Appendix C
Content Topic Schema Including Frequencies for All Four Levels

Level 1	Level 2	Level 3	Level 4	*n*
Career Assessment				1
	Assessment Constructs			1
		Ability		2
		Achievement		1
		Affective Disposition		1
		Aptitude		0
		Calling		10
		Career Adaptability		18
		Career Aspirations		4
		Career Barriers		7
		Career Beliefs		3
		Career Commitment		6
		Career Decision Making Difficulty		8
		Career Decision-Making Self-Efficacy		18
		Career Indecision		8
		Career Maturity		2
		Career Self-Efficacy		35
		Career Thoughts		5
		Compromise		4
		Coping		8
		Creativity		0
		Decidedness (Decided, Indecisive, and Undecided)		8
		Decision Making Style		8
		Emotional Intelligence		1
		Employability		15
		Goal Adjustment		2
		Goal Stability		5
		Hope		1
		Intelligence		1
		Interests		20
		Knowledge of Career Options		1
		Life Roles		5
		Life Transitions		1
		Mindfulness		3
		Motivation		14
		Outcome Expectations		9
		Performance in Education/Training/Employment		7
		Personality		19
		Quality of Life		4

Level 1	Level 2	Level 3	Level 4	*n*
			Readiness for Employment	1
			Satisfaction/Life Satisfaction	17
			Self-Concept	5
			Skills	13
			Social Class and Socioeconomic Status	16
			Strengths	2
			Values	8
			Vocational Identity	7
			Well-Being	18
			Work Engagement	11
			Work Ethic	2
			Work History	0
		Assessment Issues		0
			Diversity and Multicultural Issues	22
			Quality (Bias, Reliability, Standardization, Validity)	17
		Assessment Type		0
			Card Sorts	3
			Check list	0
			Cognitive Mapping	1
			Computer-Assisted Test Administration	3
			Computer-Based Test Interpretation	0
			Exercises	1
			Fill-in-the-Blank	0
			Interviews	6
			Journaling	1
			Narrative	5
			Projective	0
			Self-Assessment	1
Career Information				0
	Information Classification Systems			0
		Dictionary of Holland Occupational Codes		0
		North American Industry Classification System (NAICS)		0
		Standard Occupational Classification (SOC)		0
	Information Constructs			0
		Career		2
		Career Development		26
		Career Transitions		3
			Employment to Unemployment Transition	2
			Military to Civilian Transition	4
			School to School Transition	3
			School to Work Transition	11
			Unemployment to Employment Transition	3

Level 1	Level 2	Level 3	Level 4	*n*
			Work to Retirement Transition	2
			Work to School Transition	0
			Work to Work Transition	1
		Education		4
			Life-Long Learning	0
			Post-Secondary Higher Education	12
			Post-Secondary Vocational Education	3
			Secondary College Preparatory Education	3
			Secondary Vocational Education	2
		Employment		6
			Bridge Employment	1
			Continuing Education	0
			Entrepreneurship	3
			Equity	2
			Freelance Work	1
			Glass Ceiling	0
			Job Search Skills	5
			Life Style	0
			Networking	4
			Occupational Mobility	2
			Permanent Full-Time Employment	1
			Permanent Part-Time Employment	0
			Private Sector, Not-For-Profit Sector, Public Sector	0
			Protean-Boundaryless Career	5
			Reemployment	1
			Relocation	0
			Retirement	6
			Self-Employment	2
			Technological Change	5
			Telecommuting	0
			Temporary Full-Time Work	0
			Temporary Part-Time Work	1
			Underemployment	1
			Unemployment	14
		Industry		0
		Job		1
		Labor Market		3
		Leisure		4
			Recreation	0
			Volunteer Work	0
		Life-Career Development		5

