Implementing Career Resources, Service-Delivery Tools, and Services

From "Designing and Implementing
Career Programs: A Handbook
for Effective Practice"

James P. Sampson, Jr.

Organization of the Presentation

- Assumptions about Implementation

- Eight-Step Implementation Model

Assumptions about Implementation

- Correcting a problem takes longer than the time invested in planning that might have prevented the problem

- Some planning is better than no planning at all

- Implementation is an ongoing process that can improve over time

Eight-Step Implementation Model

Intended Outcomes of Using the Model

- Help staff to make best use of the limited time that is available for evaluation and planning

- Help staff to better anticipate, and then potentially avoid, typical problems in changing career resources, service delivery tools, and services

Evaluate Current Career Resources, Service Delivery Tools, and Services

Evaluate Current Career Resources, Service Delivery Tools, and Services

- Prepare for evaluation

- Assess needs

- Evaluate current career resources, service delivery tools, and services

- Prepare for implementation

- Communicate with staff and stakeholders

Evaluate Current Career Resources, Service
Delivery Tools, and Services

Select, Revise, and Develop Improved
Career Resources, Service Delivery Tools, and Services

Select, Adapt, Revise, & Develop Improved Resources, Service Delivery Tools, & Services

- Prepare for enhancing career resources, service delivery tools, and services

- Improve career resources, service delivery tools, and services

- Plan and use a formative evaluation of resources, service delivery tools, and services

Select, Adapt, Revise, & Develop Improved Resources, Service Delivery Tools, & Services

- Explore opportunities for collaboration with other organizations

- Communicate with staff and stakeholders

Evaluate Current Career Resources, Service Delivery Tools, and Services

Select, Revise, and Develop Improved Career Resources, Service Delivery Tools, and Services

Integrate Improved Career Resources, Service Delivery Tools, and Services with Existing Career Resources, Service Delivery Tools, and Services

Integrate Improved & Existing Resources, Service Delivery Tools, & Services

- Prepare for integrating career resources, service delivery tools, and services

- Integrate new and existing career resources, service delivery tools, and services

- Plan strategies for summative evaluation and accountability

Integrate Improved & Existing Resources, Service Delivery Tools, & Services

- Evaluate the progress in integrating career resources, service delivery tools, and services

- Plan the specific delivery of career resources, service delivery tools, and services at pilot sites

- Prepare to market career resources and services to the public

- Communicate with staff and stakeholders

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Evaluate Current Career Resources, Service Delivery Tools, and Services

Select, Revise, and Develop Improved Career Resources, Service Delivery Tools, and Services

Integrate Improved Career Resources, Service Delivery Tools, and Services with Existing Career Resources, Service Delivery Tools, and Services

Train Staff in Pilot Career Centers & Schools

Train Staff Members Involved in Pilot Testing

- Plan training for staff in pilot sites

- Provide training for staff in pilot sites

- Conduct a formative evaluation of pilot staff training

- Communicate with staff and stakeholders

Evaluate Current Career Resources, Service Delivery Tools, and Services

Select, Revise, and Develop Improved Career Resources, Service Delivery Tools, and Services

Integrate Improved Career Resources, Service Delivery Tools, and Services with Existing Career Resources, Service Delivery Tools, and Services

