

Futurenav Compass

Platform Overview

The Problem to be Solved: Career Alignment and Placement



Across the U.S., the pathway from Higher Ed to Career is more important than ever

 57% 36% Ten year drop in American confidence in higher education	Increased Pressure on HE Demographic cliff and international student drop-off, along with significant policy changes	Largest Unemployment Gap 5.8% unemployment rate of college grads aged 22-7 versus 4.2% for overall population, the greatest discrepancy in 30+ years (March 2025)	Good Job or Career Strada Study: >2.5x as many students chose "Good Job or Career" over "Learning and Knowledge" as most important reason for attending college
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We seek to address 4 main challenges ...

- 1. Learners need support to understand and access career opportunities** before and when they matriculate into college
 - 2. Education and work exist in silos**, without the passage of data or the ability to support learners fluidly between the silos
 - 3. By working backwards from career**, we can help institutions address the most pressing array of near and long-term challenges (e.g., six-year graduation, program selection, work-based learning and internship, etc.)
 - 4. The "AI moment"** gives us an opportunity to predict the likelihood of success, treat learners as individuals, and adapt in real-time to changes in the labor market
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... and support strategic transformation, at scale.



CSU Sets the Standard for Public Higher Education Through New Strategic Plan

9/9/2025

Comprehensive Systemwide Strategic Plan and Student Success Framework chart a new roadmap for the CSU.

CSU Rolls Out New Career Exploration Platform

As an early demonstration of the Systemwide Strategic Plan and Student Success Framework in action, the CSU also announced the roll out of **Futurenav Compass**, a new AI-driven career exploration and placement platform developed by ETS. The tool will be available beginning in fall 2025 at seven CSU campuses – CSUDH, Cal State Fullerton, Cal State Long Beach, Cal State Los Angeles, CSUN, Cal Poly Pomona and Cal State San Bernardino. ETS will work with CSU staff to develop dashboards and resources to assist them as they work one-on-one with students to link skills, abilities and career goals directly and in real time to what employers are seeking in internship placements and job hires.



The Brandeis Plan to Reinvent the Liberal Arts

Powered by Futurenav Compass

Through a groundbreaking partnership with ETS, Brandeis is one of the first universities to implement **Futurenav Compass** — a GPS-like platform that helps students identify their skills, track progress and connect their education to career pathways, enabling students to learn with purpose and graduate with confidence.



