Global Career Ready
Practice Rubrics

Career Ready Practices (CRP) describe the career-ready skills that all students should possess if they are to be successful in the careers of their choice. Developed by a diverse group of educators, administrators, business/industry leaders, and researchers under the guidance of Advance CTE, these practices are not exclusive to any specific career pathway, CTE program of study, discipline, or level of education. Rather, educators should teach and reinforce the Career Ready Practices in all career preparation programs with increasingly higher levels of complexity and expectation as a student advances through their educational pathway. The Career Ready Practices are closely tied to global readiness, and provide an additional way to consider how to equip every student with global competence.

The first paragraph below each CRP is a formal part of the CRP and published by Advance CTE. The rubric immediately below the CRP is an addition created by Asia Society to more clearly communicate the specifics of preparing students for a global economy and community. As an instructor, you can use these rubrics as a guide to identifying the levels of attainment you want to target in your instruction and assessment. The rubrics can also be used in part or in total to assess your student's progress toward becoming a global career-ready individual.

Use this link to access the full set of Global Career Ready Practices: https://digitalpromise.org/initiative/global-education/cte-standards-crosswalked-to-global-competence/

1. **Act as a responsible and contributing citizen and employee.**

Career-ready individuals understand the obligations and responsibilities of being a member of a community, and they demonstrate this understanding every day through their interactions with others. They are conscientious of the impacts of their decisions on others and the environment around them. They think about the near-term and long-term consequences of their actions and seek to act in ways that contribute to the betterment of their teams, families, community, and workplace. They are reliable and consistent in going beyond the minimum expectation and in participating in activities that serve the greater good.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Demonstrates an understanding of the obligations and responsibilities of being a global community member by acting in ways that contribute to the betterment of teams, families, community, and workplace.	Identifies the obligations and responsibilities of being a global community member.	Identifies and explains the obligations and responsibilities of being a global community member.	Demonstrates an understanding of the obligations and responsibilities of being a global community member by acting in ways that contribute to the betterment of teams, families, community, and workplace.	Demonstrates and evaluates an understanding of the obligations and responsibilities of being a global community member by acting in ways that contribute to the betterment of teams, families, community, and workplace.
Identifies, creates, and engages in individual and/or collaborative actions to address a global situation, event, issue, or phenomenon with an understanding of the impact of actions on others and the near- and long-term consequences of these actions.	Identifies individual and/or collaborative actions to address a situation, event, issue, or phenomenon with an understanding of the impact of actions on others and the near- and long-term consequences of these actions.	Identifies and creates individual and/or collaborative actions to address a situation, event, issue, or phenomenon with an understanding of the impact of actions on others and the near- and long-term consequences of these actions.	Identifies, creates, and engages in individual and/or collaborative actions to address a global situation, event, issue, or phenomenon with an understanding of the impact of actions on others and the near- and long-term consequences of these actions.	Identifies, creates, and engages in individual and/or collaborative actions to address a global situation, event, issue, or phenomenon with an understanding of and an ability to assess the impact of actions on others and the near- and long-term consequences of these actions.

2. Apply appropriate academic and technical skills.

Career-ready individuals readily access and use the knowledge and skills acquired through experience and education to be more productive. They make connections between abstract concepts with real-world applications, and they make correct insights about when it is appropriate to apply the use of an academic skill in a workplace situation.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Expands an understanding of diverse cultures in order to appropriately connect abstract concepts with real-world applications and appropriately apply academic and technical skills in domestic and global contexts for diverse audiences.	Explains the need to understand a specific audience in order to apply academic and technical skills in a local context.	Evaluates a specific audience in order to apply academic and technical skills in a local or international context.	Expands an understanding of diverse cultures in order to appropriately connect abstract concepts with real-world applications and appropriately apply academic and technical skills in domestic and global contexts for diverse audiences.	Expands and assesses an understanding of diverse cultures in order to appropriately connect abstract concepts with real-world applications and appropriately apply academic and technical skills in domestic and global contexts for diverse audiences.
Skillfully selects and applies appropriate technical resources to communicate and collaborate with diverse individuals and groups in domestic and global contexts.	Selects and applies appropriate technological resources to communicate with diverse individuals.	Selects and applies appropriate technological resources to communicate and collaborate with diverse individuals.	Skillfully selects and applies appropriate technical resources to communicate and collaborate with diverse individuals and groups in domestic and global contexts.	Skillfully selects, applies, and assesses appropriate technical resources to communicate and collaborate with diverse individuals and groups in domestic and global contexts.