Level 1	Level 2	Level 3	Level 4	*n*
			Occupations	1
			Employment Projections	3
			Labor Market Information	5
			Occupational Descriptions	3
			STEM Occupations/Fields of Sturdy	25
		Position		0
		Training		2
			Apprenticeship	1
			Formal Training	1
			On-The-Job Training	0
		Work		1
	Information Delivery			1
		Computer-Assisted Career Guidance Systems		4
		Job Matching Systems		1
		O*NET		4
		Print Materials		1
		Web Sites		3
	Information Issues			0
Career Intervention				10
	Intervention Constructs			0
		Career Exploration and Information Seeking Behavior		7
		Constructing Narratives		4
		Decision Making – Negative Outcomes		2
			Job Stress and Burnout	17
			Poor Evaluation of Options	1
			Premature Choice Foreclosure	1
			Premature Disengagement in Decision Making	1
			Protracted Exploration	1
			Selective Acquisition of Incomplete Information	2
		Decision Making – Positive Outcomes		4
			Career Decidedness	1
			Career Success	7
			Choice Confidence	1
			Choice Satisfaction	5
			Job Satisfaction	14
			Job Tenure	4
			Meaningful Work	3
			Work-Life Balance	5
			Work-Related Flow	1
		Observational learning		1
		Readiness for Decision Making		2
		Reality Testing		0

Level 1	Level 2	Level 3	Level 4	*n*
		Intervention Strategies		6
		Career Assessment Use		8
		Career Counseling		12
			Distance Counseling	2
			Face-To-Face Counseling	0
			Group Counseling	5
			Individual Counseling	3
		Career Courses		3
		Career Education		13
		Career Fair		1
		Career-Life Coaching		8
		Classroom Interventions		2
		Employment Counseling		3
		Experiential Learning/Internships		6
		Information Interviews		0
		Interventions for Adolescents		11
		Interventions for Adults		5
		Interventions for Children		3
		Job Accommodation		1
		Job Search Strategies		7
		Life-Long Guidance		0
		Matching		2
		Mock Interviews		0
		Modeling		2
		Motivational Interviewing		1
		Outplacement Counseling		1
		Retirement Planning		1
		Role-Playing		0
		Self-Help Interventions		2
		Social Media		11
		Vocational Guidance		11
		Vocational Rehabilitation		5
		Workshops		5
	Managing Career Interventions			2
		Accountability		0
		Career Library-Career Information Room		0
		Career Resource Development		0
		Career Resource Management		0
		Cost-effectiveness		1
		Designing Interventions		3
		Evaluation		2
		Funding		0

Level 1	Level 2	Level 3	Level 4	*n*
			Implementation	0
			Outcomes of Career Interventions and Evidence-Based Practice	7
			Practitioner Supervision	3
			Practitioner Training	6
			Staffing	0
Career Practitioners				11
	Academic Advisors			2
	Career Coaches			5
	Career Counselors			8
	Career Development Facilitators			0
	Counseling Psychologists			2
	Employment Counselors			3
	Faculty Members			1
	Human Resource Specialists			1
	Librarians and Media Specialists			0
	School Counselors			4
	Social Workers			0
	Teachers			2
	Vocational Psychologists			1
	Vocational Rehabilitation Counselors			4
	Workforce Development Specialists			0
Factors Influencing Career Development				3
	Economic Factors			4
		Economic Growth and Decline		6
		Labor Market Stability and Change		3
		Opportunity Structure		4
	Family Factors			10
		Dual Career/Earner		2
		Dysfunctional Family Input		0
		Family Influence		25
		Family Responsibility		6
		Role Overload		2
		Work-Family Boundaries		5
		Work-Family Conflict		13
	Organizational Factors			5
		Career Management		6
		Organizational Culture		8
		Person-Environment Congruence		5
		Work Environments		7
		Work-Family Support Policies		2
	Personal Characteristics			3
		Acculturation/Enculturation		5

