



## IMPLEMENTATION GUIDE



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## *Three Framework Models For Use with OCIS Junior Individual Academic and Career Plan (IACP)*

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# Introduction to this Guide

The following pages provide three framework models used to deliver the Individual Academic and Career Plan (IACP) in OCIS JR. The IACP includes activities, worksheets, and the opportunity for students to create a Portfolio. These frameworks will help you lead group guidance and classroom-based career development instruction.

You will find a sample letter to teachers and a letter to students and parents that you may customize. As classroom guidance is a relatively new concept to many teachers, students and parents, these letters can help introduce the OCIS JR IACP. The letter to teachers explains how best to lead classroom-based career development curriculum and use the OCIS JR IACP. The letter to students and parents provides the rationale for planning and the organizational structure of the OCIS JR IACP.

You will find three models for delivering the OCIS JR IACP:

<b>Model A</b>	Assumes classroom guidance activities will occur annually in middle school
<b>Model B</b>	Combines activities into two levels of career development, 5 <sup>th</sup> or 6 <sup>th</sup> grade and 7 <sup>th</sup> or 8 <sup>th</sup> grade
<b>Model C</b>	Provides the layout for an intensive single-level implementation

The goal of the OCIS JR IACP is to instill realistic optimism and constructively guide student attitudes and actions regarding education, career and life.

# Career Development in the Classroom

## A Letter to Teachers

The purpose of classroom career development is to motivate students to become “engaged” — to take control of their own lives by:

- Exploring who they are becoming (*Who Am I?*); and
- Linking their emerging selves to needed future plans (*Where Am I Going? and How Do I Get There?*).

The overriding motivation is to instill hope as well as realism to guide student attitudes and actions regarding education, career, and life.

In developing a career development curriculum for middle school students, consider these **Seven Elements of Success**:

**1. Define the Framework**

Tie all elements of your career development program together and clearly articulate it to other staff, students, and parents.

**2. Build a Developmental Model**

Work with other teachers, counselors, and administrators in your building and district to create a program offering appropriate activities for self-awareness, exploration, and planning at all grade levels, K through 12.

**3. Focus on the Process**

Career development needs to be valued as a life-long process, not a single decision-making moment. Teach self-awareness, research, decision-making, problem solving, and employability skills throughout education.

**4. Help Students Learn to Plan Today, Plan to Learn Tomorrow**

Personal planning is a life skill. People do not innately know how to plan. Just like math or reading, the skills to plan need to be taught over time.

**5. Help Students Develop Information Seeking Skills**

In an information age, finding, evaluating, and using information are important transferable skills.

**6. Use Cooperative Learning Strategies**

Build teamwork, communication skills, flexibility, and respect for diversity.

**7. Help Students Prepare for Change**

Change provides opportunities, if you are prepared for it.



## **Career Development in the Classroom**

### **A Letter to Students and Parents**

*What do you want to do after high school?*

Research shows that students with goals and plans do better in school, and they are more likely to graduate and succeed.<sup>1</sup> One way you can plan for your future success is by using the Individual Academic and Career Plan (IACP) in OCIS JR. The IACP helps you look at who you are and who you are becoming. It assists you in identifying school, career, and life goals and helps you achieve these goals.

The IACP is a planning tool with three sections: *Who Am I?*, *Where Am I Going?*, and *How Do I Get There?* This tool links you to activities and worksheets that help answer the three questions. You can store information about yourself to help build your plans in the IACP. You can use it repeatedly to update your reflections or completely change them. The goals you set and plans you make now, can follow you throughout your schooling.

Enjoy using the IACP and planning your successful future!

<sup>1</sup> G. Brigman, C. Campbell. Helping students improve academic achievement and school success behavior. *Professional School Counseling*, Dec, 2003.



## Introduction to the Three Framework Models

The following pages present three models for implementing OCIS JR to build career development programs.

- **Model A** offers an implementation plan that strongly supports classroom based career planning and development. It structures a set of activities to be delivered annually, at each grade level, throughout middle school. Model A uses each activity in the OCIS JR IACP.
- **Model B** combines activities into levels of career development. For 5<sup>th</sup> or 6<sup>th</sup> graders, the targets introduce students to career development and middle school life. The 7<sup>th</sup> or 8<sup>th</sup> graders cover several supporting activities important to the transition to high school. Model B uses each activity in the OCIS JR IACP.
- **Model C** helps you develop an intensive delivery program that assembles the fundamentals of a skeletal program. Model C contains 40 concise activities, more than half of the OCIS JR IACP content.