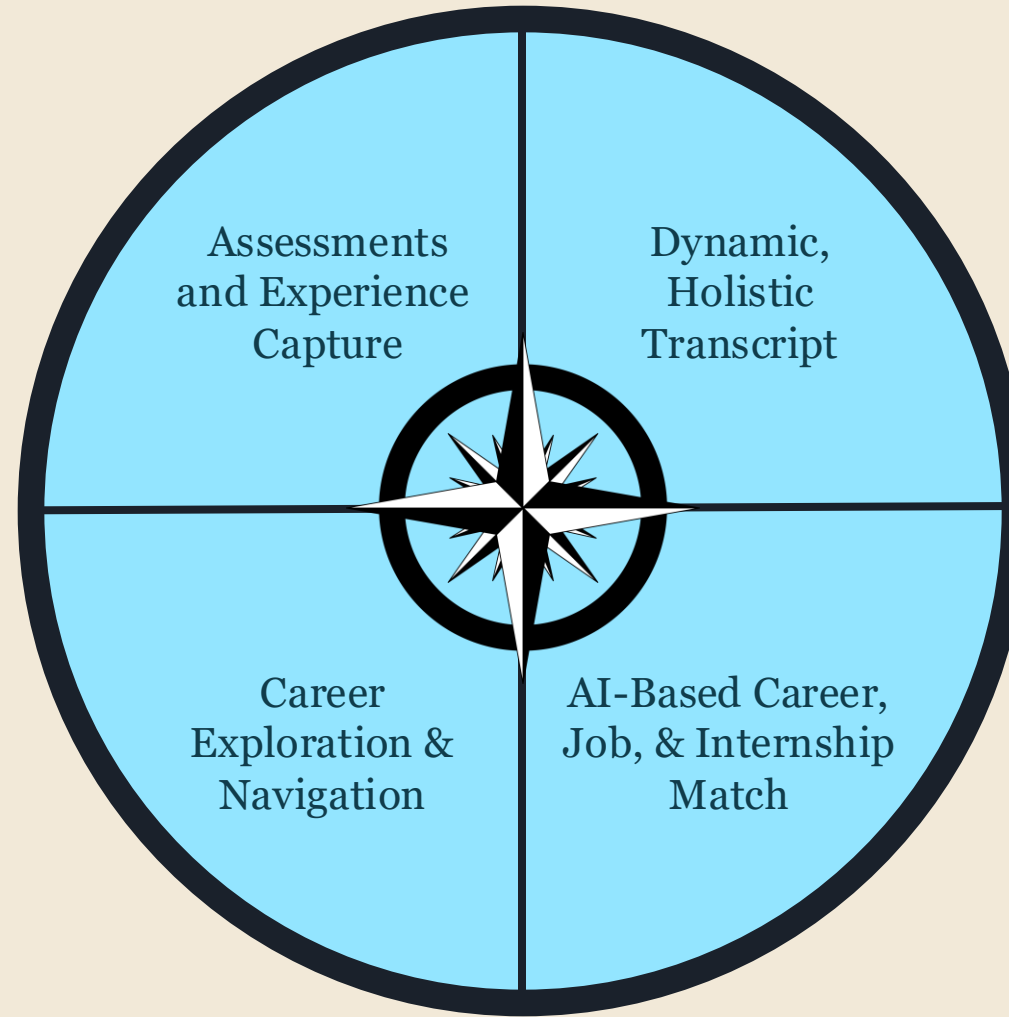
Compass

Product Overview

Suite of assessment, learner success, and career placement tools that provide learners with pathways to their desired goal: **a job and a career.**



Compass' "True North" is the job and career



- ▶ ETS' assessment and measurement science strength brought to bear
- ▶ AI engine trained on millions of job transitions, overweighted to individuals from underserved background
- ▶ Data and evidence capture to support your strategic planning, constant iteration, and transparency

Introducing the Futurenav Compass Career Platform

An AI-centric, skills-focused career exploration, navigation, and placement platform for students.

Our solution to these challenges is Futurenav Compass. Whether students are just starting out, rethinking their path, or applying for jobs tomorrow, Futurenav Compass supports students at every step of their career journey:

1. **Explore Careers:** Compass helps students discover career paths that align with who they are – using their interests and skills as a starting point for exploration.
2. **Build a Plan:** Students receive personalized skills insights that helps them understand their strengths, speak about their skills in ways employers recognize and get ideas for what to work on next.
3. **Look for Jobs and Internships:** Compass delivers high-match job opportunities with personalized insights on how students' skills align – and what to build on.

Learner Journey and Screenshots





Career Exploration

Learner Needs:

- ▶ Discover self
- ▶ Research careers
- ▶ Evaluate options

Declare Career Goal



Career Preparation

Learner Needs:

- ▶ Define and Develop Hard and Durable (Soft) Skills
- ▶ Seek skill-building experiences inside and outside classroom

Execute Career Plan



Internship & Job Search

Learner Needs:

- ▶ Targeted internship search connected to career goals
- ▶ Connect coursework and prior experience to relevant skills required for job

Build Strong Application

Assessments

1. Career Interest Survey
2. Durable Skills (Communication, Teamwork, Innovative Thinking, Stress Tolerance, Diligence, etc)
3. AI Literacy

Skills Extraction & Mapping

1. Resume/Work Experience skills extraction
2. Coursework skills extraction

Internship & Job Matching

1. Internship & Job matches, with % match based on geo-location and skills match to description
2. Job description and skills gap analysis
3. Internship & Job application