Level 1	Level 2	Level 3	Level 4	*n*
		Age		6
		Athletes		1
		At-Risk Youth		2
		Cognitive Functioning		2
			Digital Literacy	1
			Language Proficiency	2
			Learning Styles	0
			Verbal Ability/Academic Achievement	6
		Disability		12
		Criminal Justice Population (current or former)		8
		Education attainment		6
		First Generation College Students		2
		First Nation Persons		0
		Gender		22
			Female	12
			Male	1
			Transgender	1
		Gender Orientation/Identity		4
		Gifted and Talented		2
		Health		11
		Immigration Status		8
		International Students		5
		Knowledge Gained from Life Experience		2
		Military Status		1
			Active Duty	0
			Combat Experience	0
			Non-Combat Experience	0
			Retired Military	1
		Nationality		8
		Physical Characteristics		0
		Psychological Functioning		5
			Absolute Thinking	0
			Adjustment to Disability	1
			Anxiety	1
			Career Optimism	3
			Depression	3
			Fear of Failure	0
			Fear of Success	0
			Hostility	1
			Identity	5
			Job Search Motivation	3
			Negative Career Thoughts	3

Level 1	Level 2	Level 3	Level 4	*n*
			Perfectionism	2
			Persistence	3
			Psychiatric Disorders	1
			Psychological Detachment from Work	1
			Suicidality	1
			Work Volition	5
			Workaholism/Work addiction	1
		Race and Ethnicity		9
			African Americans	3
			Asian American and Pacific Islanders	2
			Caucasian Americans	0
			Hispanic Americans and Latinas-Latinos	3
			Multi Racial and Multi Ethnic	0
			Native Americans	3
		Refugee Status		1
		Religion		3
		Sexual Orientation		3
		Spirituality		2
	Social Factors			3
		Ableism		1
		Ageism		1
		Bias in Education and Unemployment		2
		Classism		3
		Discrimination		11
		Geographic Location (rural, urban, suburban)		3
		Heterosexism		0
		Mentoring		13
		Occupationalism		0
		Poverty Level		3
		Racism		3
		Role Models		1
		Sexism		2
		Sexual Harassment		0
		Social Support		17
		Stereotyping		9
Professional Issues				1
	Accreditation			0
	Advocacy			3
	Certification and Licensure			1
	Emerging Trends			5
	Ethical Issues			2
	Historical Evolution of the Profession			8

Level 1	Level 2	Level 3	Level 4	*n*
		Legal Issues		0
		Legislation		5
		Practice Guidelines		4
		Practitioner Stress and Burnout		1
		Professional Association		3
		Professional Competencies		9
		Professional Development		8
		Public Policy		8
		Social Justice		11
	Settings for Service Delivery			1
		Career Centers		1
		Classrooms		0
		Community Agencies		1
		Correctional Institutions		1
		Counseling Centers		0
		Employers		3
		Employment, Job, and One-Stop Centers		1
		Internet-Virtual Settings		0
		Libraries		0
		Private Practice		0
		School Counseling Offices		2
	Theory			0
		Career Theory		0
			Career Anchor Theory (Schein)	2
			Career Construction-Life Design Theory (Savickas)	19
			Career Decision Making Self-Efficacy Model (Solberg)	1
			Career Flow Theory (Niles, Amundson, and Neault)	1
			Career Self-Management Theory	1
			Chaos Theory of Careers (Bright and Pryor)	0
			Cognitive Information Processing (CIP) Theory (Peterson, Sampson, Reardon, & Lenz)	4
			Constructivist Career Theory - Action and Project (Young and Valach)	0
			Developmental Theory of Career Choice (Ginzberg)	0
			Holistic Flow Model of Spiritual Wellness	1
			Identity Theory	1
			Integrated Life Planning	1
			Integrative Contextual Model of Career Development (Lapan)	1
			Intelligent Career Model (Arthur)	2
			Intersection Theory (Cole)	1
			Job Characteristics Theory (Hackman & Oldham)	1
			Job Demands-Resources (JD-R) Model (Bakker & Demerouti)	8
			Job-Strain Model (Karasek)	2