Each model organizes the activities, assessments, worksheets, and Portfolio entries using the structure of the OCIS JR IACP: *Who Am I?*, *Where Am I Going?*, and *How Do I Get There?* Activities are listed in a logical sequence to facilitate classroom implementation. Each model integrates career development standards, as well as targeted goals.

# Model A: Who Am I?

## 5<sup>th</sup> and 6<sup>th</sup> Grade Goals

1. Become familiar with the school's career development program
2. Become acquainted with OCIS JR
3. Set up an OCIS Portfolio
4. Explore interests and life events
5. Explore occupations and occupational clusters
6. Learn about the community
7. Learn about the school
8. Identify ways to become involved in your school and community
9. Learn about the workplace
10. Practice and increase decision-making skills
11. Learn about employability skills
12. Practice listening skills
13. Learn about time management and dependability
14. Complete first of several reflection entries in the IACP for *Who Am I?*, *Where Am I Going?*, and *How Do I Get There?*

### Curriculum Scope and Sequence, Worksheets, Assessment, and Portfolio Entries

	Category	Title	Worksheet	Assessment	Portfolio Entry
<b>Getting Started</b> <i>5<sup>th</sup> and 6<sup>th</sup> Grades</i>	<b>Learning About Me</b>	Things I Like to Do	✓		✓
		Qualities for Success	✓		✓
		Important Life Events	✓		✓
	<b>Learning About My Community</b>	My Community	✓		✓
		My Ideal Community	✓		✓
	<b>Learning About My School</b>	Getting to Know My School	✓		
<b>Looking Deeper</b> <i>7<sup>th</sup> Grade</i>	<b>Learning about Me</b>	What Are Skills?	✓		
		My Accomplishments	✓		✓
		<i>Career Cluster Inventory</i>		✓	
	<b>Learning about My School</b>	Should I Join?	✓		✓
		Activities and Achievements	✓		
<b>Next Steps</b> <i>8<sup>th</sup> Grade</i>	<b>Learning about My Community</b>	Job Shadow	✓		
	<b>Learning about My School</b>	Should I Join?	✓		✓
		Activities and Achievements	✓		
	<b>My Network</b>	My Network	✓		✓

# Model A: Where Am I Going?

## 7<sup>th</sup> Grade Goals

1. Explore qualities for success
2. Complete and save results of *Career Cluster Inventory* and/or *IDEAS™* (optional)
3. Further research occupational clusters
4. Complete *Reality Check*
5. Explore workplace concerns
6. Examine skills for success
7. Learn about job training
8. Learn how not to be fired from a job
9. Conduct a classroom performance review
10. Develop a sense of responsibility for others
11. Find out how what you learn in school is used in the community
12. Learn about different organizations and what they do
13. Practice and increase decision-making skills
14. Learn about preparing for college
15. Learn about the costs of college
16. Review and update Portfolio entries

### Curriculum Scope and Sequence, Worksheets, Assessments, and Portfolio Entries

	Category	Title	Worksheet	Assessment	Portfolio Entry
<b>Getting Started</b> <i>5<sup>th</sup> and 6<sup>th</sup> Grades</i>	<b>Occupations</b>	Occupation Scavenger Hunt	✓		
		Occupation Index			
	<b>Career Clusters</b>	Career Cluster Mobiles	✓		
	<b>Workplace</b>	What Are Working Conditions?	✓		✓
	<b>Making Decisions</b>	How Do I Make Decisions?	✓		
What Book Do I Pick to Read?		✓			
<b>Looking Deeper</b> <i>7<sup>th</sup> Grade</i>	<b>Occupations</b>	Bobilator	✓		
		Occupation Index			
	<b>Career Clusters</b>	What's My Cluster?	✓		
	<b>Workplace</b>	Why Do People Work?	✓		
	<b>Reality Check</b>	<i>Reality Check</i>		✓	
	<b>Action Plans</b>	Learn a New Skill	✓		
Make a Change		✓			
<b>Next Steps</b> <i>8<sup>th</sup> Grade</i>	<b>Occupations</b>	If I Became...	✓		
		Job Shadow	✓		
		Occupation Index			
	<b>Career Clusters</b>	Career Clusters Posters	✓		
		<i>IDEAS™</i>		✓	
		My Favorite Cluster	✓		✓
	<b>Workplace</b>	What Rewards Do I Want From Work?	✓		✓
	<b>Reality Check</b>	<i>Reality Check</i>		✓	
	<b>IACP</b>	What Do I Want to Be When I Grow Up?	✓		
My Career Action Plan		✓		✓	



