SBCA **CAREER TRACKING PROGRAM**

Ms. Vilma B. **Clerigo**

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What Really Matters

It is the role of the School Leaders to bridge the gap between the basic needs of students and curriculum.

**San Beda College Alabang
Integrated Basic Education Department**

CAREER TRACKING PROGRAM

The Beginning……

"THEY'RE GOING TO **KILL** ME."

"I AM **NOT** GOING TO LET THAT HAPPEN."

I hate my major, but shifting involves two more years of college.

"To begin with the end in mind means to start with a clear understanding of your destination. It means to know where you are going…so the steps you take are always in the right direction."

The Seven Habits of Highly Effective People- - StevenCovey

The Career Tracking Scheme in San Beda College Alabang High School Department started in Academic Year 1990 -1991

➢**Engineering Track**
➢**Medical Science Track**
➢**Liberal Arts and Commerce Track (Lia-Com)**

After about 4 years… in 1994,
the Career Track expanded to

MAJOR CAREER TRACKS

1. **MEDICAL SCIENCE** which includes courses in medicine and pre-medicine courses as well as other science-related courses such as biology, zoology, medical technology, physical therapy, biochemistry, chemistry, physics, nursing, midwifery, etc.

2. **ENGINEERING AND ARCHITECTURE** which includes courses in the physical sciences such as civil. Mechanical, electrical, electronic communications, computer engineering and computer science.

3. **ARTS AND LETTERS** which includes courses in liberal arts such as philosophy, psychology, economics, sociology, anthropology, political science, Asian and other national studies, literature and languages.

4. **BUSINESS AND ENTREPRENEURSHIP** which includes business-related courses such as management, accounting, marketing, advertising etc.

Up until now… for 24 years… it's still running…

"The only place where SUCCESS comes before WORK is in the dictionary."

Career Tracking Scheme (CTS) is offered to the 3rd and 4th year High School students. Students are grouped according to their talents, interest and levels of achievement. This program has been running since 1990.

SBCA Career Tracking Program

PROGRAM PROCEDURES

STUDENT PREPARATION

SELECTION PROCESS

IMPLEMENTATION

SBCA Career Tracking Program

To devise a system whereby the efforts of the various areas and departments within the school can work harmoniously towards assisting the students and their parents in the preparation for subsequent choice of college course.

The Career Tracking Scheme (CTS) requires the following persons and offices:

PRINCIPAL

The Principal acts as the chief executive of the department and acts as the over-all coordinator of the CTS.

VICE PRINCIPAL & SUBJECT AREA CHAIRS

The Vice-Principal and Academic Chairs act as implementors and planners of the academic requirements of the program.

GUIDANCE HEAD & LEVEL COUNSELORS

The **Guidance head and level counselors** are in-charge of the career guidance component of the program.

GUIDANCE SERVICES

In support of the objectives of the **CAREER TRACKING SCHEME (CTS)** as well as the implementation strategies of the entire program, the Guidance Department has expanded its role and scope of responsibility as to cover considerable amount of preparation, implementation and evaluation activities related to the program.

GUIDANCE AREA → **Expanded its ROLE & SCOPE of responsibilities** → **Preparation Implementation Evaluation**

CAREER **GUIDANCE**
Every career is important but choice is yours

GUIDANCE SERVICES

The following turned out to be the major activities of   Guidance Area in relation to the effective implementation of the Career Tracking Scheme:

➢ **administration of tests and evaluation surveys**

➢ **career guidance counseling and interviews with students**

➢ **career orientation programs**

➢ **career exposure trips**

➢ **career guidance classes**

➢ **coordination of curricular and co-curricular activities**

SBCA Career Tracking Program

PROGRAM PROCEDURES

STUDENT PREPARATION

SELECTION PROCESS

IMPLEMENTATION

Career Development Across All Grade Level

Grade 9 – Fourth Year Career Tracking Scheme
Intensive Programs of Study Related to Career Goal

Grades 7 – 8 Career Guidance
Administration of Tests
PACT/POIS

Grades 6 – Career Exploration and Transition
Administration of ELCOM to assess potential for
Higher Academic Work
Develop plans based on personal interests.

