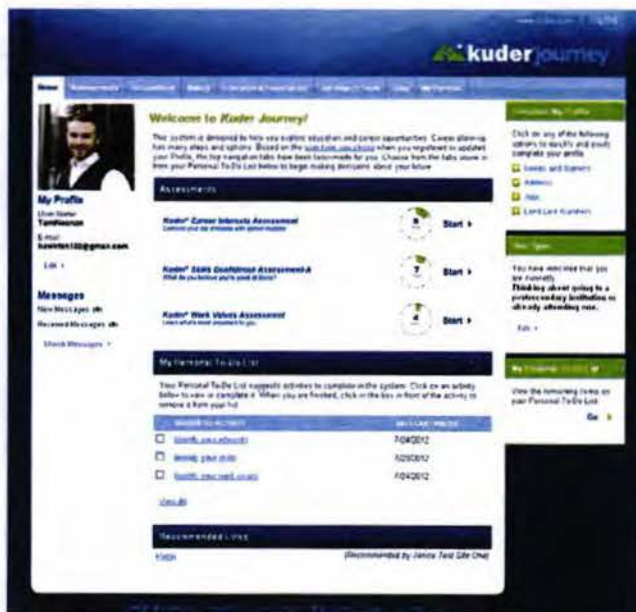
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kuder journey™

Career planning for adults at all life stages.

Whether it's planning a career, making a career change, or keeping a career on track, Kuder® Journey™ supports postsecondary students and adults in navigating life's transitions. A flexible and scalable online career planning system, Journey responds to individual needs and addresses educational and career goals while providing accountability and real-time results.

Journey Home Page

→ **BENEFITS**

- Adapts to each user's unique situation.

- Research-based assessments ensure users consider careers suited to their interests, skills, and work values.

- System is mapped to the 6 Holland clusters; sites that purchase a license can select the 16 National clusters instead.

- Helps postsecondary students make a shortlist of majors and occupations of interest.

- Shareable e-Portfolio is a repository for résumés, cover letters, references, and more.

- Database resources improve accountability, quantify success, and ease reporting.

- Help ease transitions into the workforce.

- Maximizes users' time by prompting them through a series of manageable steps.

Accountability Resources Give Real-time Results

The included Kuder® Administrative Database Management System™ provides tools for tracking individual progress and aggregate trends, communicating with system users and administrators, and more.

Fully Customizable System

Brand Journey with your organization's unique messaging and design. From one-of-a-kind portal pages to complex database integration, or a system completely tailored to your look and feel, the options are limitless.

"For postsecondary educators, our task is to provide a global view of the world of work first. Through Kuder Journey, we help our students better understand how they can fit into that world through research and self-exploration."

— Bernadette Amato
Coordinator of Career Services
Ocean County College
(Toms River, New Jersey)

Contact us today!

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DID YOU KNOW? Kuder system users complete college faster than non-Kuder system users.

Journey's Main Menu Features

The system's menu is organized in a series of manageable steps to optimize career exploration and planning. Users can complete the tabs in sequence or select the one that meets their immediate needs.

1 Assessments	**2** Occupations	**3** Majors	**4** Education & Financial Aid	**5** Job Search Tools	**6** Jobs
Assessments provide self-awareness and encourage career satisfaction.	Users find numerous ways to ease their search for a suitable career.	Relating education requirements to suitable occupations makes selecting a major a whole lot easier.	Users can align career possibilities with related educational and financial aid opportunities.	Prepping for the job search is a critical and often overlooked step before the application process begins.	Searching for a job isn't as daunting when career options have been narrowed down and prepared for.

1 — Features

All three can be completed in 20 minutes or less.

Results are viewable immediately after completion and can be shared via social media.

Third-party scores (ASVAB, WorkKeys, SDS) can be entered into the system to generate lists of related occupations.

2 — Features

O*NET occupations are accessible by assessment results, clusters and pathways, job title, or keyword.

Occupations can be searched and compared by required education level, cluster, expected job growth, or median salary.

Career videos help users see occupations in action.

3 — Features

Users can view areas of study recommended by assessment results.

Majors can be explored related to occupations of interest to help narrow them down.

Users can print a summary of majors they're considering for their college advisor.

4 — Features

Over 7,000 institutions can be searched and compared by cost, majors, extracurricular activities, and more.

Users can browse a directory of schools offering online degrees and get information on earning college credit for prior experience.

Scholarships and grants are indexed by users' search criteria; FAFSA can be completed and submitted directly from the system.

