

Effective career course interventions to navigate lifelong career decisions

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Key Elements

Career theory base – Cognitive Information Processing (CIP) & RIASEC
Offered through a College of Education – managed by a Career Center staff member in a faculty line
Course is credit-based, option of variable credit
Offer 12 times a year-5 sections in fall/spring; 2 in summer; 2 day per week & 3 day per week options
Team-taught with lead instructor
Course content/assignments includes the “essential ingredients in career interventions”

Strategies in managing and implementing career courses

Collaboration between academic and student affairs unit
Regular lead instructor meetings
Developing TA training
Staff support within career center and academic unit
Connecting teaching & research with Career Center mission

Organizational challenges

Change in leadership – Dean, department head, career center director
Team-taught vs. individual instructor
Course/instructor funding

Class Resources & Assignments

Syllabus/Textbook
Assessment materials – Career Thoughts Inventory, Self-Directed Search, CACG systems
Career Center as a “Lab”

Career Course Outcomes

Designing course research; using archival database
Simple to complex options
Graduate student research; Career Center student outcomes
Documenting student success stories

Sample Career Courses

Variations in credit hours
Lower division vs. upper division classes
“Home grown” text, Published text, vs. no text

Sources of Additional Information

- Brown, S. D., Krane, N. E. R., Brecheisen, J., Castelino, P., Budisin, I., Miller, M., & Edens, L. (2003). Critical ingredients of career choice interventions: More analyses and new hypotheses. *Journal of Vocational Behavior*, 62, 411-428. [http://dx.doi.org/10.1016/S0001-8791\(02\)00052-0](http://dx.doi.org/10.1016/S0001-8791(02)00052-0)
- Freeman, V. F., Lenz, J. G., & Reardon, R. C. (2017). Career course impact on college students' career decision and affective states. *VISTAS online*. Available at https://www.counseling.org/docs/default-source/vistas/article_3289ce2bf16116603abcacff0000bee5e7.pdf?sfvrsn=17d84b2c_4
- FSU Career Center course website: <https://career.fsu.edu/students/plan-your-career/sds-3340-introduction-to-career-development>
- Lenz, J. L., & Reardon, R. C. (2018). Learning from a career course over 45 years. *NCD A Career Convergence Magazine*. Retrieved from https://ncda.org/aws/NCDA/pt/sd/news_article/153923/self/CC_layout_details/false
- Lenz, J., Dozier, V. C., & Reardon, R. C. (in preparation). *Instructor's manual for Career development and planning: A comprehensive approach* (6th ed.). Dubuque, IA: Kendall Hunt.
- National Association of Colleges and Employers (NACE) — See examples of career course syllabi. Retrieved from <https://www.naceweb.org/career-development/best-practices/syllabi/>
- Reardon, R. C., Lenz, J., Peterson, G., & Sampson, J. P., Jr. (in press). *Career development and planning: A comprehensive approach* (6th ed.). Dubuque, IA: Kendall Hunt.
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- Stebleton, M. J., & Franklin, M. (2017, September). *Positive impact of career planning courses: Applying narrative strategies to empower teaching and practice*. *NCD A Career Convergence* web magazine. Retrieved from https://www.ncda.org/aws/NCDA/pt/sd/news_article/143685/PARENT/CC_layout_details/false

See course related research citations and technical reports at:

<https://career.fsu.edu/tech-center>

Additional career course presentations from NCD A 2008, 2009, 2011, 2014, & 2019
<https://career.fsu.edu/tech-center/resources/presentations/ncda-presentations>