# Model A: How Do I Get There?

## 8<sup>th</sup> Grade Goals

1. Explore skills, accomplishments, and interests
2. Conduct a job shadow
3. Identify network of supporters
4. Complete *Reality Check*
5. Practice and increase decision-making skills
6. Develop an action plan
7. Develop a sense of responsibility for others
8. Examine skills for success
9. Practice listening skills
10. Improve your school and community
11. Learn from those with whom you volunteer
12. Improve your chances of getting into college, getting a job, or receiving scholarships
13. Explore high school graduation requirements
14. Explore college admission requirements
15. Create a course plan for high school
16. Review and update Portfolio entries

### Curriculum Scope and Sequence, Worksheets, and Portfolio Entry

	Category	Title	Worksheet	Portfolio Entry
<b>Getting Started</b> <i>5<sup>th</sup> and 6<sup>th</sup> Grades</i>	<b>Employability Skills</b>	Working Together	✓	
		Are You Listening?	✓	
		Listening Skills on the Job	✓	
		Being Dependable	✓	
		Using My Time for Success	✓	
		Planning My Time for Success	✓	
<b>Looking Deeper</b> <i>7<sup>th</sup> Grade</i>	<b>Employability Skills</b>	Job Success Scale	✓	
		Free Job Training	✓	
		Getting Fired at Work and School	✓	
		Classroom Performance Reviews	✓	
	<b>Volunteering</b>	Where are You Going to Volunteer?	✓	
		Volunteer Wisely	✓	
		Select or Plan a Volunteer Activity	✓	
	<b>Life After High School</b>	Pay for Your Education	✓	
Apprenticeship		✓		
<b>Next Steps</b> <i>8<sup>th</sup> Grade</i>	<b>Volunteering</b>	Volunteer Résumé	✓	
		Set Up a Volunteer Activity	✓	
		Thank Your Volunteer Coordinator	✓	
		My Volunteer Activities	✓	
		Reflect on Your Volunteer Activity	✓	
	<b>Planning for High School</b>	Words for High School	✓	
		High School Graduation Requirements	✓	
		College Admissions Requirements	✓	
		Electives	✓	
		Activities	✓	✓
	<b>Life After High School</b>	My High School Course Plan	✓	
<b>Life After High School</b>		College and Career Schools	✓	
	Military Service	✓		

## Model B: *Who Am I?*

### 5<sup>th</sup> or 6<sup>th</sup> Grade Goals

1. Become familiar with the school's career development program
2. Become acquainted with OCIS JR
3. Set up an OCIS Portfolio
4. Explore interests and life events
5. Explore occupations and occupational clusters
6. Learn about the community
7. Learn about the school
8. Identify ways to become involved in your school and community
9. Learn about the workplace
10. Practice and increase decision-making skills
11. Learn about employability skills
12. Practice listening skills
13. Learn about time management and dependability
14. Complete first of several reflection entries in the IACP for *Who Am I?*, *Where Am I Going?*, and *How Do I Get There?*

### Curriculum Scope and Sequence, Worksheets, Assessment, and Portfolio Entries

	Category	Title	Worksheet	Assessment	Portfolio Entry
<b>Getting Started 5<sup>th</sup> or 6<sup>th</sup> Grade</b>	<b>Learning about Me</b>	Things I Like to Do	✓		✓
		Qualities for Success	✓		✓
		Important Life Events	✓		✓
		<i>Career Cluster Inventory</i>		✓	
	<b>Learning about My Community</b>	My Community	✓		✓
		My Ideal Community	✓		✓
	<b>Learning about My School</b>	Getting to Know My School	✓		
<b>Looking Deeper &amp; Next Steps 7<sup>th</sup> or 8<sup>th</sup> Grade</b>	<b>Learning about Me</b>	What Are Skills?	✓		
		My Accomplishments	✓		✓
	<b>Learning about My Community</b>	Job Shadow	✓		
	<b>Learning about My School</b>	Should I Join?	✓		
		Activities and Achievements	✓		
	<b>My Network</b>	My Network	✓		