3. Attend to personal health and financial well-being.

Career-ready individuals understand the relationship between personal health, workplace performance, and financial well-being; they act on that understanding to regularly practice healthy diet, exercise, and mental health activities. Career-ready individuals also take regular action to contribute to their personal financial well-being, understanding that personal financial security provides the peace of mind required to contribute more fully to their own career success.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Evaluates the relationship between personal health, workplace performance, and financial well-being and applies this understanding to personal and career plans.	Applies an understanding of the relationship between personal health, workplace performance, and financial well-being.	Analyzes the relationship between personal health, workplace performance, and financial well-being.	Evaluates the relationship between personal health, workplace performance, and financial well-being and applies this understanding to personal and career plans.	Evaluates and explains the relationship between personal health, workplace performance, and financial well-being and applies this understanding to personal and career plans.
Evaluates how context and culture can influence diverse perspectives and interpretations of situations, events, issues, and phenomena.	Understands how context and culture can influence diverse perspectives and interpretations of situations, events, issues, and phenomena.	Evaluates how context and culture can influence diverse perspectives and interpretations of situations, events, issues, and phenomena.	Demonstrates how context and culture can influence diverse perspectives and interpretations of situations, events, issues, and phenomena.	Demonstrates and reflects upon how context and culture can influence diverse perspectives and interpretations of situations, events, issues, and phenomena.

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4. Communicate clearly, effectively, and with reason.

Career-ready individuals communicate thoughts, ideas, and action plans with clarity, whether using written, verbal, and/or visual methods. They communicate in the workplace with clarity and purpose to make maximum use of their own and others' time. They are excellent writers; they master conventions, word choice, and organization and use effective tone and presentation skills to articulate ideas. They are skilled at interacting with others; they are active listeners and speak clearly and with purpose. Career-ready individuals think about the audience for their communication and prepare accordingly to ensure the desired outcome.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Demonstrates a precise understanding of the unique perspectives of diverse audiences and how that impacts interpretation of communicated information; applies that understanding to meet the needs of the diverse audience.	Understands how the unique perspectives of diverse audiences will impact interpretation of the communicated information.	Anticipates how the unique perspectives of diverse audiences will interpret communicated information.	Demonstrates a precise understanding of the unique perspectives of diverse audiences and how that impacts interpretation of communicated information; applies that understanding to meet the needs of the diverse audience.	Demonstrates and applies a precise understanding of the unique perspectives of diverse audiences and how that impacts interpretation of communicated information; applies that understanding to meet the needs of the diverse audience.
Applies an understanding of perspectives to meet the communication needs of an audience—whether it be team members, clients, coworkers, family, or community members.	Explains various perspectives to meet the communication needs of the audience—whether it be team members, clients, coworkers, family, or community members.	Demonstrates an understanding of perspectives to meet the communication needs of the audience—whether it be team members, clients, coworkers, family, or community members.	Applies an understanding of perspectives to meet the communication needs of the audience—whether it be team members, clients, coworkers, family, or community members.	Skillfully applies and adjusts an understanding of perspectives to meet the communication needs of an audience—whether it be team members, clients, coworkers, family, or community members.