Geo-Location Career Matching

1. Personalized career matches
2. 1000+ career profiles powered by ONET & Bureau of Labor Stats, refined for students

Skills Profile & Action Plan

1. Snapshot of students' hard and soft skills
2. Career goal skills insights (strengths and gaps)
3. Personalized skill-building action plan

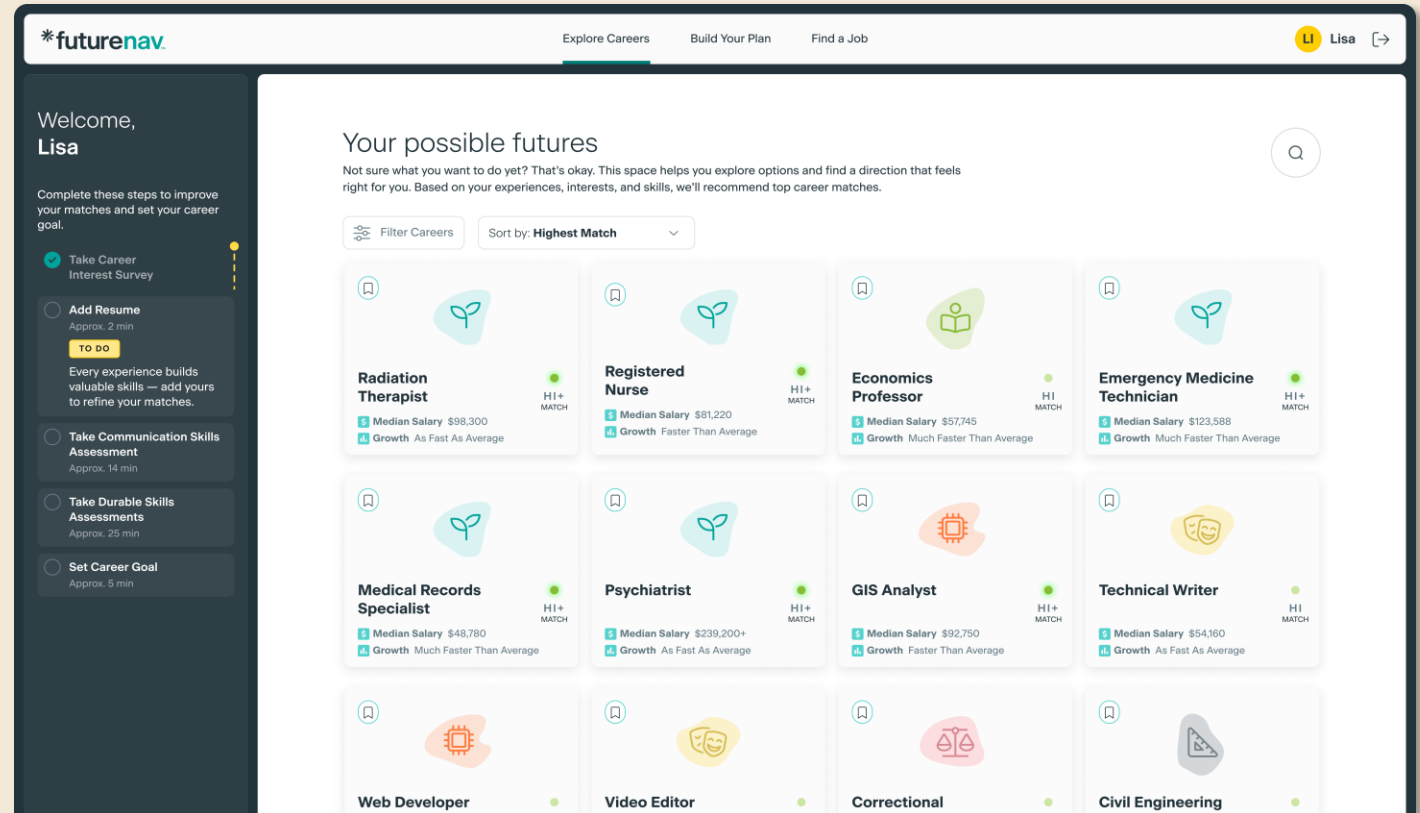
AI Recommendation Engine powered by hundreds of millions of monthly job transitions

Explore Careers: Connecting Skills & Interest to Careers

Career exploration rooted in student interests and a comprehensive understanding of their skills.