Level 1	Level 2	Level 3	Level 4	*n*
			Laber Market Transitions (Schmid)	1
			Latent Deprivation Theory	2
			Life Span, Life Space Theory (Super)	8
			Matching (Parsons and Williamson)	0
			Model of Employability (Fugate)	1
			Motivational System Theory (Ford & Smith)	1
			Motivational Theory of Life-Span Development (Heckhausen, Wrosch, & Schulz)	0
			Personality Development and Career Choice Theory (Roe)	0
			Person-Job Fit (Edwards)	0
			Psychodynamic Theory of Career Choice (Bordin)	0
			Relational Theory of Working (Blustein)	5
			RIASEC- A Theory of Person Environment Congruence (Holland)	17
			Self Regulation Model of Decision Making	1
			Sequential-Elimination Approach to Career Decision Making (Gati)	3
			Signaling Theory (Spence)	2
			Social Class Worldview Model (Liu, Soleck, Hopps, Dunston, & Picket)	1
			Social Constructionist Career Theory (Richardson)	1
			Social Identity Theory	1
			Social Learning and Happenstance Theory (Krumboltz)	3
			Social-Cognitive Career Theory (Brown, Lent, Hackett, and Betz)	35
			Sociodynamic Career Counseling (Peavy)	0
			Spillover Theory (Marco & Suls)	1
			Systems Theory Framework of Career Development (McMahon and Patton)	2
			Theory of Circumscription and Compromise (Gottfredson)	8
			Theory of Planned Behavior (Ajzen)	1
			Theory of Work Adjustment/Person-Environment Correspondence (Lofquist & Dawis)	1
			Theraputic assessment and information giving models (Finn & Tonsager)	1
			Trait Activation Theory (Tett & Burnett)	2
			Values-Based Career Theory (Brown)	0
			Work Adjustment Development Theory (Hershenson)	0
			Work design theory	1
			Work-Family Enrichment theory (Greenhaus & Powell)	1
			Work–Home Boundary Theory	1
		Developmental Theory		0
			Challenge and Support Theory (Sanford)	0
			Theory of Identity Development (Chickering)	0
			Theory of Psychosocial Development (Erickson)	0
			Theory of Student Engagement (Kuh)	0
			Theory of Student Involvement (Austin)	0
			Transition Theory (Schlossberg)	3

Level 1	Level 2	Level 3	Level 4	*n*
		Personality Theory		0
			Affective Events Theory (Weiss & Cropanzano)	1
			Attachment Theory (Bowlby)	3
			Attribution Theory (Weiner)	2
			Behavioral Theory	0
			Big Five Factor Theory	11
			Boundary theory	2
			Cognitive-Behavioral Theory	0
			Conservation of Resources Theory (Hobfoll)	4
			Dialogical Self Theory	1
			Expansionist Theory (Barnett & Hyde)	1
			Expectancy-Value Theory (Feather)	2
			Humanistic Theory	1
			Integrity Model	1
			Latent Benefit Theory (Jahoda)	1
			Locus of Control (Rotter)	1
			Multiattribute Utility Theory	1
			Perspective Taking Development (Selman)	1
			Positive Psychology	4
			Psychoanalytic-Existential Theory (Pines)	1
			Psychology of Hope (Snyder)	1
			Regulatory Focus Theory (Higgins)	2
			Self-Determination Theory	8
			Sexual Identity Model (Fassinger & Miller)	1
			Situational Strength Perspective Model (Michel)	0
			Social Cognitive Theory	1
			Social Learning Theory (Bandura)	3
			Stress Transfer Theory (Karasek)	1
			Theory of Cultural Value (Schwart)	1
			Trait and Factor Theory	1
		Sociological Theory		0
			Ethnomethodology (Garfinkel)	0
			Feminist Theory (Sojourner Truth)	0
			Field Theory (Lewin)	1
			Habitus Theory (Bourdiem)	1
			Human Capital Theory	3
			Justice Theory (Adams)	1
			Minority Stress Theory (Meyer)	1
			Phenomenological Theory (Husserl)	2
			Rational Choice Theory (Homans)	0
			Role expansion theory	1
			Role scarcity theory	1

Level 1	Level 2	Level 3	Level 4	*n*
			Social Comparison Theory (Festinger)	1
			Social Exchange Theory (Blau &Emerson)	4
			Sociological Perspective on Career Development (Mortimer and Johnson)	1