5. Consider the environmental, social, and economic impacts of decisions.

Career-ready individuals understand the interrelated nature of their actions and regularly make decisions that positively impact and/or mitigate negative impact on other people, organizations, and the environment. They are aware of and utilize new technologies, understandings, procedures, materials, and regulations affecting the nature of their work as it relates to the impact on the social condition, the environment, and profitability of the organization.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Evaluates the complexities of how decisions will impact not just the local context, but a global environment, economy, and society.	Understands that decisions will impact not just the local context, but a global environment, economy, and society.	Explains that decisions will impact not just the local context, but a global environment, economy, and society.	Evaluates the complexities of how decisions will impact not just the local context, but a global environment, economy, and society.	Regularly plans and makes decisions that are a result of an evaluation about the complexities of how decisions will impact not just the local context, but a global environment, economy, and society.
Reflects on the effectiveness and cultural appropriateness of actions and advocates for improvements in an interdependent world.	Recognizes the need to reflect on the effectiveness and cultural appropriateness of actions and advocates for improvements in an interdependent world.	Explains the need to reflect on the effectiveness and cultural appropriateness of actions and advocates for improvements in an interdependent world.	Reflects on the effectiveness and cultural appropriateness of actions and advocates for improvements in an interdependent world.	Bases actions on the critical reflection of the effectiveness and cultural appropriateness of actions and advocates for improvements in an interdependent world.
Demonstrates the ability to honestly and realistically evaluate results of short- and long-term actions; and describes implications, issues, shortfalls, and/or remedies for future actions and advocacy.	Understands the need to honestly and realistically evaluate results of short- and long-term actions; and describes implications, issues, shortfalls, and/or remedies for future actions and advocacy.	Explains the need to honestly and realistically evaluate results of short- and long-term actions; and describes implications, issues, shortfalls, and/or remedies for future actions and advocacy.	Demonstrates the ability to honestly and realistically evaluate results of short- and long-term actions; and describes implications, issues, shortfalls, and/or remedies for future actions and advocacy.	Analyzes the ability to honestly and realistically evaluate results of short- and long-term actions; and describes implications, issues, shortfalls, and/or remedies for future actions and advocacy.

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6. Demonstrate creativity and innovation.

Career-ready individuals regularly think of ideas that solve problems in new and different ways, and they contribute those ideas in a useful and productive manner to improve their organization. They can consider unconventional ideas and suggestions as solutions to issues, tasks, or problems, and they discern which ideas and suggestions will add greatest value. They seek new methods, practices, and ideas from a variety of sources and seek to apply those ideas to their own workplace. They take action on their ideas and understand how to bring innovation to an organization.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Creates an individual or collaborative plan that is culturally responsive, innovative, and sustainable, and that results in the improvement of a local, regional, and/or global situation.	Understands the need for an individual or collaborative plan that is culturally responsive, innovative, and sustainable, and that results in the improvement of a local, regional, and/or global situation.	Evaluates the need for an individual or collaborative plan that is culturally responsive, innovative, and sustainable, and that results in the improvement of a local, regional, and/or global situation.	Creates an individual or collaborative plan that is culturally responsive, innovative, and sustainable, and that results in the improvement of a local, regional, and/or global situation.	Executes an individual or collaborative plan that is culturally responsive, innovative, and sustainable, and that results in the improvement of a local, regional, and/or global situation.

7. Employ valid and reliable research strategies.

Career-ready individuals are discerning in accepting and using new information to make decisions, change practices, or inform strategies. They use a reliable research process to search for new information. They evaluate the validity of sources when considering the use and adoption of external information or practices. They use an informed process to test new ideas, information, and practices in their workplace situation.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Selects and utilizes a variety of global and domestic sources in multiple formats or media to identify and assess the most important evidence that addresses a global question.	Recognizes the need for a variety of sources to identify relevant evidence that addresses a global question.	Identifies a variety of global and domestic sources in multiple formats or media to identify and assess the most important evidence that addresses a global question.	Selects and utilizes a variety of global and domestic sources in multiple formats or media to identify and assess the most important evidence that addresses a global question.	Selects, evaluates, and utilizes a variety of global and domestic sources in multiple formats or media to identify and assess the most important evidence that addresses a global question.
Develops a clear position based on evidence that considers multiple perspectives and draws defensible, logical conclusions in response to a global question.	Recognizes a clear position based on evidence that considers multiple perspectives and draws defensible, logical conclusions in response to a global question.	Develops a clear position based on evidence that considers multiple perspectives and draws defensible, logical conclusions in response to a global question.	Develops and explains a clear position based on evidence that considers multiple perspectives and draws defensible, logical conclusions in response to a global question.	Develops a clear and specific position based on evidence that considers multiple perspectives and draws defensible, logical conclusions in response to a global question.

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8. Utilize critical thinking to make sense of problems and persevere in solving them.