Grades 4 – 6 Discovering Interest Areas
Initial Career Exploration
Psychological Tests, Personality Tests

Pre-School - Middle Grade School
Introduction to the World of Careers
Understanding the Importance and Value of Work and Jobs

Administration of tests and evaluation surveys

Psychological and diagnostic tests are administered to students in all the 4 year levels throughout the school year.

The tests are used to help students become aware of their interests, needs, abilities, traits and values and relate these to their prospective career and future life. Test results are interpreted to students individually or in groups through career guidance classes. Test data are similarly used in decision-making activities with regard to the sectioning of students in the third and fourth year levels according to their career tracks.
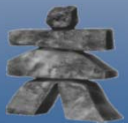
SBCA Career Tracking Program

PROGRAM PROCEDURES

STUDENT PREPARATION

CLASSIFICATION PROCESS

IMPLEMENTATION

SBCA Career Tracking Program

To administer and utilize the various scholastic and achievement records of students and their personality profiles in relation to the career they plan to take up and for decision-making.

SBCA continues to administer tests to measure their interests, needs, abilities, traits and values and relate these to their prospective career and future life.

Tests for assessing Competencies

Tests for Career decision making

Elementary Level Competency Measure (ELCOM)

Philippine Aptitude Classification Test (PACT)

CEM Diagnostic Tests in Science, Math, English & Filipino

Philippine Occupational Interest Survey (POIS)

Leading Schools with Data

Because we believe that…

Effective career development programs are based on the premise of increasing individuals' self-awareness of their personal characteristics as they relate to the type of work they may choose.

Measures of personal values, value constructs, have been repeatedly demonstrated through research to reflect major dimensions representing the vocational motivation in the values domain.

APTITUDE

The Philippine Aptitude Classification Test (PACT) measures specific abilities and predict probable performance in various courses.

(This is given to Grade 8 students)

The Philippine Occupational Interest Survey (POIS) assesses high school students' degree of interest in different occupational fields.

(This is given to Grade 8 students)

INTEREST

Correspondence Between the PACT Educational Programs and the POIS Occupational Fields

PACT Educational Program	POIS Occupational Field
Services	Outdoor / Physical
Agriculture	
Humanities and Arts	Arts, Humanities, and Entertainment
Social Science, Business, and Law	Business / Clerical
	Administrative
	Social / Personal
Education	
Engineering	Mathematics and Physical Sciences
Science	
Trades and Crafts	Vocational / Technical
Health and Welfare	Life and Health Sciences
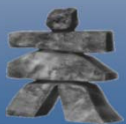
SBCA Career Tracking Program

To provide students and their parents with enough basis for career choice in terms of testing, counseling, orientation and information services.

SBCA Career Track Classification Process includes test results interpretation

PACT Educational Program

POIS Occupational Field

Services Agriculture → **Outdoor/ Physical**

Humanities and Arts → **Arts, Humanities and Entertainment**

PACT Educational Program

POIS Occupational Field

Social Science, Business, and Law

Business/ Clerical

Administrative

Social/ Personal

Education

Social/Personal

PACT Educational Program

POIS Occupational Field

Engineering

Science

Mathematics and Physical Science

Trades and Crafts

Vocational/Technical

Health and Welfare
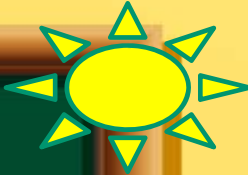
Life and Health Sciences

Test data are similarly used in decision-making activities with regards to the sectioning of students in the third and fourth year levels according to their career tracks.

