

Brigham Young University
CAREER DEVELOPMENT AND ASSESSMENT
CPSE 644, Fall, 2016

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Required Text:

Sharf, Richard S. (2014). *Applying career development theory to counseling, 6th Edition*.
Belmont, CA: Brooks /Cole

Course Objectives

1. Understand some of the theories of career development and decision making
2. Learn the importance of vocational issues in psychological development.
3. Develop a philosophy of advising/counseling that incorporates vocational issues.
4. Begin to develop appropriate vocational interventions.
5. Begin to learn to administer and interpret relevant instruments and integrate into advising
6. See how career counseling is an aspect of advising/counseling— not a separate endeavor.
7. Gain some multicultural career experience/awareness with regard to career counseling.
8. Gain awareness of computer based applications.
9. Explore program development and assessment in delivery of career services.
10. Develop some beginning career counseling skills in advising.
11. Learn ethical standards and competencies in the field of career development.
12. Appreciate the value of effective information gathering sources and interventions.

Assignments

Readings

Readings should be completed prior to coming to class. As you read, please construct a test question (short essay) for each of the articles/chapters and bring it with you to the next class. These questions will be used to stimulate class discussion and some will be selected for use on the exams.

Assessments & Self-Assessment Report

Complete the following career assessments: Strong Interest Inventory—SII, Myers-Briggs Type Indicator—MBTI, Campbell Interest & Skills Survey—CISS, and Self-Directed Search—SDS. These assessments can be purchased and completed at the Career and Academic Success Center (CASC) in the WSC. Additionally complete the online career exploration and assessment tool Kuder Journey. IDs and passwords to access Kuder Journey are available in the CASC. Please take the other assessments as soon as possible so they will be scored and the summary printouts will be available for our class discussion. Please turn in summary printouts for Kuder Journey.

Using the assessments assigned and any others you think are relevant conduct a complete career assessment of yourself. Use any appropriate format to report the results of your assessment. It should include a complete history, assessment results, integration/synthesis, and recommendations/plans. The written report should be in a form you would use in a professional setting. The instructor will provide you with a template. (100 pts)

Career Research, Job Shadow, & Information Interview

This assignment is an opportunity to place yourself in your students' shoes. You are to do an exploration of a particular career in which you may have an interest. To complete the assignment you need to do the following:

1. Research the particular career online and include the following information:
 - a. Job outlook
 - b. Training required
 - i. What training is required?
 - ii. Where can one get the training?
 - iii. Where is the best available training?
 - c. Salary
 - d. What is the "Holland code" of this particular career?
 - e. Where one can be employed with this career?
 - f. What is the outlook for employment for this career?
 - g. Is it "family friendly?"
 - i. What percentage of men employed?
 - ii. What percentage of women employed?
2. Do a half day (four hour) job shadow with an individual established in the career.
3. Conduct an interview with an individual established in the career. This can be done at the same time as the job shadow but would require additional time beyond the job shadow.
4. Write your findings in a 7 to 10 page paper. (100 pts)

Career Counseling Paper

Write a paper explaining what you believe is the role and function of a counselor/advisor regarding vocational development in university education. Describe the means of change or development in philosophical and/or theoretical terms. Include appropriate rationale and references for your opinions. Also, describe what you believe the outcomes should be if that role is fulfilled. Again, these anticipated outcomes should be based on existing research and/or a clear scholarly rationale. The paper should follow APA publication guidelines.

OR

Write a paper describing the most painful career story you can discover in your family history. Use your knowledge of counseling theories to interpret the story and describe interventions, using appropriate references, that you believe might have helped this person to have a more meaningful work experience. (100 pts)

Career Exploration Activity

Work alone or with a partner to create a vocational exploration activity that is appropriate for the students with whom you are working or are most likely to be working. The activity should encourage creative thinking about vocations and should push students to expand their perceptions of available or appropriate careers, or foster self-understanding that is relevant to career development. The rationale for the activity should be clearly tied to the theories and/or ideas discussed in class and should be relevant to the developmental level of the group with whom you are working. The activity can be one you conduct with an individual, in a small group, or with an entire class. You will present the activity to the class.

The presentation should include (1) a description of the rationale and the link of the activity to theory, (2) developmental & cultural underpinnings of the activity, (3) a PowerPoint presentation describing 1 & 2 and (4) presentation of the activity itself— either conducted with the class or demonstrated for the class. Submit a brief outline of the activity that clearly identifies the theoretical rationale for the activity, including appropriate

references, a detailed description of how to organize the activity, the expected outcomes, and some ideas about how to assess the outcomes (100 points).

Tests

There will be two exams. The midterm is a take home exam. The final will be comprehensive. Both exams are open book, open note, open instructor, and open colleague. Most of the questions will come from material that is in your readings and has been discussed in class. However, you are responsible for the assigned readings and some questions may address material in the readings that has not been discussed in class. The format for the exams will short essay (100 pts. each).

Grades

Grades will be based on the percentage of points earned, i.e., >90% = A, >80% = B, etc. Grades may be adjusted for participation and/or attendance. Points will be deducted for late assignments.

PREVENTING SEXUAL DISCRIMINATION OR HARASSMENT: Sexual discrimination or harassment (including student-to-student harassment) is prohibited by the law and by Brigham Young University policy. If you feel you are being subjected to sexual discrimination or harassment, please bring your concerns to the professor. Alternatively, you may lodge a complaint with the Equal Employment Office (D-240C ASB) or with the Honor Code Office (4440 WSC).

STUDENTS WITH DISABILITIES: If you have a disability that may affect your performance in this course, you should contact the University Accessibility Center (422-2767; 2170 WSC). This office can evaluate your disability and assist the professor in arranging for reasonable accommodations.

Fall 2016 Schedule

Date	Topics	Assignment	Due
August			
30	Introduction, History, Advising/Counseling	Chapter 1	
September			
6	Trait and Factor Theory Theory of Work Adjustment	Chapters 2 to 4	
13	Holland Career Assessments & Information Interviews	Chapters 5 & 6	
20	Circumscription & Compromise	Chapter 7 Gottfredson reading	Complete all assessments
27	Life Span Development Super Discussion of Career Fair Activity	Chapters 7 & 8	
October			
4	College Student & Adult Career Development Super	Chapters 9 & 10	Assessment Paper
11	Social Learning Theory & Social Cognitive Theory	Chapters 12 & 13	Midterm take home
18	Personality & Self-Efficacy Career Exploration with Religious Persons	Bandura Reading	
25	Family Systems Career Constructivist Approaches/Savickas	Chapter 11	Midterm exam due
November			
1	Gender Issues & LDS Culture Family-friendly work	Jackson & Scharman reading	
8	Career Activities Working with minorities		Job Shadow Paper due Career Activities
15	Career Activities Working with minorities	Ch. 11	Career Activities
22	Thanksgiving Holiday: No Class		
29	Resumes & Interview		
December			
6	Career as a calling Counseling and Career Counseling	Richardson reading	Career Paper due
Final Exam	Thursday December 13, 4:00 to 7:00		