Key Features

- **Career Interest Survey:** Helps students uncover work environments that excites them
- **Skills Extraction:** Automatically pulls relevant skills from resumes, coursework, and co-curricular activities
- **ETS Durable Skills Assessment:** Measures top soft skills employers value most — communication, teamwork, stress tolerance, diligence, and innovative thinking
- **AI-powered Career Matches:** Recommends careers based on a blend of student interests, assessed and extracted skills and education — drawing from millions of real-world job transitions.

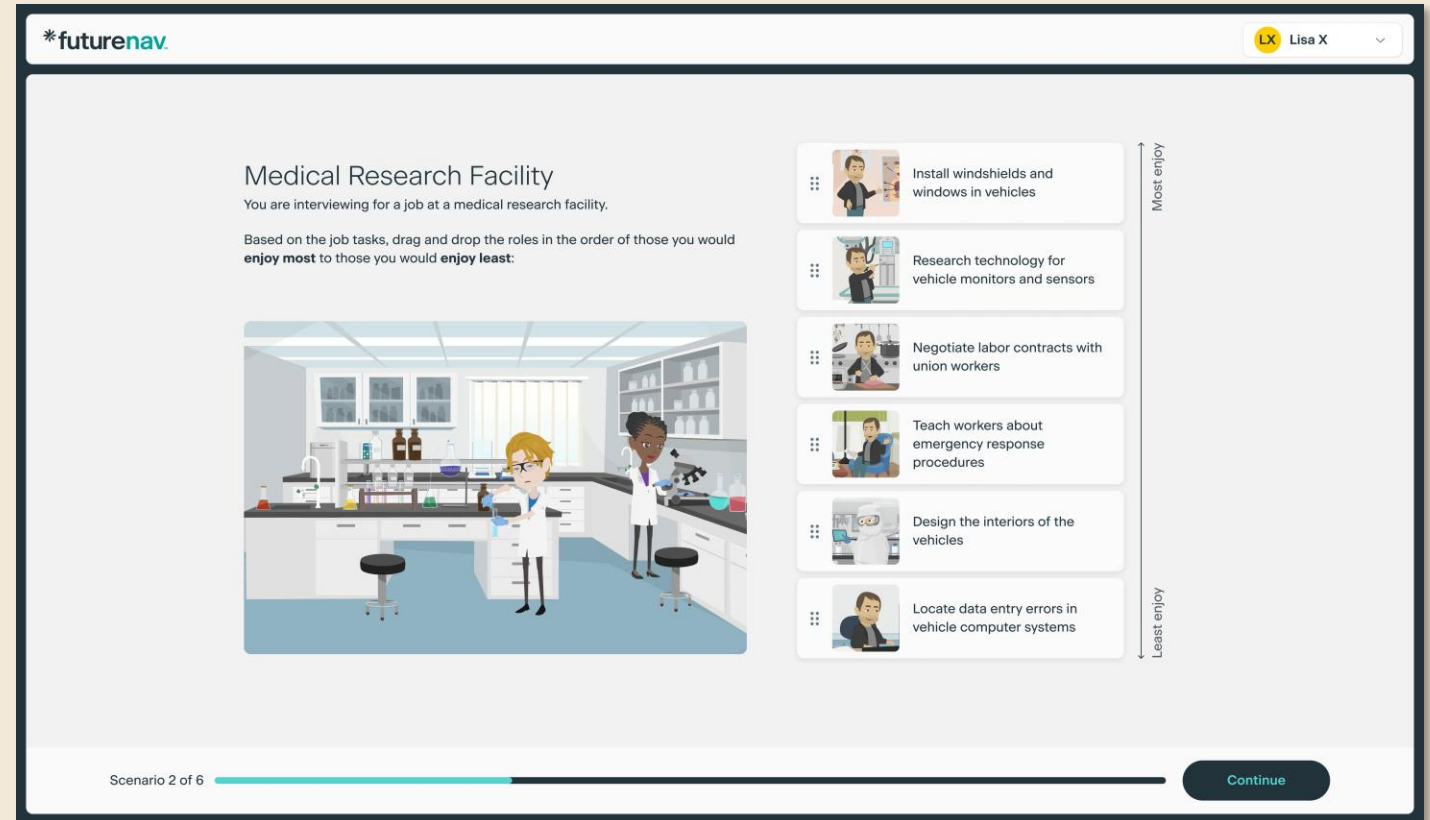


ETS Career Interest Survey

A research-backed, student-tested way to spark career discovery interest.