THE IMPACT OF CEM TESTS ON STUDENT PREPARATION AND SELECTION PROCESS
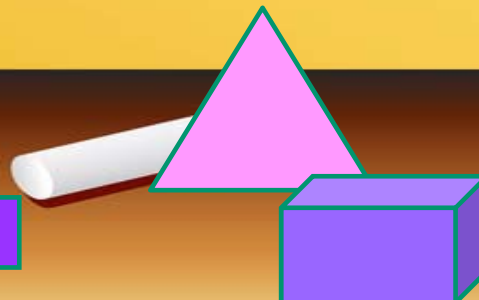
Philippine Aptitude Classification Test (PACT)
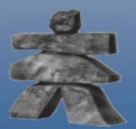
Aptitudes

Educational Programs

Career Choice

Center for Educational Measurement, Inc.

Philippine Aptitude Classification Test (High School)

EXAMINEE REPORT

NAME : EXAMINEE 047
SCHOOL : ABCD SCHOOL
YEAR LEVEL : Third Year High School
COURSE CHOICE : BS Hotel & Restaurant Management
BS Accountancy
BS Mathematics

STUDENT NO. : 980047
TEST DATE : 06/08/2012

Step 1

CODE	APTITUDES	ABILITY INDEX (AI) / ABILITY CATEGORY		
		L (25-89)	A (90-110)	H (111-175)
SD	Symbol Discrimination: The ability to recognize quickly and accurately similarities and differences among series of letters and numbers	159		
FD	Form Discrimination: The ability to recognize quickly and accurately similarities and differences among geometric figures	133		
VE	Verbal English: The ability to understand the English language	100		
NF	Number Facility: The ability to solve simple arithmetic problems accurately	103		
IN	Induction: The ability to discover a general rule or principle behind a series of figures	87		
FC	Flexibility of Closure: The ability to recognize figures from complex or distracting patterns and to construct them mentally	110		
VF	Verbal Filipino: The ability to understand the Filipino language	113		
SA	Spatial Aptitude: The ability to visualize a 3-dimensional object from its 2-dimensional representation	81		
MR	Mechanical Reasoning: The ability to visualize the assembly of parts and the operation of simple machines	113		
PA	Perceptual Acuity: The ability to detect the pattern of change in a series of geometric figures and the differences in written information	112		

Step 2

CODE	EDUCATIONAL PROGRAM	PROBABLE PERFORMANCE		
		L	A	H
SE	Services: criminology, environmental science, home economics, hotel and restaurant management, marine transportation, tourism, commercial cooking, culinary arts			✓
AG	Agriculture: agriculture, animal husbandry, fisheries, veterinary medicine			✓
HA	Humanities and arts: fine arts, interior design, philosophy	✓		
SBL	Social sciences, business, and law: accountancy, business administration, commerce, customs administration, financial management, legal management, library and information science, marketing management, mass communication, office administration, psychology, technology management, entrepreneurship		✓	
ED	Education: elementary education, secondary education		✓	
EMC	Engineering, manufacturing, and construction: agricultural engineering, architecture, chemical engineering, civil engineering, computer engineering, electrical engineering, electronics and communications engineering, food technology, industrial engineering, industrial technology, marine engineering, mechanical engineering, textile technology		✓	
TC	Trades and crafts: automotive technology, building wiring installation, computer hardware servicing, dressmaking, electrical technology, electronics technology, fitter machinist, mechanical technology, refrigeration and air-conditioning technology			✓
HW	Health and welfare: dental medicine, medical technology, medicine, nursing, pharmacy, physical therapy, massage therapy		✓	
SC	Science: biology, computer science, computer technology, information technology, mathematics, chemistry, physics	✓		

Figure 1. Sample Examinee Report 1.

SIG PACTH_0612CB4

5

LEADING SCHOOLS WITH DATA
Philippine Aptitude Classification Test (PACT)

Center for Educational Measurement, Inc.