## Model B: Where Am I Going?

### 7<sup>th</sup> or 8<sup>th</sup> Grade Goals

- |   |   |
|---|---|
| <ol style="list-style-type: none"> <li>1. Explore qualities for success</li> <li>2. Explore skills, accomplishments, and interests</li> <li>3. Complete and save results of <i>Career Cluster Inventory</i> and/or <i>IDEAS™</i></li> <li>4. Conduct a job shadow</li> <li>5. Learn about school organizations and extracurricular activities</li> <li>6. Identify network of supporters</li> <li>7. Further research occupational clusters</li> <li>8. Explore workplace concerns</li> <li>9. Complete <i>Reality Check</i></li> </ol> | <ol style="list-style-type: none"> <li>10. Practice and increase decision-making skills</li> <li>11. Develop an action plan</li> <li>12. Examine employability skills</li> <li>13. Learn about job training</li> <li>14. Learn how not to be fired from a job</li> <li>15. Conduct a classroom performance review</li> <li>16. Learn about volunteerism</li> <li>17. Explore high school graduation requirements</li> <li>18. Create a course plan for high school</li> <li>19. Learn about college preparation</li> <li>20. Review and update Portfolio entries</li> </ol> |
|---|---|

### Curriculum Scope and Sequence, Worksheets, Assessments, and Portfolio Entries

	Category	Title	Worksheet	Assessment	Portfolio Entry
<b>Getting Started 5<sup>th</sup> or 6<sup>th</sup> Grade</b>	<b>Occupations</b>	Occupation Scavenger Hunt	✓		
		Occupation Index			
	<b>Career Clusters</b>	Career Cluster Mobiles	✓		
		What's My Cluster?	✓		
<b>Workplace</b>	What Are Working Conditions?	✓		✓	
<b>Looking Deeper &amp; Next Steps 7<sup>th</sup> or 8<sup>th</sup> Grade</b>	<b>Occupations</b>	Bobilator	✓		
		If I Became...	✓		
		Job Shadow	✓		
		Occupation Index			
	<b>Career Clusters</b>	Career Clusters Posters	✓		
		<i>IDEAS™</i>		✓	
		My Favorite Cluster	✓		✓
	<b>Workplace</b>	Why Do People Work?	✓		
		What Rewards Do I Want From Work?	✓		✓
	<b>Reality Check</b>	<i>Reality Check</i>		✓	
	<b>Making Decisions</b>	How Do I Make Decisions?	✓		
		What Book Do I Pick to Read?	✓		
	<b>Action Plans</b>	Learn a New Skill	✓		
		Make a Change	✓		
<b>IACP</b>	What Do I Want to Be When I Grow Up?	✓			
	My Career Action Plan	✓		✓	

## Model B: How Do I Get There?

### Curriculum Scope and Sequence, Worksheets, Assessments, and Portfolio Entries

	Category	Title	Worksheet	Assessment	Portfolio Entry
<b>Getting Started 5<sup>th</sup> or 6<sup>th</sup> Grade</b>	<b>Employability Skills</b>	Working Together	✓		
		Are You Listening?	✓		
		Listening Skills on the Job	✓		
		Being Dependable	✓		
		Using My Time for Success	✓		
		Planning My Time for Success	✓		
<b>Looking Deeper &amp; Next Steps 7<sup>th</sup> or 8<sup>th</sup> Grade</b>	<b>Employability Skills</b>	Job Success Scale	✓		
		Free Job Training	✓		
		Getting Fired at Work and School	✓		
		Classroom Performance Reviews	✓		
	<b>Volunteering</b>	Where Are You Going to Volunteer?	✓		
		Volunteer Wisely	✓		
		Select or Plan a Volunteer Activity	✓		
		Volunteer Résumé	✓		
		Set Up a Volunteer Activity	✓		
		Thank Your Volunteer Coordinator	✓		
		My Volunteer Activities	✓		
		Reflect on Your Volunteer Activity	✓		
	<b>Planning for High School</b>	Words for High School	✓		
		High School Graduation Requirements	✓		
		College Admission Requirements	✓		
		Electives	✓		
		Activities	✓		✓
		My High School Course Plan	✓		
	<b>Life After High School</b>	Pay for Your Education	✓		
		Apprenticeship	✓		
		College and Career Schools	✓		
Military Service		✓			