Career-ready individuals readily recognize problems in the workplace, understand the nature of the problem, and devise effective plans to solve the problem. They are aware of problems when they occur and take action quickly to address the problem. They thoughtfully investigate the root cause of the problem prior to introducing solutions. They carefully consider the options to solve the problem. Once a solution is agreed upon, they follow through to ensure the problem is solved, whether through their own actions or the actions of others.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Recognizes and describes the significance of a problem or situation to the global community by incorporating diverse cultural, economic, and environmental considerations into the assessment of options and plan of action to address problems.	Recognizes the significance of a problem or situation to the global community.	Recognizes and describes the significance of a problem or situation to the global community.	Recognizes and describes the significance of a problem or situation to the global community by incorporating diverse cultural, economic, and environmental considerations into the assessment of options and plan of action to address problems.	Recognizes, evaluates, and describes the significance of a problem or situation to the global community by incorporating diverse cultural, economic, and environmental considerations into the assessment of options and plan of action to address problems.
Creates a plan that considers potential for impact by evaluating previous approaches, varied perspectives, and possible consequences, both intended and unintended.	Considers the potential for impact by evaluating previous approaches, varied perspectives, and possible consequences, both intended and unintended.	Considers and describes the potential for impact by evaluating previous approaches, varied perspectives, and possible consequences, both intended and unintended.	Creates a plan that considers potential for impact by evaluating previous approaches, varied perspectives, and possible consequences, both intended and unintended.	Creates and acts on a plan that considers potential for impact by evaluating previous approaches, varied perspectives, and possible consequences, both intended and unintended.

9. Model integrity, ethical leadership, and effective management.

Career-ready individuals consistently act in ways that align to personal and community-held ideals and principles while employing strategies to positively influence others in the workplace. They have a clear understanding of integrity and act on this understanding in every decision. They use a variety of means to positively impact the direction and actions of a team or organization, and they apply insights into human behavior to change others' actions, attitudes, and/or beliefs. They recognize the near-term and long-term effects that management's actions and attitudes can have on productivity, morale, and organizational culture.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Provides a comprehensive analysis of how varying perspectives influence human interactions, and how this affects people's understanding of a situation, event, issue, or phenomenon.	Summarizes how perspectives influence human interactions, and how this affects people's understanding of a situation, event, issue, or phenomenon.	Explains how varying perspectives influence human interactions, and how this affects people's understanding of a situation, event, issue, or phenomenon.	Provides a comprehensive analysis of how varying perspectives influence human interactions, and how this affects people's understanding of a situation, event, issue, or phenomenon.	Provides a comprehensive analysis and plan that considers how varying perspectives influence human interactions, and how this affects people's understandings of a situation, event, issue, or phenomenon.

10. Plan education and career path aligned to personal goals.

Career-ready individuals take personal ownership of their own educational and career goals, and they regularly act on a plan to attain these goals. They understand their own career interests, preferences, goals, and requirements. They have perspective regarding the pathways available to them and the time, effort, experience, and other requirements to pursue each, including a path of entrepreneurship. They recognize the value of each step in the educational and experiential process, and they recognize that nearly all career paths require ongoing education and experience. They seek counselors, mentors, and other experts to assist in the planning and execution of career and personal goals.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Demonstrates cultural competence by identifying and incorporating global perspectives and skills in education and career plans.	Understands the need for cultural competence.	Explains their own cultural competence by identifying global perspectives and skills.	Demonstrates cultural competence by identifying and incorporating global perspectives and skills in education and career plans.	Demonstrates and evaluates their own cultural competence by identifying and incorporating global perspectives and skills in education and career plans.
Demonstrates a global mindset to work with and lead diverse colleagues in conducting business with diverse groups for greater opportunities and options afforded through a global economy.	Summarizes the characteristics of a global mindset necessary for conducting business with people from diverse backgrounds in a global economy.	Identifies and describes the need for a global mindset necessary for conducting business with people from diverse backgrounds in a global economy.	Demonstrates a global mindset to work with and lead diverse colleagues in conducting business with diverse groups for greater opportunities and options afforded through a global economy.	Analyzes and demonstrates a global mindset to work with and lead diverse colleagues in conducting business with diverse groups for greater opportunities and options afforded through a global economy.
Demonstrates how to practice culturally appropriate behaviors, make some mistakes, receive feedback, and question their own assumptions when interacting with diverse cultures.	Understands the need to practice culturally appropriate behaviors, make some mistakes, receive feedback, and question their own assumptions when interacting with diverse cultures.	Explains how to practice culturally appropriate behaviors, make some mistakes, receive feedback, and question their own assumptions when interacting with diverse cultures.	Demonstrates how to practice culturally appropriate behaviors, make some mistakes, receive feedback, and question their own assumptions when interacting with diverse cultures.	Evaluates the impact of their own ability to demonstrate culturally appropriate behaviors, make some mistakes, receive feedback, and question their own assumptions when interacting with diverse cultures.