Philippine Aptitude Classific... (High School)

EXAMINEE REPORT

NAME	: EXAMINEE 047
SCHOOL	: ABCD SCHOOL
YEAR LEVEL	: Third Year High School
COURSE CHOICE	: BS Hotel & Restaurant Management
	BS Accountancy
	BS Mathematics

Career Choice

CODE	APTITUDES
SD	**Symbol Discrimination:** The ability to recognize quickly and accurately similarities and differences among series of letters and numbers

Students are asked to list down their 1st three Career Choice

CAREER CHOICES   **PACT EDUCATIONAL PROGRAM**

Hotel & Restaurant Management ————————→ **SERVICES (High)**
  BS Accountancy —→ **SOCIAL SCIENCES, BUSINESS / LAW (Ave)**
   BS Mathematics ————————— **SCIENCE (Low)**

Career Choice vs Probable Performance

EDUCATIONAL PROGRAM	PROBABLE PERFORMANCE		
	L	A	H
Services: criminology, environmental science, home economics, hotel and restaura[nt] management, marine transportation, tourism, commercial cooking, culinary arts			✓
Agriculture: agriculture, animal husbandry, fisheries, veterinary medicine			✓
Humanities and arts: fine arts, interior design, philosophy	✓		
Social sciences, business, and law: accountancy, business administration, commerce, customs administration, financial management, legal management, library and information science, marketing management, mass communication, office administration, psychology, technology management, entrepreneurship		✓	
Education: elementary education, secondary education		✓	
Engineering, manufacturing, and construction: agricultural engineering, architecture, chemical engineering, civil engineering, computer engineering, electrical engineering, electronics and communications engineering, food technology, industrial engineering, industrial technology, marine engineering, mechanical engineering, textile technology		✓	
Trades and crafts: automotive technology, building wiring installation, computer hardware servicing, dressmaking, electrical technology, electronics technology, fitter machinist, mechanical technology, refrigeration and air-conditioning technology			✓
Health and welfare: dental medicine, medical technology, medicine, nursing, pharmacy, physical therapy, massage therapy		✓	
Science: biology, computer science, computer technology, information technology, mathematics, chemistry, physics	✓		

7. Sample Examinee Report 1.

Hotel & Restaurant Management falls under PACT Educational Program on SERVICES

BS Mathematics

APTITUDES	ABILITY INDEX (AI) / ABILITY CATEGORY		
	L (25-89)	A (90-110)	H (111-175)
Symbol Discrimination: The ability to recognize quickly and accurately similarities and differences among series of letters and numbers			159
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Step 2

EDUCATIONAL PROGRAM	PROBABLE PERFORMANCE		
	L	A	H

Master list is used to determine how many sections will be assigned to each career track

The PACT provides data for guidance counselors to use the test results for career tracking …