# Model C: Single-Level Curriculum

## Goals

1. Become familiar with the school's career development program
2. Become acquainted with OCIS JR
3. Set up an OCIS Portfolio
4. Complete and save results of *Career Cluster Inventory* and/or *IDEAS™*
5. Complete *Reality Check*
6. Explore occupations and occupational clusters
7. Explore skills, accomplishments, and interests
8. Conduct a job shadow
9. Practice and increase decision-making skills
10. Develop an action plan
11. Examine skills for success
12. Improve your chances of getting into college, getting a job, or receiving scholarships
13. Learn high school graduation requirements
14. Create a course plan for high school
15. Develop a sense of responsibility for others
16. Improve your school and community

# Model C: Single Level

## Curriculum Scope and Sequence, Worksheets, Assessments, and Portfolio Entries

	Category	Title	Worksheet	Assessment	Portfolio Entry
Who Am I?	Learning about Me	Things I Like to Do	✓		✓
		Qualities for Success	✓		✓
		Important Life Events	✓		✓
		My Accomplishments	✓		✓
		<i>Career Clusters Inventory</i>		✓	
	Learning about My Community	Job Shadow	✓		
	Learning about My School	Activities and Achievements	✓		
	My Network	My Network	✓		
Where Am I Going?	Occupations	If I Became...	✓		
		Job Shadow	✓		
		Occupation Index	✓		
	Career Clusters	What's My Cluster?	✓		
		<i>IDEAS™</i>		✓	
		My Favorite Cluster	✓		✓
	Workplace	Why Do People Work?	✓		
		What Rewards Do I Want From Work?	✓		✓
	<i>Reality Check</i>	<i>Reality Check</i>		✓	
	Making Decisions	How Do I Make Decisions?	✓		
	Action Plans	Learn a New Skill			
		Make a Change	✓		
	IACP	What Do I Want to Be When I Grow Up?	✓		
My Career Action Plan		✓		✓	
How Do I Get There?	Employability Skills	Using My Time for Success	✓		
		Planning My Time for Success	✓		
		Job Success Scale	✓		
	Volunteering	Where are You Going to Volunteer?	✓		
		Select or Plan a Volunteer Activity	✓		
		Volunteer Résumé	✓		
		Set Up a Volunteer Activity	✓		
		Thank Your Volunteer Coordinator	✓		
		My Volunteer Activities	✓		
	Planning for High School	High School Graduation Requirements	✓		
		College Admissions Requirements	✓		
		Electives	✓		
		Activities	✓		✓
		My High School Course Plan	✓		
	Life After High School	Pay for Your Education	✓		
		Apprenticeship	✓		
		College and Career Schools	✓		
Military Service		✓			

# IACP Reflective Prompts for OCIS JR

As students complete the activities at each level, they build individual plans by recording reflections in the OCIS JR IACP. Using Model A or Model B, students complete all items. \*Using Model C, students complete the (\*) asterisked elements. **The items in bold will transfer to the OCIS High School Portfolio** (all other items will not transfer, but will be archived in the OCIS JR Portfolio once the Portfolio is transferred).

## Who Am I?

- What are five things you really like to do?\*
- List one thing you want to learn to do.\*
- List three qualities that help you be successful in your school, community, and home.\*
- List one personal quality you want to improve on to be more successful.\*
- **What is one thing you want to do in your future life?\***
- Name five skills you like to use.
- Give the names of two people who helped you learn these skills.
- List one thing you want to learn to do.
- Give the name of two businesses in your community you would like to learn more about.
- List three things a town must have for you to choose to live there.
- **What activities, clubs, or hobbies would you like to try before going to high school?\***
- **Record Activities and Achievements in My Education and Work History of My Portfolio.\***

## Where Am I Going?

- My favorite career cluster.\*
- What four or five working conditions are most important to you?
- What rewards do I want from work?\*
- **What is your career goal?\***
- **What courses will you take in high school to achieve your goal?\***
- **What will you do after high school to achieve your career goal?\***

