
Training & Supervising Future Career Counselors: Creative & Effective Techniques

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Overview

- Background (selected program examples)
- Context/setting
- Connecting with academic department
- Summer orientation & training
- Continuing education
- Group supervision
- Beyond the career advisor role
- Professional development
- Issues in training & supervision
- Keys to success
- Questions/discussion

Background

- Sites where students get training and supervision
- Site requirements vs. departmental requirements
- Nature of training and supervision
- Faculty involvement in career services and vice versa
- Funding support
- Collaborative efforts

Context/Setting

- 4-year, Division I Research University, 40,000 students
- M.S./Ed.S. CACREP-approved career counseling program in the College of Education
- Total enrollment: 8-10; Admit 4-5 students per year
- Program also includes counseling psychology and mental health



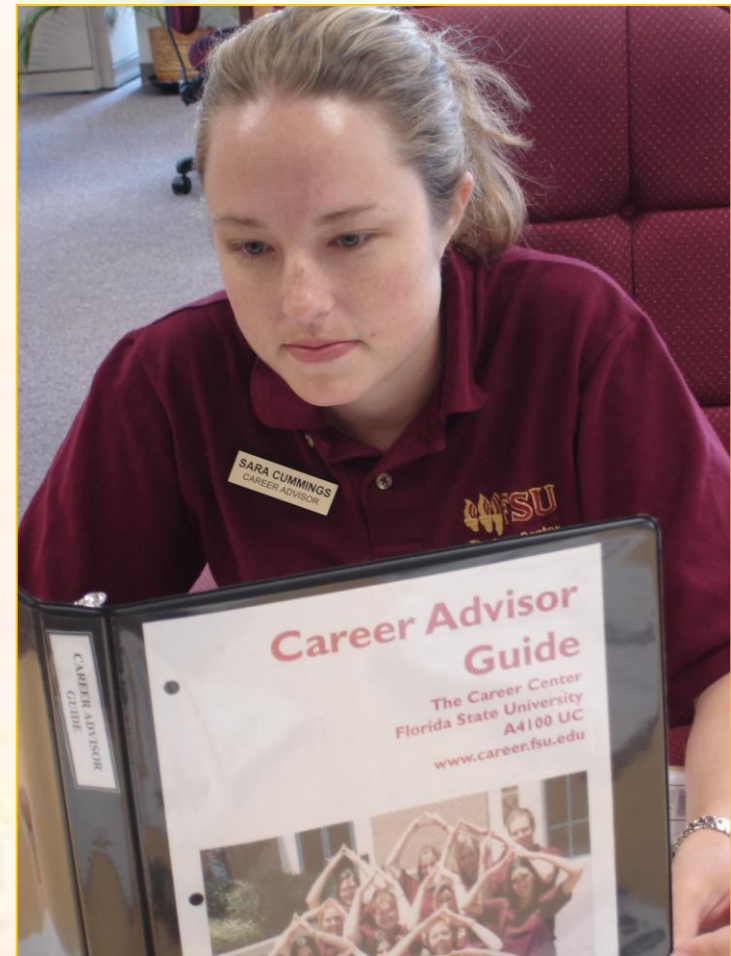
Connecting with Academic Dept

- Early contact with prospective students
- Networking with current students
- Practical application of classroom training stressed early on
- Career Center - long standing commitment to support career counseling students with graduate assistantships



Summer Orientation & Training

- Schedule
- Varied learning formats
- Types of activities



Career Advising Simulations



Team Building



Retreat

- Includes career advisors and administrative staff
- Facilitated by external or internal trainers
 - Challenge (ropes) course
 - Space mission simulation
 - Outdoor activities

Continuing Education

Individual supervision

- Support
- New ideas & strategies
- Personal & professional development
- ILP review



CA & staff development meetings

- Sample questions, client issues

Group supervision

Group Supervision

Focus

- Individual counseling skills
- Theory to practice
- Professional development & self-care

Activities



Group Supervision

- Connect with academic department
- Integrate information from professional associations & career counseling competencies
- Utilize other professionals in the field
- Involving group members themselves
 - Group expectations
 - Midpoint check-in

Beyond the Career Advisor Role

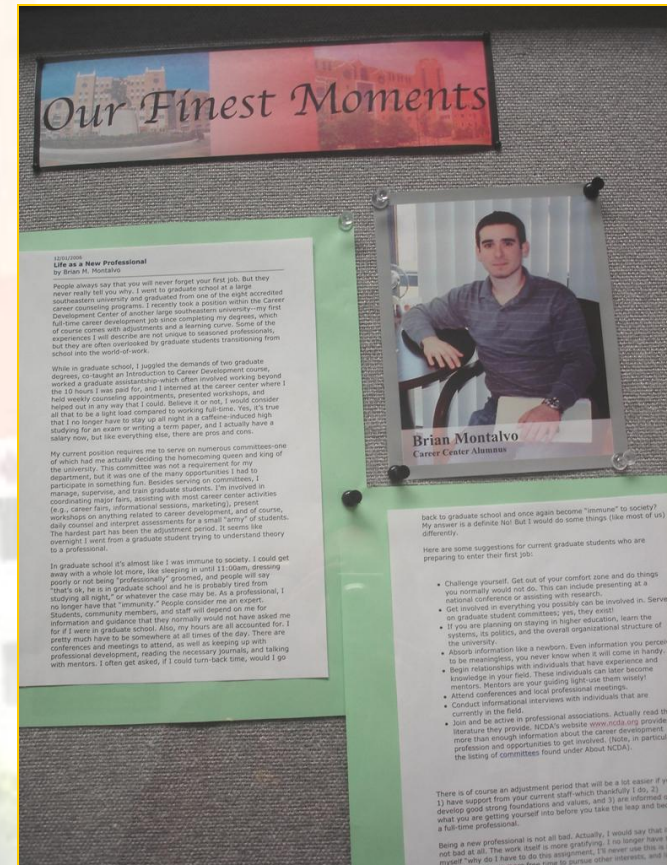
- Career planning class instruction
- Mock interviewing
- Employer relations
- Event planning
- Outreach presentations
 - First Year Experience classes
- Career Portfolio feedback & evaluation
- Departmental-specific liaison activities



Professional Development



- Connecting to professional associations
- Use of Portfolio
- Mentoring



Issues in Training & Supervision

- Office space & related resources
- Outside time commitments
- Student role vs. professional-in-training role
- International students
- Peer supervision
- Supervisor credentials



Keys to Success

- Sustained commitment
- CC administrative support
- Service delivery model
- Program reputation
- Funding resources
- Close relationship



Questions & Discussion



Thank you!

For more information:

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