| BS Hotel and Restaurant Management	BS Accountancy	BS Mathematics
SERVICES	Social Sciences Business ,Law	Science
HIGH	AVERAGE	LOW
Key Aptitudes are Average and High	Key Aptitudes are mostly average	Key Aptitudes are mostly low
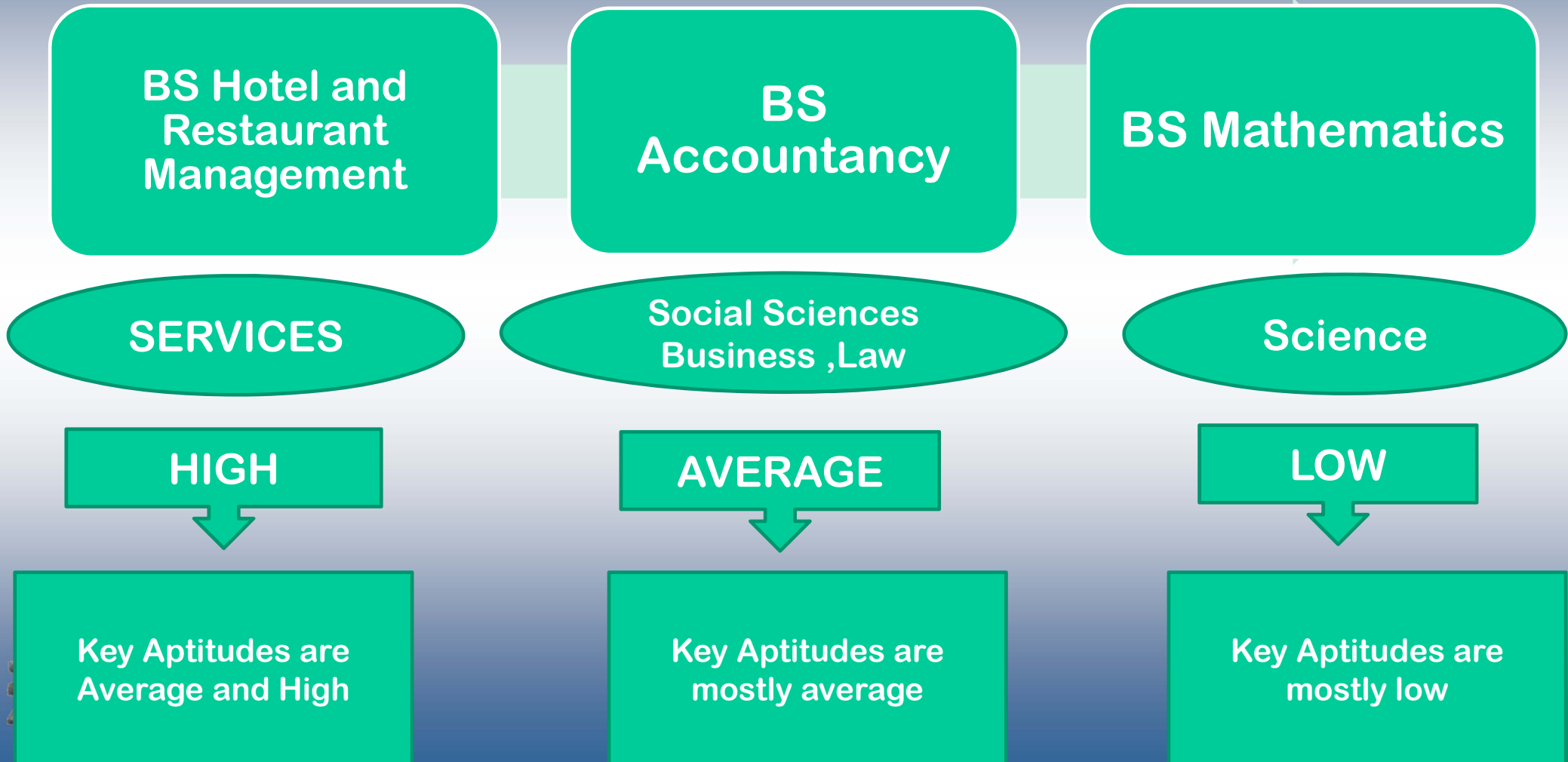
Educational Program	Key Aptitudes
Services	Verbal English Number Facility Flexibility of Closure Verbal Filipino Mechanical Reasoning Perceptual Acuity
Agriculture	Symbol Discrimination Induction Flexibility of Closure
Humanities and arts	Verbal English Induction Flexibility of Closure Spatial Aptitude
Social sciences, business, and law	Verbal English Number Facility Induction Flexibility of Closure Verbal Filipino Perceptual Acuity
Education	Symbol Discrimination Verbal English Number Facility Verbal Filipino
Engineering, manufacturing, and construction	Verbal English Number Facility Induction Flexibility of Closure Verbal Filipino Mechanical Reasoning
Trades and crafts	Symbol Discrimination Form Discrimination Number Facility Flexibility of Closure Mechanical Reasoning
Health and welfare	Verbal English Number Facility Induction Flexibility of Closure Verbal Filipino Mechanical Reasoning
Science	Verbal English Number Facility Induction Verbal Filipino

In order to be successful, we learned to utilize the results of standardized tests....

