Lesson Three: Identifying Barriers

Everyone encounters barriers to success in his or her personal and professional lives. Being able to identify those barriers is the first step to overcoming them. This lesson offers collaborative identification of general barriers and encourages suggestions for solutions and supports. Participants will also identify barriers to his/her personal success and identify potential solutions and supports.

North Carolina Essential Standards Guidance
- I.C.1.2 Generate ideas for solving novel problems that are based on previous experience and the results of internet research.

North Carolina Professional Career Development Coordinator Standards
- IV. b. Help students develop global employability skills.

North Carolina Essential Standards Grades 9-12, Information and Technology Essential Standards
- I.C.1.2 Generate ideas for solving novel problems that are based on previous experience and the results of internet research.

Workforce Development Standards
- 20 CFR Parts 676, 677, and 678: Workforce Innovation and Opportunity Act is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Programs are based on eligibility.

STUDENT OBJECTIVES

At the close of the lesson, learners will be able to say… **I can**
- name common external and internal barriers.
- identify personal barriers and resources to overcome.
- support others in identifying barriers and resources.

MATERIALS NEEDED

- Post-it notes
- **I can** statements on poster board or handout
- chalk board or white board
- "Career Goals" handout

The suggested *time* for the following lesson is 45-60 minutes, for any room arrangement, and 30 maximum participants.

The following lesson is appropriate for:
- ☑ middle school students
- ☑ high school students
- ☑ adult learners

INSTRUCTIONS

1. State and share "I can" statements with participants so they will know the purpose of the lesson.

2. Introduce the idea of barriers. Barriers are things in our lives that make goals challenging to accomplish or that limit our options. Write "Career" in very large letters on the board.

3. Ask the discussion question: *What kind of barriers do you think people might face when they are thinking about their career goals?*

4. Identify some of the main barriers to accomplishing career goals and have participants write one barrier per post-it note. Invite participants to cover the word "Career" with their post-it notes and look at all the barriers covering the word.

5. Ask the discussion question: *What does it feel like to look at those words? What stands out to you?* Note that some barriers are external - they happen to us and are out of our control. Other barriers are internal - they might be self-created or something that only exists inside ourselves.

6. Read through the barriers one by one while asking participants if they can think of solutions or supports to help reduce or eliminate the barrier. Once a solution/support is provided, remove that post-it from the board. There should be fewer barriers blocking "Career" by the end of the exercise.

7. Provide each learner with the "Career Goals" handout. Ask participants to choose personal career related goals for the largest circles. Then ask participants to input barriers to that goal on the smaller circles. Finally, ask participants to provide solutions/supports on the lines near the smaller circles, to address the barriers.

8. Allow discussion among learners to help identify solutions/supports they may need assistance to uncover. Share the resources listed on the map. You may want to project the links and show how to navigate these resources.

9. Close by returning to the "I can" statements. Read each and ask participants to acknowledge if they feel they have accomplished the statement.

10. You may choose to ask for formal feedback on the short survey link: ***https://conta.cc/3Cx9sSO***

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Adapted from:

http://learningclicks.alberta.ca/resources/lessson-plan-2-barriers-without-technology/

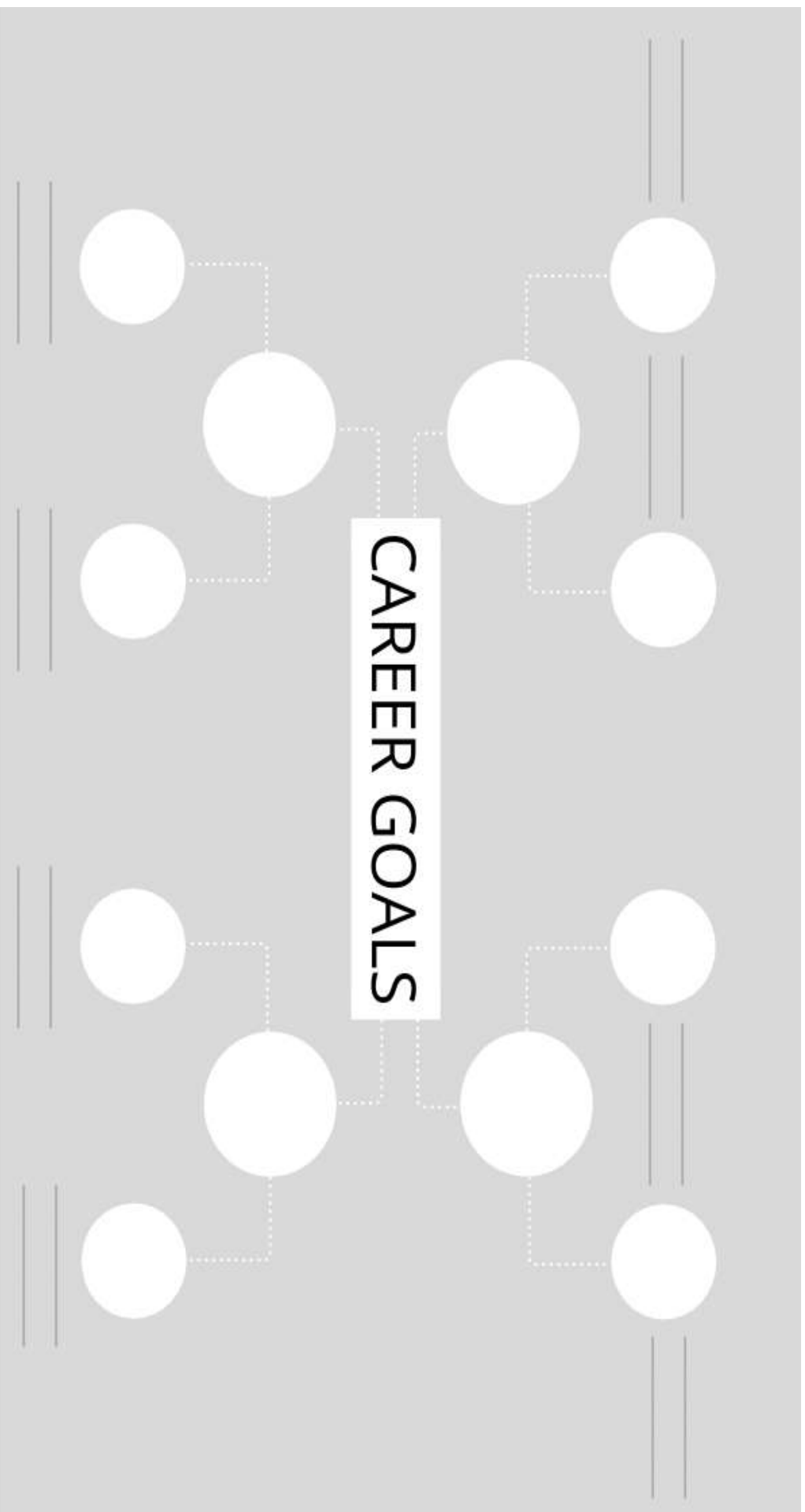*http://learningclicks.alberta.ca/resources/lesson-plan-3-overcoming-barriers-computers-required/*

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IDENTIFYING BARRIERS & SOLUTIONS

CAREER GOALS

Everyone encounters barriers to success in their personal and professional lives. Being able to identify those barriers is the first step to overcoming them. Need help finding solutions to your barriers? Try these websites:

- www.nc211.org/
- https://nccommunitycolleges.auntbertha.com/