Built by ETS and grounded in the Holland Codes (RIASEC) framework, the Career Interest Survey helps students reflect on what kind of work excites them.

- **Takes less than 10 minutes** to complete
- **Interactive format:** students stack rank roles in 6 fictional workplace scenarios
- **Tested with students** to ensure it's engaging and intuitive
- **Immediate results:** students receive their RIASEC score right away and are shown top career matches, personalized to their interests



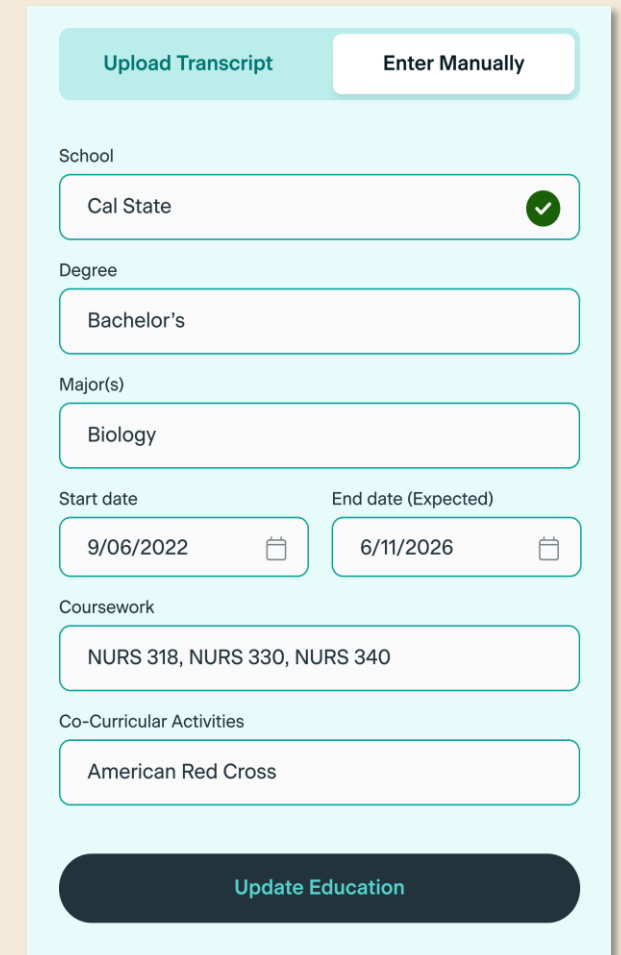
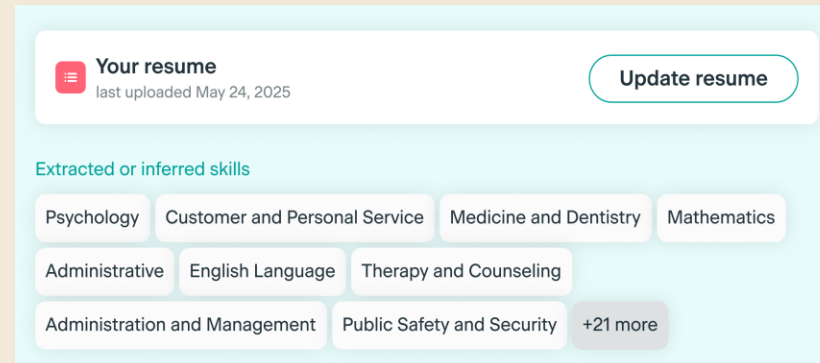
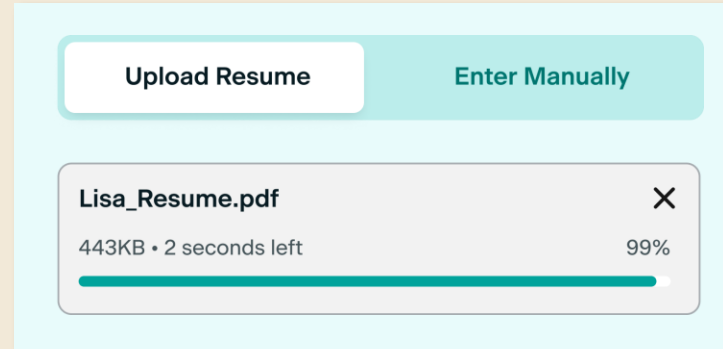
Skills Extraction from Resume & Coursework