Center for Educational Measurement, Inc.

The test of excellence
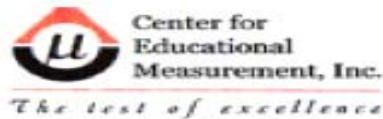
EXAMINEE REPORT

EXAMINEE NO.

NAME
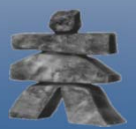
SCHOOL

DATE OF TESTING
11/22/2005

Philippine Aptitude Classification Test

Rec   Tracer:

FACTOR	VERBAL FILIPINO	NUMERICAL	VERBAL ENGLISH	PERCEPTUAL SPEED	SPATIAL	INDUCTION	PERCEPTUAL ACUITY
STANDARD SCORE	466	570	580	588	458	725	557
OCCUPATIONAL FIELD	VOCATIONAL/ TECHNICAL	OUTDOOR/ PHYSICAL	SOCIAL/ PERSONAL	BUSINESS/ CLERICAL	ADMINIS-TRATIVE	MATH & PHY SCIENCES	LIFE & HEALTH SCIENCES	ARTS & HUMANITIES
RATING	VH	H	A	VH	H	A	H	A

Philippine Occupational Interest Survey

OCCUPATIONAL FIELD	MATH, PHY SCI & TECHNOLOGY	OUTDOOR/ PHYSICAL	SOCIAL/ PERSONAL	BUSINESS/ CLERICAL	ADMINISTRATIVE	LIFE & HEALTH SCIENCES	ARTS & HUMANITIES
STANDARD SCORE	291	423	405	352	310	325	536
RATING	VL	M	M	M	L	L	VS

What is interesting to note is that, students are made aware of what the results of these tests mean…

In one of the blogs… I found this …
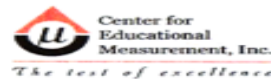
CHOOSING CEREMONY

🕐 13 MAY 2014

I was searching for my old library card in my room when I came across this piece of history beneath a stack of burned photographs:

Center for
Educational
Measurement, Inc.
The test of excellence

EXAMINEE REPORT

ICT-PACTHS-ERF9805

EXAMINEE NO.

NAME

SCHOOL

DATE OF
TESTING
11/22/2005

Philippine Aptitude Classification Test

Rec   Tracer:

FACTOR	VERBAL FILIPINO	NUMERICAL	VERBAL ENGLISH	PERCEPTUAL SPEED	SPATIAL	INDUCTION	PERCEPTUAL ACUITY
STANDARD SCORE	466	570	580	588	458	725	557
OCCUPATIONAL FIELD	VOCATIONAL/ TECHNICAL	OUTDOOR/ PHYSICAL	SOCIAL/ PERSONAL	BUSINESS/ CLERICAL	ADMINIS-TRATIVE	MATH & PHY SCIENCES	LIFE & HEALTH SCIENCES	ARTS & HUMANITIES
RATING	VH	H	A	VH	H	A	H	A

### Philippine Occupational Interest Survey

OCCUPATIONAL FIELD	MATH, PHY SCI & TECHNOLOGY	OUTDOOR/ PHYSICAL	SOCIAL/ PERSONAL	BUSINESS/ CLERICAL	ADMINISTRATIVE	LIFE & HEALTH SCIENCES	ARTS & HUMANITIES
STANDARD SCORE	291	423	405	352	310	325	536
RATING	VL	M	M	M	L	L	VS

REFER AT THE BACK FOR A BRIEF DESCRIPTION OF THE SCORES.

