Creating an Inclusive Culture and Comprehensive Approach for your Career Development Program

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Inclusion and Empowerment

- Building an Inclusive Culture
- The Role of Systemic Empowerment
Prioritizing career counseling may not be as hard as you think!

- Ethical responsibility
- Build it into your program!
- Use guides: ASCA Mindsets and Behaviors
Comprehensive Counseling Program

- Advocacy
  - Appropriate counselor to student ratios
- Vertical alignment within counseling programs
  - Address career education at an early age and reference throughout K-12
- Data-Driven Resources
  - ASCA Mindsets and Behaviors
  - National Career Development Association’s Comprehensive Career Counseling Program
  - National Consortium of State Career Guidance Supervisor’s “7 C’s of Career Planning”
Comprehensive Counseling Program

- Employability Skills
  - Critical thinking
  - Problem solving
  - Self-reliance
- Overlap with Academic, Social-Emotional Domains
  - Motivation
  - Stress management
  - Self efficacy
School Culture

- “Culture of College-Going”
- Start future planning early
- Collaboration
Individualized Learning Plans

- Creation of academic plan
  - Relevant coursework
  - Readiness skills
- Assist in student-led conferences
- Career Cluster Initiative
College and Career Fairs

- Widely used, though not the most empirically based
- Role Modeling, Exposure
  - Careers held by those “outside” of stereotypes
  - Outside students’ frame of reference
  - Include experiential components
Career Development Courses and CTE

- Career Development Courses
  - Prepare in ways beyond exposure to careers
  - Super’s Six General Objectives
- Career Technical Education
  - Specific skilled learning
  - Mentoring/Community Building
  - Hands-on understanding of tasks/trades
Career Courses: Student Outcomes

- Improved grades and school climate
- Increases in career-related self-efficacy and outcome expectations
- Greater change in career expectations/educational plans
- Increases in awareness of self and work atmosphere
- Increased engagement in career planning/exploration
- Less career-related indecision
- Improved long-term perspective
Perception of greater number of barriers is associated with less defined career identity
Common barriers for minority populations
- Racial bias
- Discrimination
- Stereotypes/misinformation
  - Can negatively impact career development and career counseling opportunities
  - Can act as self-fulfilling prophecies
Before working with diverse students, counselors should examine potential biases
- Implicit association tests measure attitudes and beliefs that people are either unable or unwilling to identify
- https://implicit.harvard.edu/implicit/education.html
Marginalized Populations and Perceived Career Barriers

- Assist teachers in developing/communicating realistic expectations
  - Do not underestimate student abilities!
- Assist students in brainstorming possible barriers
  - Consider accuracy of barriers
  - Come up with realistic goals to overcome barriers
    - Enhance self-efficacy
- Evaluate whether or not a student believes barriers to be insurmountable
  - Decreased motivation
Gender Roles

- Socialization experiences determining occupational desires
  - Sex-typing
    - Same-sex groups for career counseling
  - Females more likely to hide intelligence
    - Fear social rejection
    - Fear success
    - Regret and life dissatisfaction
  - Holland code differences
    - Males → realistic, investigative, enterprising
    - Females → artistic, social, conventional
Gender Roles

- Push for increasing non-traditional career interests
  - Opportunities for exposure to non-traditional career interests
    - Career fair, mentoring, etc.
  - Computer-assisted career interventions/group exploration activities
    - Increase interests in non-traditional careers in short period of time
    - Follow-up with discussion

- Be conscious about how gender can limit adolescent career aspirations
  - Continuously think of ways to increase interests in careers that may not be typical for certain genders
Career Academics

- Provide students with information about careers
  - Beneficial in helping students learn about themselves and the work atmosphere
  - Leads to significant gains in career maturity and an increased career decision-making commitment
- Most beneficial when...
  - Providing essential life/vocational skills
  - Emphasizing experiences
    - Stimulate real-life work experiences
    - Partner with career dialogue
  - Involving parents and teachers as much as possible
Career Dialogue

- Partner career courses with career dialogue and “check-ins” with students
- Discuss experiences and career-related concepts
  - Correlates positively with career competencies
- Focus on:
  - Student experiences related to career development
- Problem-based
- Future-oriented
Multipotentiality and Gifted Students

- Multipotentiality ➔ “the ability to choose from and thrive in a variety of careers” (Maxwell, 2007)
  - Career decisions can be overwhelming
  - Trait-factor approaches are often insufficient
- Differentiated career programs for gifted students
  - Same-sex career counseling groups
  - Organized and structured tasks
  - Serious mindset
  - Emphasize needs and talents
  - Goal-oriented
Job Shadowing

- Begins in elementary school or middle school
- Develop a community network of business leaders and professionals
- Facilitate groups to allow for vicarious learning and personal integration of experiences
Values Exploration

- Exploring one’s vocational calling
- Identifying desired *impact* on the world
- Identifying the nature of meaningful work
- The *Values Auction*
Social Network Mapping

- Drawing out support system lines
- Accounting for parental involvement and influence
- Developing relational management skills and intentionally facilitated collaboration
- Meta Cognition mapping and Self-Efficacy dynamics
Early Exposure to Interest Inventories

- Strong Interest Inventory in Middle School
- Kuder in Elementary School
- MBTI and strengths-based perspectives in Elementary School
  - Note ratios on MBTI spectrum - not types
Early Exposure to Card Sorts

- Values Exploration
- Work Related Responsibilities
- Job titles
- Interactive Tasks
- Allowing for Qualitative Exploration
Community and School Committee Work

- Serving on a civic planning committee
- Serving as a member of your school counseling program advisory committee
- Participation on community service agency boards
- Culinary production simulator
Using data to enhance advocacy efforts

- Evidence-based school counseling
- Action research
- Practitioner research
- Data-driven programming
- Outcome research
- Documentation of Effectiveness
- Achievement Orientated Data
References

- **ACTE Issue Brief.** (2008, December). Alexandria, VA. Association for Career and Technical Education
References