Uncovering technical and durable skills from real student experience.

Compass extracts both technical (hard) and durable (soft) skills from:

- **Resume:** skills are extracted from students' education, work experience and other listed activities from a draft resume
- **Coursework:** identify skills demonstrated through completed classes, using skill mapping developed in collaboration with institutions (*coming 2026*)
- **Co-Curricular Activities:** identify skills from campus involvement (*coming 2026*)

Skills feed directly into the Skills Profile and help personalize career and job matches.



ETS Durable Skills Assessment

Measuring the top soft skills employers value – and students need to succeed.

- **Assess 5 essential skills:** communication, teamwork, innovative thinking, diligence and stress tolerance
- **Solves a key challenge:** durable skills are critical – but traditionally hard to measure. These assessments give students credible, actionable insights to grow their skills
- **Based on employer needs:** developed through research with employers and industry leaders to measure what matters most in today's workplace
- **Grounded in research:** built by ETS using decades of experience in large-scale, high-quality skills assessment

The screenshot displays the ETS Durable Skills Assessment interface. At the top, the 'Innovative Thinking' section is highlighted, with a progress indicator showing 'How you performed overall' as 'Curious'. Below this, the 'Creativity' sub-section is shown, describing it as 'The ability to come up with original ideas, think outside the box, and drive innovation within an organization.' A progress bar indicates the user is 'Developing'. A 'Tips to improve' section lists three suggestions: 'Practice generating a variety of ideas without...', 'Try activities outside your comfort zone to get...', and 'Ask "what if" questions to stretch your imagination...'. The 'Curiosity' sub-section is also visible, describing it as 'The drive to ask questions and seek out new knowledge.' and indicating the user is 'Emerging'. The main question area shows two statements for evaluation: 'I am much more organized than the average person.' and 'I tend to develop creative solutions even when it is not required.' Each statement has a horizontal scale from 'Very unlike me' to 'Very like me' with four markers. The interface includes a progress bar at the bottom showing 'Question 1 of 38' and a 'Continue' button.

Build a Plan: Personalized Guidance for Skills Growth

Personalized guidance to help students understand their strengths and grow the skills employers value.