Train Staff in Pilot Career Centers & Schools

Conduct Pilot Testing

Conduct Pilot Testing

- Conduct the first pilot test and an optional second pilot test

- Evaluate the progress in pilot testing

- Prepare to market career resources and services to the public

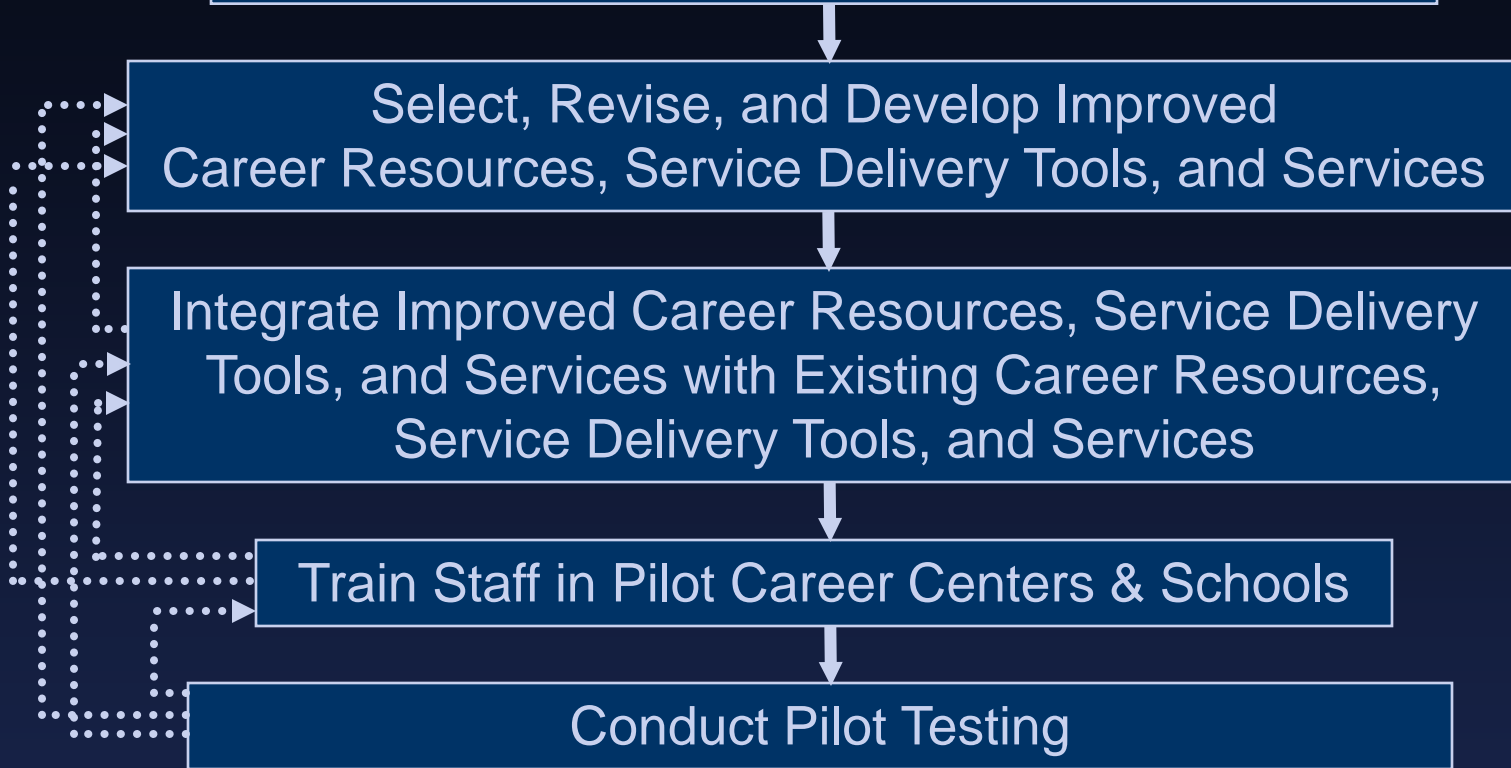- Communicate with staff and stakeholders

Evaluate Current Career Resources, Service Delivery Tools, and Services

Select, Revise, and Develop Improved Career Resources, Service Delivery Tools, and Services

Integrate Improved Career Resources, Service Delivery Tools, and Services with Existing Career Resources, Service Delivery Tools, and Services

Train Staff in Pilot Career Centers & Schools

Conduct Pilot Testing

Train All Staff

Train All Staff Members

- Revise the plan for staff training as needed

- Conduct staff training

- Market career resources and services to the public

- Communicate with staff and stakeholders

Evaluate Current Career Resources, Service Delivery Tools, and Services

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Select, Revise, and Develop Improved Career Resources, Service Delivery Tools, and Services

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Integrate Improved Career Resources, Service Delivery Tools, and Services with Existing Career Resources, Service Delivery Tools, and Services

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Train Staff in Pilot Career Centers & Schools

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Conduct Pilot Testing

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Train All Staff

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Deliver Career Resources and Services

Deliver Career Resources & Services

- Deliver career resources and services in career centers and schools

- Communicate with staff and stakeholders

- Market career resources and services to the public

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│      Complete Evaluation and Accountability     │
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Conduct Ongoing Evaluation and Establish Accountability

