



## **CNS 556 Developmental Career Counseling**

Department of Counseling and Student Affairs

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Office hours: By appointment

### **OFFICE HOURS**

Email for an appointment via online

### **COURSE DESCRIPTION**

Integrates the career counseling process into the lifespan from early childhood through older adulthood. Career development theories; career assessment instruments; educational resources; placement; follow up and evaluation. Interrelationships among work, marital, family, and other life roles including multicultural and gender issues.

### **PURPOSE OF THE COURSE**

This course will examine the career counseling process throughout the lifespan. Specific topics will include career development theories, career assessment instruments, professional resources, decision-making models, specific population concerns, and other factors inherent to the career counseling process. Common occupational issues and problems will also be addressed as will the interrelationships between work and other life roles. Finally, this course will explore how evolving economic, political, social and technological conditions are precipitating a redefinition of work and career.

### **COURSE OBJECTIVES**

This course is designed to achieve learning outcomes consistent with the 2016 CACREP Accreditation Standards noted below. Students are assessed on the standards noted with an asterisk\*.

#### **PROFESSIONAL COUNSELING IDENTITY: COUNSELING CURRICULUM CORE**

##### **F. 1. PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE**

- h. current labor market information relevant to opportunities for practice within the counseling profession

##### **F. 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 life-work 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

## F. MARRIAGE, COUPLE, AND FAMILY COUNSELING

### 1. FOUNDATIONS

- d. sociology of the family, family phenomenology, and family of origin theories\*

### 2. CONTEXTUAL DIMENSIONS

- j. impact of unemployment, under-employment, and changes in socioeconomic standing on marriages, couples, and families
- k. interactions of career, life, and gender roles on marriages, couples, and families

## G. SCHOOL COUNSELING

### 1. FOUNDATIONS

- c. models of P-12 comprehensive career development

### 2. CONTEXTUAL DIMENSIONS

- c. school counselor roles in relation to college and career readiness

### 3. PRACTICE

- e. use of developmentally appropriate career counseling interventions and assessments
- g. strategies to facilitate school and postsecondary transitions
- j. interventions to promote college and career readiness

## REQUIRED AND RECOMMENDED COURSE READINGS

You are expected to complete all required reading for each unit and encouraged to read the recommended readings and take notes. The required Career Counseling textbook and quizzes focus on the theory and information related to career counseling. The Job Search Manual, group assignments, and supplemental Bb content resources provide you practical experiences for your job search. The small group activities are highly interactive to give you practice using these tools with others.

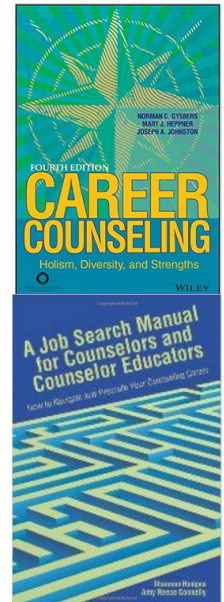
### Required Text

**Career Counseling: Holism, Diversity, and Strengths** (4<sup>th</sup> ed.).

Gysbers, N. C., Heppner, M. J., & Johnston, J. A. (2014); American Counseling Assoc. ISBN 978-1-55620-333-6. *Available in paperback or e-book through ACA (ACA members receive a discount).*

**A Job Search Manual for Counselors and Counselor Educators: How to Navigate and Promote Your Counseling Career**

Hodges, S. & Connelly, A. R. (2010); American Counseling Association. ISBN 978-1-55620-297-1



### Additional Required and Recommended Readings and Materials

Additional materials to supplement the text will be provided in Blackboard under the unit to which they are assigned. They include academic journal articles, *Career Convergence* articles, webinars, podcasts, videos, and worksheets.

### Recommended Website Resources

#### National Career Development Association (NCDA)

[NCDA](http://www.ncda.org) ([www.ncda.org](http://www.ncda.org)) is a division of the ACA. Includes career counseling information, resources, articles, and activities for use with career development issues.

**National Employment Counseling Association (NECA)**

[NECA](http://www.employmentcounseling.org) ([www.employmentcounseling.org](http://www.employmentcounseling.org)) is a division of the ACA. Includes information regarding career counseling, education and training, certification, and related topics.

**Occupational Outlook Handbook**

[OOH](http://www.bls.gov/ooh) ([www.bls.gov/ooh](http://www.bls.gov/ooh)) is a comprehensive source of information regarding careers. It includes information from the federal Bureau of Labor Statistics and is updated yearly.

**O\*Net Online**

[O\\*NET Online](http://www.onetonline.org) ([www.onetonline.org](http://www.onetonline.org)) includes descriptions of careers and occupations. It is a resource for those looking for jobs, human resources (HR) professionals, researchers and others who want to learn more about the world of work.

**METHODS OF INSTRUCTION**

The course is a mixture of BB discussion/exercises and blackboard activities, and group assignments to apply the basic knowledge gained from the readings. You are responsible for the assigned readings and course activities on BB. *You will need to read ahead* in order to be properly prepared for course assignments, quizzes, and discussion.

**COURSE STRUCTURE**

The course is divided into 4 topics that include units to address each of the CACREP/course objectives. In addition, quizzes and career portfolio assignments are due for each unit. The course structure is as follows:

**Career development theories and models** (*CACREP F.4.a; Sect 5 G.1.c, 2.c*)

- Unit 0: Introduction to the course
- Unit 1: Career counseling and the working alliance
- Unit 2: Modern career development theories and models
- Unit 3: Postmodern career theories and models

**Career assessment tools and techniques** (*CACREP F.4.e, i; Sect 5 G.3.e, g*)

- Unit 4: Exploring values and interests
- Unit 5: Assessing personality and skills
- Unit 6: Narrative and strength-based assessments

**Job search strategies and resources** (*CACREP F.1.h., 4.c, f, g, h; Sect 5 G.3.j*)

- Unit 7: Occupational information and resources
- Unit 8: Job search strategies
- Unit 9: Resumes, CVs, and cover letters
- Unit 10: Interviews and job negotiation
- Unit 11: Networking and thriving in your career

**Diverse issues in career development** (*CACREP F.4.b, d, g, j; Sect 5 F.1.j, 2.j, k*)

- Unit 12: Work-life balance
- Unit 13: Race, class, disability, and other diversity issues
- Unit 14: Gender and sexual orientation issues
- Unit 15: Closure in career counseling
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**\*Professor reserves the right to make changes to this syllabus until the start date of the course.**