It's my aptitude test results back in fourth year high school! It's quite cool; I nearly forgot we had these aptitude tests. Anyway, the back of the paper explains what the results mean:

In sum, PACT assesses what my exam results suggest I do, while POIS assesses what I want to do. It's like the Sorting Hat in *Harry Potter* or the Choosing Ceremony in *Divergent*, but essentially more boring.
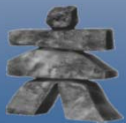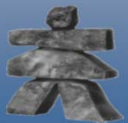
SBCA Career Tracking Program

To provide a program for co-curricular and extra-curricular activities relevant to their career track.

SBCA Career Tracking Program

PROGRAM PROCEDURES

STUDENT PREPARATION

SELECTION PROCESS

IMPLEMENTATION

SBCA Career Tracking Program

To enhance the curricular offerings with career-oriented subjects with the aim of providing the students with sufficient experience and exposure to areas of knowledge pertinent to their career track.

Career Tracking Program

FOURTH YEAR
CORE SUBJECTS
with CAREER TRACK

THIRD YEAR
CORE SUBJECTS
with CAREER TRACK

SECOND YEAR

CORE SUBJECTS

FIRST YEAR

CORE SUBJECTS

CORE SUBJECTS

Theology   Filipino   English   Mathematics   Science   Social Studies
Technology and Livelihood   PEHM   Growth in Christian Personhood

Career Tracking Program (Third Year)

SUBJECT		DESCRIPTION
Science III	Engineering and Architecture	General Chemistry/Introduction to Industrial Chemistry
	Medical Science	General Chemistry/Introduction to Biochemistry
	Business & Entrepreneurship/ Arts and Letters	General Chemistry
TLE	Engineering and Architecture	Basic Electronics and Practical Electricity/C Language Programming
	Medical Science	Applied Nutrition E-Commerce (WordPress)
	Business & Entrepreneurship	Agri-Business Hydroponics/Vermiculture/ Marketing Management E-Commerce (WordPress) Arts and Letters Multi-Media Arts/E-Commerce

Career Tracking Program (Fourth Year)

SUBJECT	CAREER TRACK	DESCRIPTION
Science IV	Engineering and Architecture	Introduction to Technical Physics
TLE	Engineering and Architecture	Technical Drafting & 2D/3D CAD
	Medical Science	Food Biotechnology
	Business & Entrepreneurship	Animal Husbandry
	Arts and Letters	Graphics Advertising

Career Tracking Program (Fourth Year)

SUBJECT	CAREER TRACK	DESCRIPTION
Elective IV	Engineering and Architecture	Analytic Geometry with Calculus
	Medical Science	Basic Human Anatomy
	Business & Entrepreneurship	Probablility and Math of Investment
	Arts and Letters	Jounalism and Creative Writing

To enhance the curricular offerings with career-oriented subjects with the aim of providing the students with sufficient experience and exposure to areas of knowledge pertinent to their career track.

K-12 Implementation and SBCA's Career Tracking Program

You probably are still in this state…

HOW ARE WE GOING TO DO THIS BEFORE WE TURN INTO

Proposed SBCA Senior High School Curriculum Model

Grade 12
Core Subjects with Career Track (Specialization)

Grade 11
Core Subjects with Career Track (Specialization)

Grade 10
Core Subjects with Career Track

Grade 9
Core Subjects with Career Track

Grade 8
Core Subjects

Grade 7
Core Subjects

'Competence breeds Confidence'

(Fullan, 1993, p. 113)

PROPER Management

"Produces Order and Consistency"

- **Planning/Budgeting**

- **Organize/Staff**

- **Controlling/Problem Solving**

The secret…..

Reflect on the experience,

The Journey towards SUCCESS.....

MONITORING and EVALUATION SYSTEM

Monitoring are the means by which students, counselors, teachers and parents maintained an organized understanding of where the student is and what his needs are.