- Collect, analyze, and interpret evaluation data

- Collect, describe, and disseminate accountability data

- Communicate with staff and stakeholders

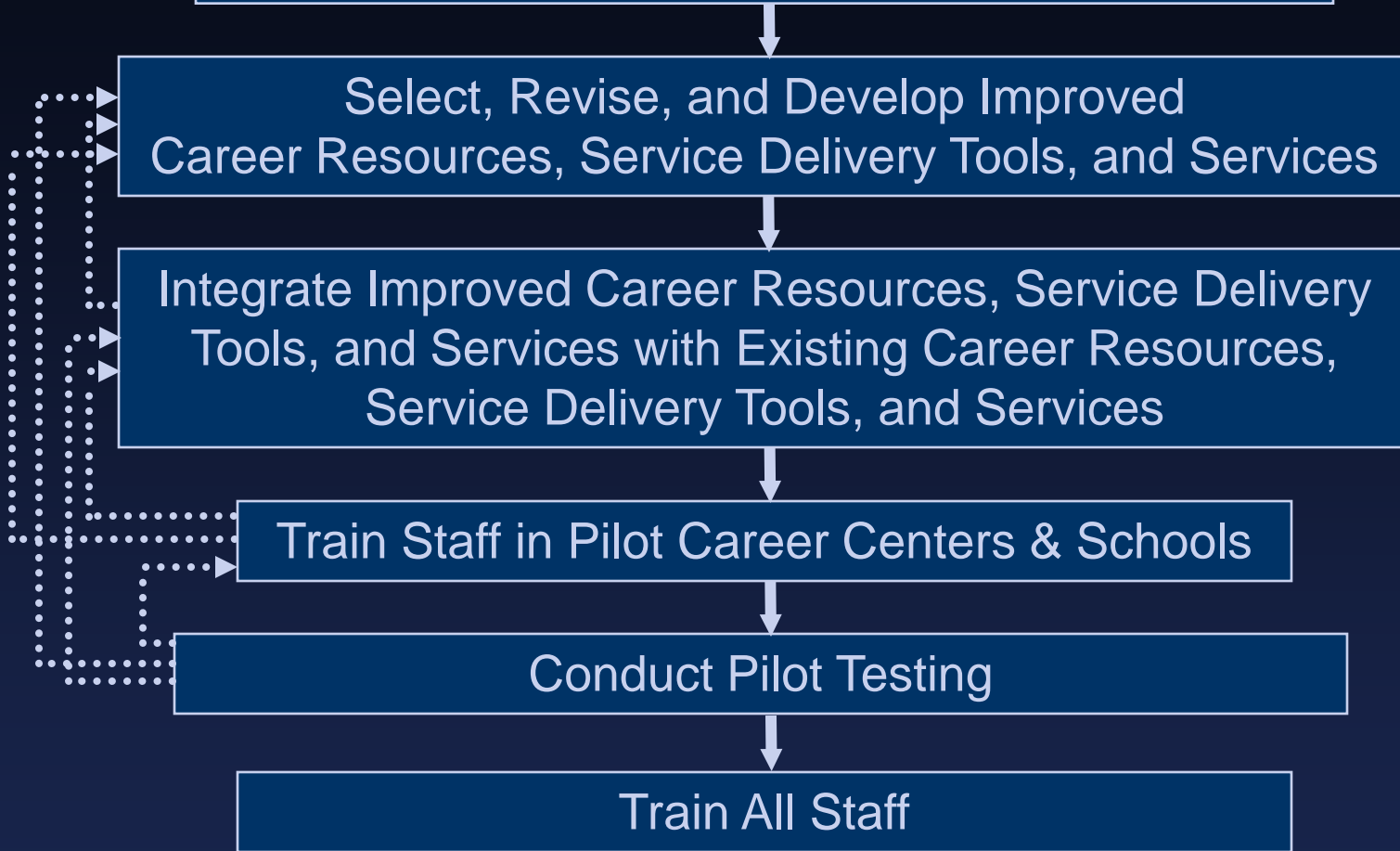Evaluate Current Career Resources, Service Delivery Tools, and Services