## How Do I Get There?

- **Record Activities and Achievements in My Education and Work History of My Portfolio.\***
- **Complete the high school My Course Plan in My Portfolio.\***



## Table Comparison of Models with Activities

Section of IACP and Title of Activity	Model A			Model B		Model C
	5 <sup>th</sup> & 6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	5 <sup>th</sup> or 6 <sup>th</sup>	7 <sup>th</sup> or 8 <sup>th</sup>	Single Level
<b>Who Am I?</b>						
<i>Learning About Me</i>						
Things I Like to Do	✓			✓		✓
Qualities for Success	✓			✓		✓
Important Life Events	✓			✓		✓
What Are Skills?		✓			✓	
My Accomplishments		✓			✓	✓
<i>Career Cluster Inventory</i>		✓		✓		✓
<i>Learning About My Community</i>						
My Community	✓			✓		
My Ideal Community	✓			✓		
Job Shadow			✓		✓	✓
<i>Learning About My School</i>						
Getting to Know My School	✓			✓		
Should I Join?		✓	✓		✓	
Activities and Achievements*		✓	✓		✓	✓
<i>My Network</i>			✓		✓	✓
<b>Where Am I Going?</b>						
<i>Occupations</i>						
Occupation Scavenger Hunt	✓			✓		
Bobilator		✓			✓	
If I Became...			✓		✓	✓
Job Shadow			✓		✓	✓
Occupation Index	✓	✓	✓	✓	✓	✓
<i>Career Clusters</i>						
Career Cluster Mobiles	✓			✓		
What's My Cluster?		✓		✓		✓
Career Cluster Posters			✓		✓	
<i>IDEAS™</i>			✓		✓	✓
My Favorite Cluster			✓		✓	✓
<i>Workplace</i>						
What Are Working Conditions?	✓			✓		
Why Do People Work?		✓			✓	✓
What Rewards Do I Want from Work?			✓		✓	✓
<i>Reality Check</i>		✓	✓		✓	✓
<i>Making Decisions</i>						
How Do I Make Decisions?	✓				✓	✓
What Book Do I Pick to Read?	✓				✓	

\*Model A use *Activities and Achievements* in 7<sup>th</sup> and 8<sup>th</sup> grade to update student records



## Table Comparison of Models with Activities (cont.)

Section of IACP and Title of Activity	Model A			Model B		Model C
	5 <sup>th</sup> & 6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	5 <sup>th</sup> or 6 <sup>th</sup>	7 <sup>th</sup> or 8 <sup>th</sup>	Single Level
<i>Action Plans</i>						
Learn a New Skill		✓			✓	✓
Make a Change		✓			✓	✓
<i>My Career Plan</i>						
What Do I Want to Be When I Grow Up?			✓		✓	✓
My Career Action Plan			✓		✓	✓
<b>How Do I Get There?</b>						
<i>Employability Skills</i>						
Working Together	✓			✓		
Are You Listening?	✓			✓		
Listening Skills on the Job	✓			✓		
Being Dependable	✓			✓		
Using My Time for Success	✓			✓		✓
Planning My Time for Success	✓			✓		✓
Job Success Scale		✓			✓	✓
Free Job Training		✓			✓	
Getting Fired at Work and School		✓			✓	
Classroom Performance Reviews		✓			✓	
<i>Volunteering</i>						
Where Are You Going to Volunteer?		✓			✓	✓
Volunteer Wisely		✓			✓	
Select or Plan a Volunteer Activity		✓			✓	✓
Volunteer Résumé			✓		✓	✓
Set up a Volunteer Activity			✓		✓	✓
Thank Your Volunteer Coordinator			✓		✓	✓
My Volunteer Activities			✓		✓	✓
Reflect on Your Volunteer Activity			✓		✓	
<i>Planning for High School</i>						
Words for High School			✓		✓	
High School Graduation Requirements			✓		✓	✓
College Admission Requirements			✓		✓	✓
Electives			✓		✓	✓
Activities			✓		✓	✓
My High School Course Plan			✓		✓	✓
<i>Life After High School</i>						
Pay for Your Education		✓			✓	✓
Apprenticeship		✓			✓	✓
College and Career Schools			✓		✓	✓
Military Service			✓		✓	✓