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11. Use technology to enhance productivity.

Career-ready individuals find and maximize the productive value of existing and new technology to accomplish workplace tasks and solve workplace problems. They are flexible and adaptive in acquiring and using new technology. They are proficient with ubiquitous technology applications. They understand the inherent risks—personal and organizational—of technology applications, and they take actions to prevent or mitigate these risks.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Weighs cultural considerations and applies appropriate technological resources to analyze and predict regional, national, and global demographic and economic trends to support product and service availability.	Understands the need to weigh cultural considerations and the need for appropriate technological resources to analyze and predict regional, national, and global demographic and economic trends to support product and service availability.	Weighs cultural considerations and explains the need for appropriate technological resources to analyze and predict regional, national, and global demographic and economic trends to support product and service availability.	Weighs cultural considerations and applies appropriate technological resources to analyze and predict regional, national, and global demographic and economic trends to support product and service availability.	Weighs cultural considerations and evaluates and skillfully applies appropriate technological resources to analyze and predict regional, national, and global demographic and economic trends to support product and service availability.
Utilizes new technologies, understandings, procedures, materials, and regulations affecting the nature of work as it relates to the impact on the social conditions, the environment, and profitability of the organization.	Demonstrates an understanding of new technologies, understandings, procedures, materials, and regulations affecting the nature of work as it relates to the impact on the social conditions, the environment, and profitability of the organization.	Analyzes new technologies, understandings, procedures, materials, and regulations affecting the nature of work as related to the impact on the social conditions, the environment, and profitability of the organization.	Utilizes new technologies, understandings, procedures, materials, and regulations affecting the nature of work as related to the impact on the social conditions, the environment, and profitability of the organization.	Utilizes and makes adjustments to new technologies, understandings, procedures, materials, and regulations affecting the nature of work as related to the impact on the social conditions, the environment, and profitability of the organization.

12. Work productively in teams while using cultural/global competence.

Career-ready individuals positively contribute to every team, whether formal or informal. They apply an awareness of cultural differences to avoid barriers to productive and positive interaction. They find ways to increase the engagement and contribution of all team members. They plan and facilitate effective team meetings.

A global career-ready individual:

Global Readiness Indicators	Emerging	Developing	Proficient	Advanced
Thinks critically and creatively about global challenges, and can recognize, articulate, and apply an understanding of personal and differing perspectives.	Understands a global challenge and can apply an understanding of personal and differing perspectives.	Explains a global challenge and can apply an understanding of personal and differing perspectives.	Thinks critically and creatively about global challenges, and can recognize, articulate, and apply an understanding of personal and differing perspectives.	Thinks critically and creatively about global challenges, and can recognize, articulate, and skillfully apply an understanding of personal and differing perspectives.
Demonstrates the ability to communicate and collaborate effectively in diverse teams, whether formal or informal, and can translate ideas, concerns, and findings into responsible actions—individual or group—to improve conditions.	Understands the need to have the ability to communicate and collaborate effectively in diverse teams, whether formal or informal.	Explains the need to have the ability to communicate and collaborate effectively in diverse teams, whether formal or informal.	Demonstrates the ability to communicate and collaborate effectively in diverse teams, whether formal or informal, and can translate ideas, concerns, and findings into responsible actions—individual or group—to improve conditions.	Demonstrates and evaluates the ability to communicate and collaborate effectively in diverse teams, whether formal or informal, and can translate ideas, concerns, and findings into responsible actions—individual or group—to improve conditions.

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