5 — Features

Easy-to-use document builders help users develop a resume, cover letter, and list of references.

Includes the "do's and don'ts" of face-to-face and social networking, professional associations, and other resources.

Outlines job interview process, plus practical tips for success.

6 — Features

Links to top job search engines and employer profiles.

Job openings cross-indexed with users' "favorite" occupations.

Kuder® e-Portfolio offers lifetime access to personal "website" with a unique URL for selective sharing.

ADDITIONAL FEATURES

My Portfolio
Provides a summary of assessment results, education plans, favorite occupations and education options, and more.

Personal To-Do List
Lists a sequence of activities to ensure effective career exploration and planning. Users simply click on an activity to complete it.

ıl kuder® Administrative Database Management System™

An accountability and reporting dream come true.

What better way to implement and manage your online career planning system than through a virtual dashboard that has everything you need right at your fingertips? The comprehensive Kuder® Administrative Database Management System™ (ADMS) makes your role in the career and education planning process a whole lot easier.

ADMS Home Page

→ **BENEFITS**

- *Aids career trend forecasting, supports recruitment, retention, completion, and transition efforts.*

- *Pre-generated core reporting and in-depth custom reporting.*

- *Helps meet local, regional, and state accountability and reporting requirements.*

- *Manages four-year education plan course listings.*

- *Facilitates curriculum planning and program development.*

- *Directs communication between system users and administrators.*

- *Identifies users' expressed needs and barriers to education and employment.*

- *Links to users' electronic portfolios.*

- *Streamlines workforce and economic planning and preparation.*

Real-time Results

Included with both Kuder® Navigator™ and Kuder® Journey™, the ADMS is where administrators can instantly access real-time individual and aggregate data to ensure positive outcomes.

Fully Customizable

Expand your ADMS to match your organization's own data reporting structure. From special reports to complex database integration, or an ADMS completely tailored to your look and feel, the options are limitless.
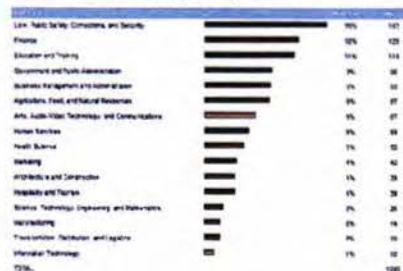
Core Reports

"As a result of [using] our ADMS, we've been able to contact students to enroll them into programs and courses of study that address their interests and skills."

— *Dr. Clay Goodman,*
Vice President of Occupational Education
Estrella Mountain Community College
(Avondale, AZ)

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DID YOU KNOW? *Kuder welcomes 3 million new users each year.*

ADMS Reports at-a-Glance

Administrators can generate a variety of individual and aggregate reports in the ADMS. Data can be used to develop or enhance career programs, fulfill budget requests, and support funding initiatives.

Assessment	Usage	CTE	Activity Progress	User

Users' interests, skills, and work values.

How users are spending time in the system.

Data on CTE courses associated with users.

Users' progress in completing critical system components.

Users' self-identified profile details.

Basic "Core" reports:
Available in individual and aggregate form. Include assessment results, gaps in interests and skills, and individual progress.

Advanced options:
Rank-order career clusters by interests, skills, or work values assessments. Can be filtered by demographic breakdown.

System- and exploration-specific reports:
Aggregate snapshot of tools usage, time spent in system, top explored preferences, number of logins within a date range, and completion of tasks.

Provides individual and aggregate data on users coded as taking a CTE course (or courses).

Available in individual and aggregate form.

Multiple reporting options:
- Users who have registered with the system within given date range.
- Education plan progress, planned class enrollment, and trends in areas of study.
- Users' job titles and current status selections specific to user names, gender, ethnicities, and user type.
- Users' status on various key job preparation tasks.

Multiple reporting options:
- Needs and barriers of users specific to system user names, gender, ethnicities, and user type/status.
- Users' professional experience.
- Users' transferrable skills.
- Users' current status.

ADDITIONAL FEATURES

Tools & Resources
A special menu tailored to busy administrators offers tutorials (through "Kuder University"), lesson plans, and materials to help gain parental involvement. Communicate directly with users via email, system in-box, and text messaging to share important information, event notifications, and more.

General Administration
The ADMS offers support for managing product license, finding user information, uploading user data, and migrating user accounts from one organization, school, or system to another. Qualified administrators can control personnel and user access by enabling account registration and activating assessments.