Sequential, well-structured activities and experiences are coordinated by grade level to support career track.
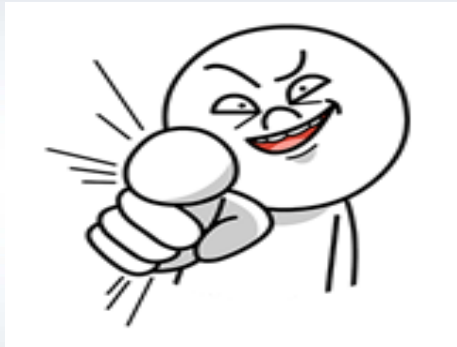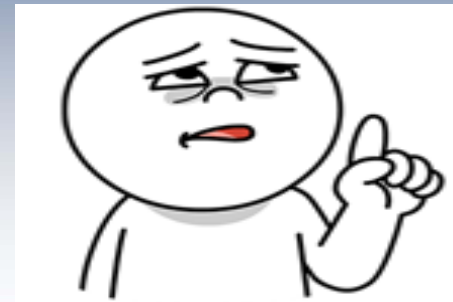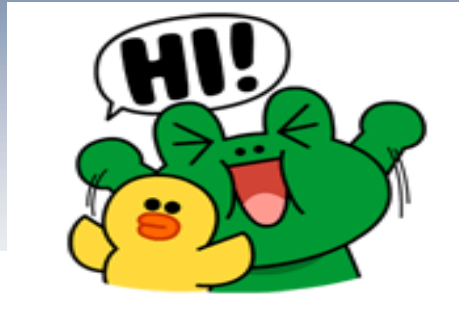
Students' interests, talents, achievements and goals must be reviewed with parents and school personnel

Monitoring and Evaluation are viewed as an integrated process documenting the success of the SBCA's Career Tracking Program

So… whatever you're feeling right now….
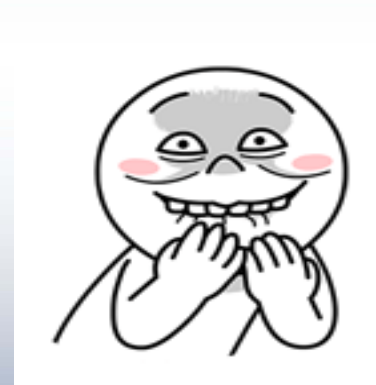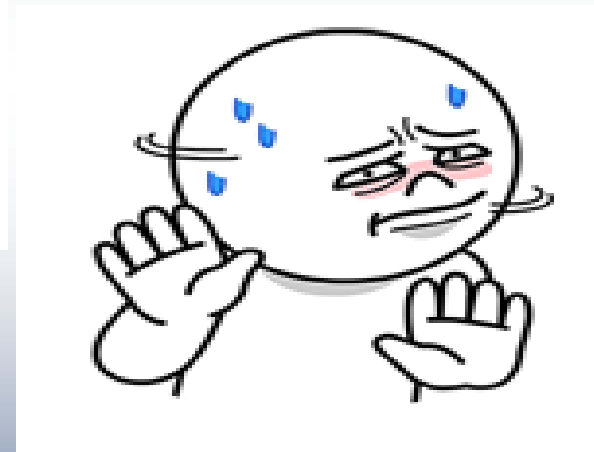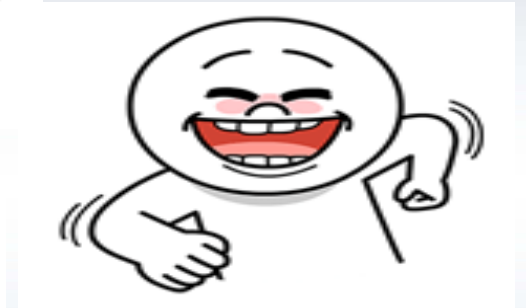
A Final Note on Career Tracking

The goal is for students' plans to become pathways or guides through which students can *use the past* and *present* to anticipate and prepare for the *future*.

- Norm Gysbers, 2004

Losers hear Thunder.....

WINNERS SEE RAINBOW

May the FORCE be with you !