



The Uniquely Abled Academy® Replication Guide

Element 3: Recruiting, Assessing and Selecting Students, Marketing & Communications

Element 3.5 - Individual Career Plan (ICP)

Publication Date: August 7, 2023

The Individual Career Plan is a tool for planning for the vocational training and long-term careers of the students. Although a UAA is relatively short term, e.g., 13-16 weeks, it is useful for students to start thinking about a long-term career, starting with being a CNC operator. They can get educated on the other employment possibilities and the resources available to develop those possibilities.

Each UAA student should have an individual career plan (ICP), custom tailored for him or her. This customized plan should be developed halfway through the program when the students have a better idea of the manufacturing environment and the possible jobs. If company visits are included in the program (highly recommended), they are good opportunities to point out (and have them meet) people in possible future jobs. The student can be encouraged to revisit, refine, and get the plan more detailed over time. Such counseling might be part of the on-going or follow-up services of a UAA.

The students' career goals, as well as their strengths and areas in need of improvement in both the technical and work readiness areas, are incorporated into their personal plan, as is a list of development goals. In this way, the program can focus on their career goals, the technical and work readiness skills they need to achieve their goals, the work environment and job title best matched to their abilities and interests, and any accommodations they may need at work. The plan also identifies any additional training and/or work experience the student may need to be able to compete in their career of choice.

Among the questions students may have include:

- What courses should be taken to ensure better pay, etc.?
- What kinds of jobs will I be prepared for?
- What are the characteristics of the different jobs for which I will be prepared?
- What learning options will I have during the UAA?
- Should I immediately take a job or should I get further education?
- What learning opportunities exist for me after I graduate?
- What might my career (job, pay, etc.) look like?