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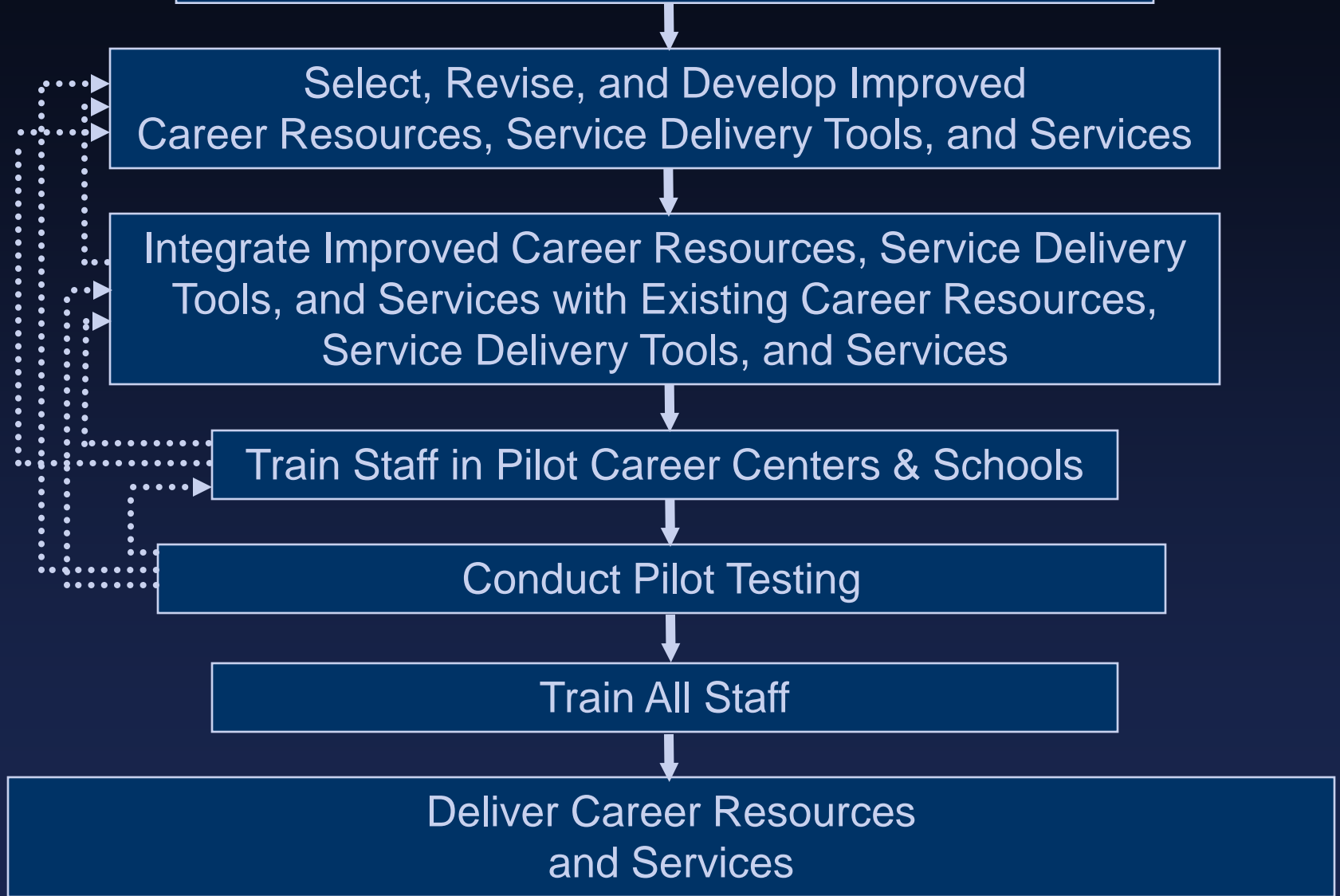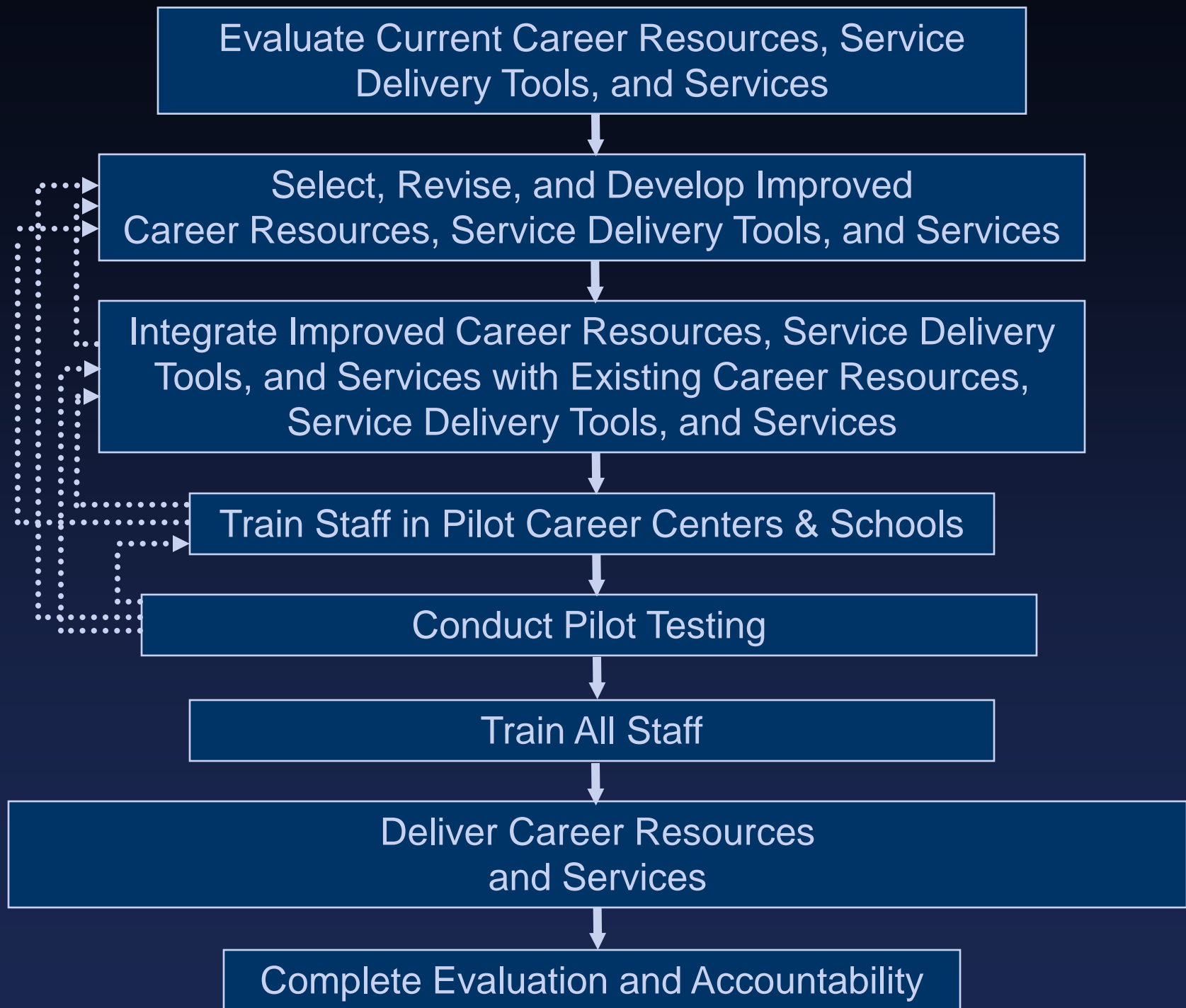Select, Revise, and Develop Improved Career Resources, Service Delivery Tools, and Services