Key Features

- **Skills Profile:** Highlights a students' top skills based on assessments, experiences and resume information – translated into employer-ready language
- **Upskilling Plan:** Recommends skills to strengthen based on students' specific career goal and current strengths
- **Detailed Assessment Reports:** Provide in-depth, actionable feedback to help students improve targeted skill areas
- **Curated Support Opportunities:** Personalized suggestions that highlight skill-building and career prep resources

The screenshot displays the 'futurenav compass' interface. On the left, a sidebar titled 'Complete Your Checklist' lists activities: Take Career Interest Survey, Add Resume, Take Communication Skills Assessment, Take Durable Skills Assessments, Set Career Goal, and Build Your Plan. The main content area is divided into three sections: 'Skills Your Already Have' (Active Listening, Communication, Medical Terminology, Patient Care Procedures, Psychology, Teamwork, Service Orientation), 'Skills To Strengthen' (Acute Care, Stress Tolerance), and 'Your Upskilling Plan'. The 'Upskilling Plan' section includes a 'Plan Your Path' section with a 'You' profile (Alex Sanchez, Education: First year in college, Major: Nursing) and a 'Goal' profile (Registered Nurse, Median Salary in Los Angeles, CA: \$125,340, CA Job Growth Rate: Faster Than Average). It shows an 'Overall Match' of 'HI+' and 'How your skills match up' with 'Aligned Skills' (Active Listening, Communication, Medical Terminology, Patient Care Procedures, Psychology, Service Orientation, Teamwork) and 'Skill Gap' (Acute Care Experience, Clinical Experience, Diligence, Stress Tolerance). The 'What to work on next' section provides three actionable steps: 1. Leverage your strengths (Look for opportunities to collaborate - join a health-related student org or volunteer on a care team.), 2. Build experience (Apply for summer internships, shadow opportunities or on-campus clinical simulations to get hands-on exposure.), and 3. Strengthen core knowledge (Take coursework in anatomy, and consider CPR/BLS certification courses. Meet with your academic advisor to stay on top of nursing requirements.).

Find a Job: Matching Students to Real Opportunities

Matches students to high-fit jobs and internships using real hiring data – with insights on how their skills align to each role. Find a job feature coming 2026

Key Features

- **Jobs & Internship Matching:** Surfaces personalized opportunities aligned to student's skills, interests and education
- **Skills Fit Insights:** Highlights how well a student matches each job – showing both strengths and gaps
- **Real-World Jobs Data:** Matching is informed by actual hiring transition data, not static keywords or job titles

The screenshot displays the futurenav website interface. The top navigation bar includes 'Explore Careers', 'Build Your Plan', and 'Find a Job'. The main section is titled 'Internships & Job Opportunities' with a subtext 'Opportunities for you, based on your interests and background. Choose a posting to learn more.' Below this, there are filters for 'Filter Jobs' and 'Sort by: Highest Match'. A list of job opportunities is shown, including 'Adventist Health Nurse Scholar Program', 'Kaiser Permanente Student Nurse (Intern)', 'ACES Behavior Analyst Intern', 'Summer Pharmacy Intern', 'Summer III Student Nurse Internship', 'Experiential Learning & Opportunity Internship Program', and 'IVF Nurse Assistant'. Each listing includes the employer name, location, and match status (e.g., 'HI+ MATCH', 'MED MATCH').

The detailed view for the 'Kaiser Permanente Student Nurse (Intern)' position is shown on the right. It includes an 'Overall 77% Match' score, a 'HI+' match indicator, and a breakdown of skills. The 'Skills You Have' section lists 'Biology', 'Communication', 'Medical Terminology', 'Patient Care Procedures', and 'Teamwork'. The 'Skills To Develop' section lists 'Stress Tolerance', 'Diligence', 'Clinical Experience', and 'CPR / Basic Life Support'. The 'Qualifications' section lists requirements such as being currently enrolled in a RN degree program, providing a letter of recommendation, and completing clinical rotations. The 'Job Description' section provides a summary of the role, and the 'Requirements' section lists specific criteria for the position.

Thank you!