Teaching Career Counseling: Strategies to Engage Students and Promote Career Access

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UNIVERSITY OF TENNESSEE, KNOXVILLE
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CACREP 2016 Section 2: Professional Counseling

Identity

4. CAREER DEVELOPMENT
   a. theories and models of career development, counseling, and decision making
   b. approaches for conceptualizing the interrelationships among and between work, mental well-being, relationships, and other life roles and factors
   c. processes for identifying and using career, avocational, educational, occupational and labor market information resources, technology, and information systems
   d. approaches for assessing the conditions of the work environment on clients’ life experiences
   e. strategies for assessing abilities, interests, values, personality and other factors that contribute to career development
   f. strategies for career development program planning, organization, implementation, administration, and evaluation
   g. strategies for advocating for diverse clients’ career and educational development and employment opportunities in a global economy
   h. strategies for facilitating client skill development for career, educational, and lifework planning and management
   i. methods of identifying and using assessment tools and techniques relevant to career planning and decision making
   j. ethical and culturally relevant strategies for addressing career development
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Helpful Hints

Focus on processing activities

Connect both to work with clients and student’s own career development

Highlight ‘role of work in people’s lives’

Teach from perspective that nearly all clients will be affected by career – career and life intertwines

Intentionally include diversity and multicultural issues in all conversations and assignments

Attend to local community issues – what does career look like where they live; discuss relevant topics

Consider service learning opportunities so students give back and use their new skills and knowledge
Service Learning

- Partnership between class and two elementary schools
- Create and facilitate family career night
- Student reflections
- Diverse schools
- Involves finding and using online material

Career Panel

- For theory overviews
- Five students randomly selected to facilitate discussion about theory
- PP created by instructor guides discussion of
  - Founder
  - Major concepts
  - Goals
  - Client conceptualization
  - Major interventions/application
  - Strengths and limitations
- Up to two panels per student
Case Examples

Reinforce all aspects of course

Include diverse clients (age, gender, SES, personal circumstances, career issue)

Written or from popular media

◦ Say Anything
◦ Office Space
◦ Picture Perfect
◦ Up in the Air
◦ Bend it Like Beckham
True Colors

Survey [https://ces-personnel.ca.uky.edu/files/true_colors_test.pdf](https://ces-personnel.ca.uky.edu/files/true_colors_test.pdf)

Personality assessment related to career

Connects nicely to group work
  - how personality affects work
  - how work environment affects people with different personality styles

Career Autobiography

Role of work in your life
  - Earliest career aspirations
  - Path to current career (cultural influences, turning points, supports and barriers)
  - Predictions about future
Website Presentations

Students select a career-related website from a list of options and, in pairs, present these to the class
  ◦ Walk through website
  ◦ Highlight strengths, possible applications, and limitations

Possible Selves Escalator

Developed by Leann Morgan based on Possible Selves Theory (Markus & Nurius, 1986)

Visual representation of hindrances and supports to forward movement in career development

Top – future self
Bottom – feared self
Highly experiential
Peer Counseling

Students participate in peer counseling over four sessions

- Strong Interest Inventory (or SDS)
- Values card sort
- Narrative/qualitative assessment (lifeline, life role circles, career genogram, career construction interview)
- Act as both client and counselor each time
Interview and Conceptualization

Students interview someone outside of class (middle school age or older) and write a case conceptualization based on a theory discussed in class.

Interview structure is based on theory selected.

Describe both interview and conceptualization.

Use outside sources to support ideas.

Current Events

Students either select own news articles or read news articles selected by instructor on career-related topics (e.g., issues facing children/adolescents, culture and career, international issues and career).

Class discussion or individual reflections on articles.
Videos

Mark Savickas – NCDA 2013
https://www.youtube.com/watch?v=rJC6e2caZ6E

Chris Rock – job vs. career
https://www.youtube.com/watch?v=tnlNUZqFzgY
## Occupational Prestige  Multicultural Presentations

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<td>Group processing</td>
<td>Diversity issue (gender, race/ethnicity, SES, LGBTQ, disabilities)</td>
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<td>How social influence affects career beliefs</td>
<td>Handout on unique career strengths, needs, and barriers facing population</td>
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