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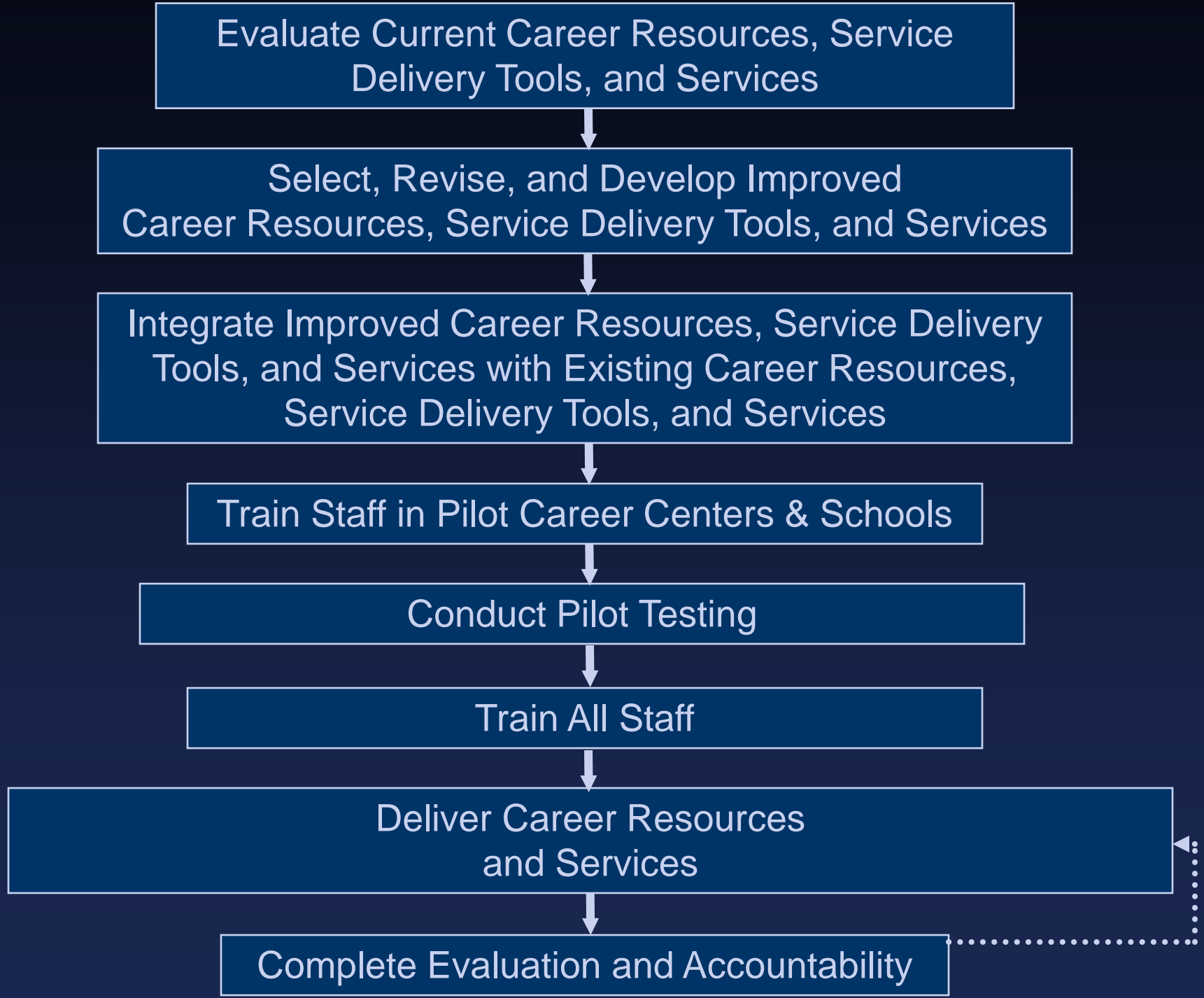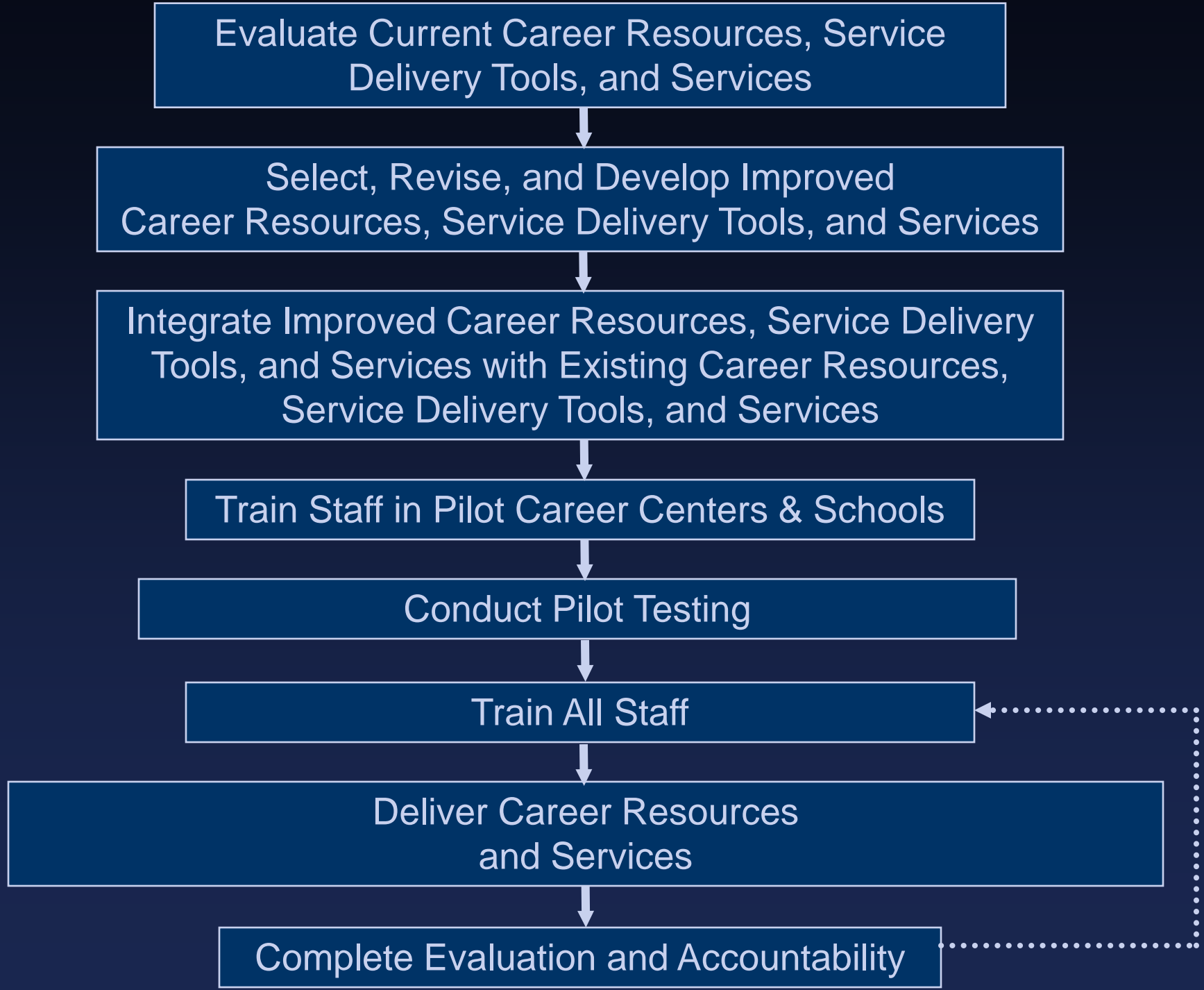
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Train Staff in Pilot Career Centers & Schools

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Conduct Pilot Testing

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Train All Staff

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Deliver Career Resources and Services

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Complete Evaluation and Accountability

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Evaluate Current Career Resources, Service
Delivery Tools, and Services

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Select, Revise, and Develop Improved
Career Resources, Service Delivery Tools, and Services

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Integrate Improved Career Resources, Service Delivery
Tools, and Services with Existing Career Resources,
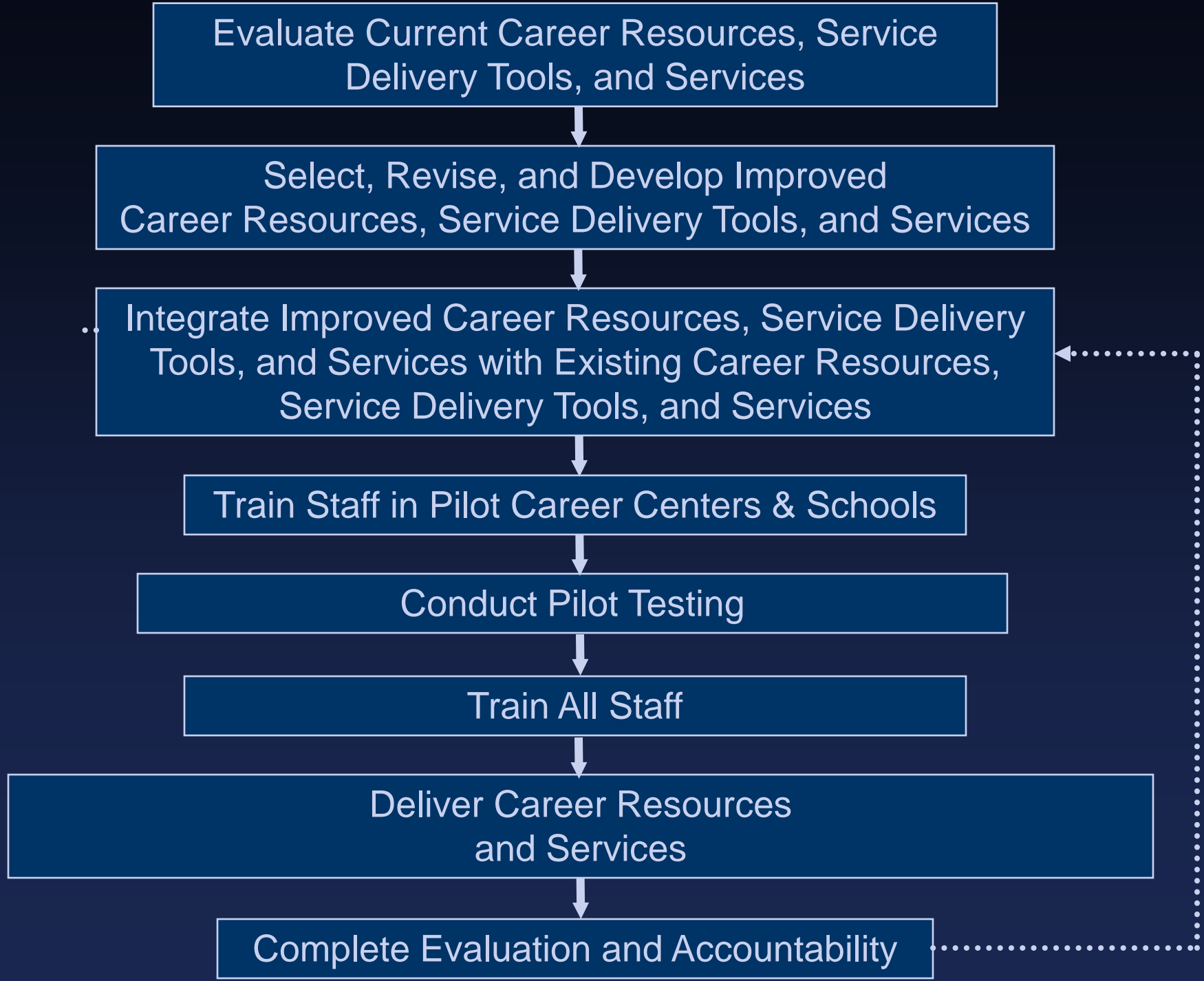Service Delivery Tools, and Services

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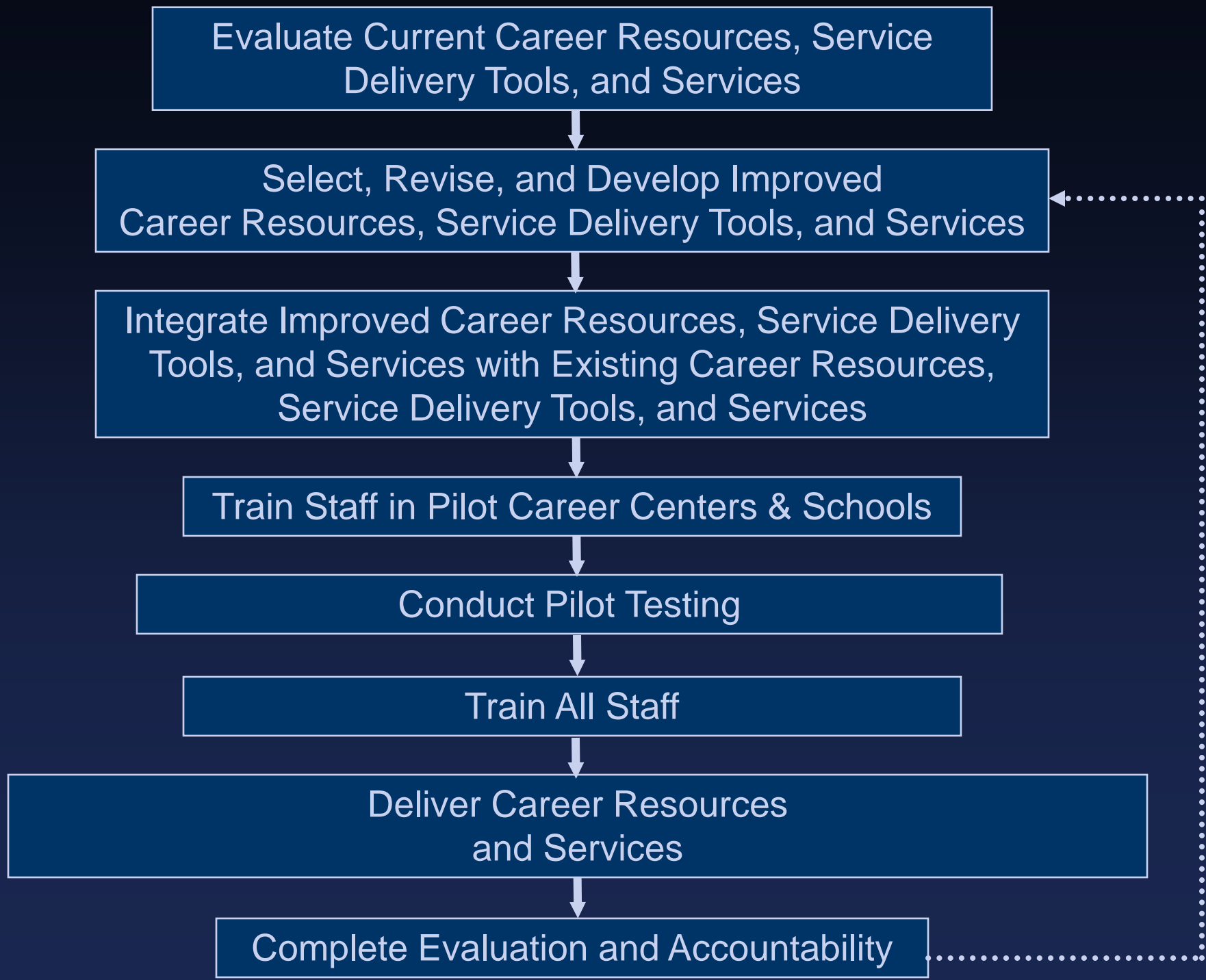Train Staff in Pilot Career Centers & Schools

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Complete Evaluation and Accountability

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Select, Revise, and Develop Improved Career Resources, Service Delivery Tools, and Services

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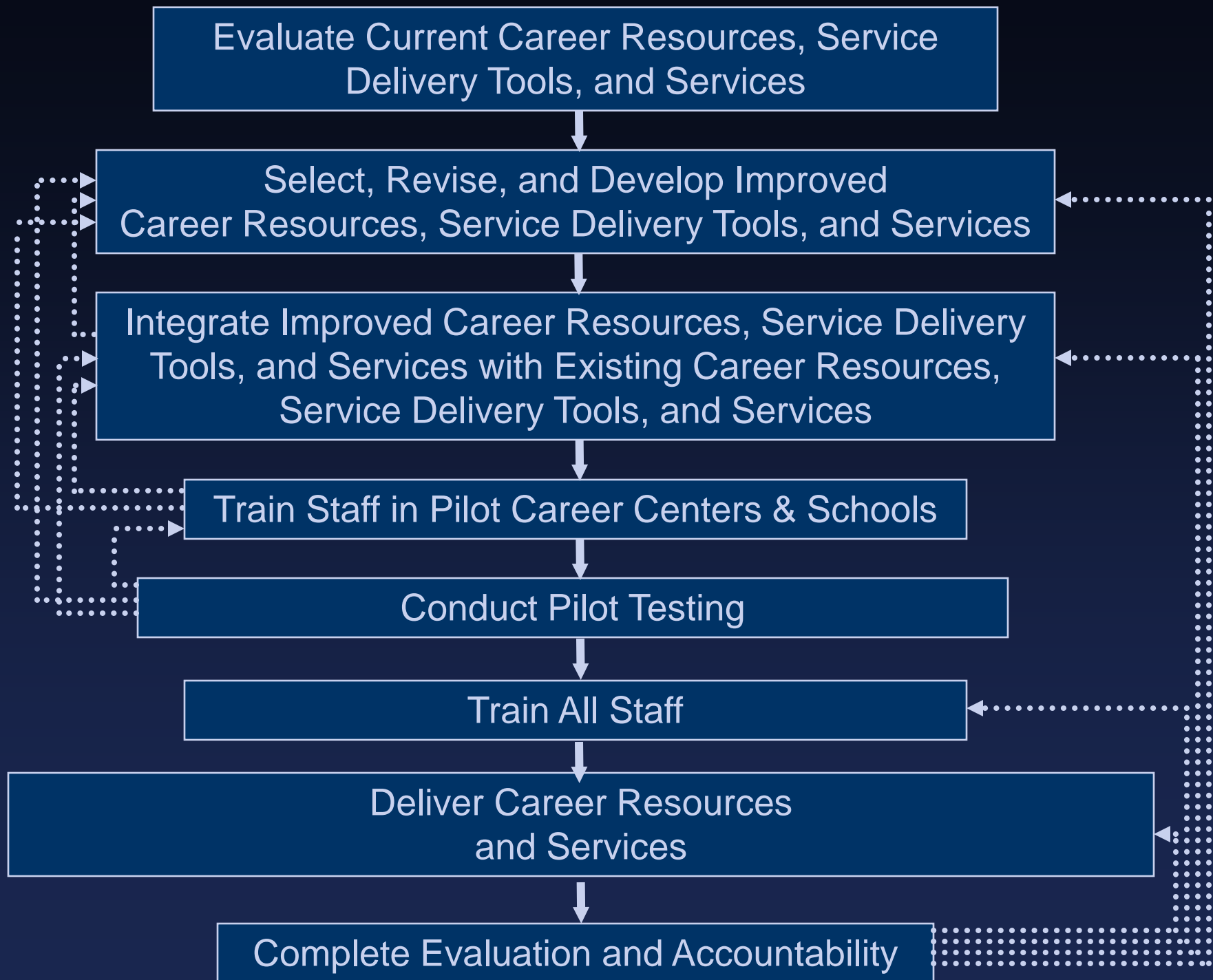
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Train All Staff

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Deliver Career Resources and Services

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Complete Evaluation and Accountability

Complete Eight-Step Implementation Model

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For more information

www.career.fsu.edu/techcenter