

**The George Mason University  
College of Education and Human Development  
Counseling and Development Program**

**EDCD 610.001: Career and Educational Counseling (3 credits)  
Mondays, 4:30-7:10 PM, Robinson Hall A412  
Spring 2011**

**Instructor: Regine Talleyrand, Ph.D.**

**Email:** rtalleyr@gmu.edu

**Office Phone:** (703) 993-4419

**Office Location:** Robinson A333

**Office Hours:** Mondays, 12:00-1:30pm; 3:30-4:00 pm or by appointment

**Course Description**

**Catalog - Prerequisites:** Admission to the M.Ed in Counseling Program and EDCE 601, 603, 604 (or concurrent), or permission of the instructor. You must have the prerequisites to enroll in this class.

This course is designed to provide students with a comprehensive introduction to the theoretical and practical aspects of career counseling and development by a) reviewing the history of career development theories and vocational counseling, b) discussing empirical studies and research questions on the psychology of work, and c) exploring the influence of the multicultural movement of career counseling and development. It is hoped that students will develop a broad understanding of the major theoretical, practical, and empirical based issues that characterize each theory discussed in this course. To facilitate students' self-awareness as careered individuals and career counselors, students will also have the opportunity to complete self-report instruments, conceptualize case study materials, conduct a written career assessment based on their own career-related personality and identity, and develop and implement a career counseling intervention at a community-based agency.

**Student Outcomes**

At the conclusion of this course, students should be able to:

- understand the major theories of career development and career decision making models, appropriate assessment techniques in career counseling, the use of technology in career counseling, the career counseling needs of diverse populations, and career information resources;
- demonstrate knowledge of the factors contributing to the career development of individuals during specific life stages;
- effectively use a variety of counseling techniques to help clients assess their skills, interests and values, identify their career supports and challenges, and engage in career, academic and/or life planning;
- appropriately administer and interpret assessment instruments and apply career theory;
- effectively utilize supervision and peer feedback to strengthen counseling skills.

**Relationship to Program Goals and Professional Organizations**

EDCD 610 prepares students to meet the career counseling and educational planning needs of clients in school, higher education, or community agency settings. In addition, the service learning project component allows students to refine and further develop basic counseling skills in a "real" counseling setting. EDCE 610 fulfills the career counseling requirement for Virginia state school counseling licensure and for the Virginia Licensed Professional Counselor credential. In addition, it fulfills the requirements of the CACREP core requirement described in Section II.D.d: An understanding of career development and related life factors.

**Nature of Course Delivery**

This course is taught using lectures, class discussions, role plays, case studies, and a community service learning project.

### **Required Textbooks, Materials, and Readings**

1. Niles S. G., & Harris-Bowlsbey, J. (2009). Career development interventions in the 21<sup>st</sup> century. (3<sup>rd</sup> edition). Upper Saddle River, NJ: Pearson. (NHB)
2. Hecklinger, F. & Black, N (2009). Training for life (10<sup>th</sup> edition). Dubuque: Kendall/Hunt. (TFL)
3. An assessment packet containing the Myers Briggs Type Indicator (self-scorable form) and Introduction to Type for Careers. If you have already completed the MBTI during the last two years and still have your test results, you do not have to purchase this test. You will also need to complete the Self-Directed Search which is available online (<http://www.self-directed-search.com/>) at a cost of \$4.95.
4. Additional readings will be assigned and posted on Blackboard. See syllabus for details.

### **Course assignments**

The following are in addition to the weekly assignments listed in this syllabus. **All written assignments must be typed and must follow APA format unless indicated by the instructor. Grading on written work will take into account the following factors: quality of written work and adherence to requirements of assignment. Inadequate proofreading or late assignments will result in grade reductions.**

**A. Class participation (20 points).** Be prepared to reflect on your own life experiences as they relate to topics of discussion with the class and group process by **bringing in two questions related to each week's readings. Questions will be collected at the beginning of class.** Also, be prepared to contribute significantly to a discussion of each theory focusing on the following: 1) background and major contributors; 2) key concepts and assumptions; 3) techniques and implications for counseling; and 4) strengths and weaknesses of the theory including how it does or does not relate to multiculturalism, social justice, leadership, and advocacy. Grades for this portion of the class will be determined by quality of the class participation. If students miss more than 1 class without acceptable reasons (e.g., family emergency, illness with a doctor's note), he or she will not receive a passing grade for the course. If there is a scheduling conflict that interferes with attendance during any portion of this class, students should see the instructor in the first class to discuss continuing in the class this semester or taking the course during another semester. Being late to class will affect your participation grade. Use of electronic devices (e.g., cell phones, Blackberry, laptops) are NOT permitted during class time.

**B. Generational Work/Career Comparative Analysis (10 points).** You will interview two people from different generations (you cannot use yourself) who are currently working (inside or outside of the home) and find out how they got to where they are. What factors influenced their choices for work? Did they have choice? How long have they been in their current occupation? How often have they changed jobs and why? What did you learn about their career developmental processes with respect to demographic differences and generational differences? Compare and contrast each person's journey. Make sure to provide descriptive/demographic (e.g., race, gender, age,) information of each individual you interview. This analysis should be no more than 5 pages.

**C. Career Development Paper (30 points)** You will prepare one paper (8-10 pages **MAXIMUM**) that will examine your personal career development process including the following information:

1. Personal/Family Background. You should address what personal/familial experiences appear to be relevant in shaping your career development including perceived supports, challenges and barriers (both intrapersonal and extrapersonal) in meeting and implementing career goals. Some topics of discussion include what was the atmosphere of your home like? What values, particularly pertaining to gender roles, division of duties, education, and work prevailed? What needs had to be met? What challenges did you experience based on your racial/ethnic/gender/religious background? This is not an exhaustive list. Consider both your family of origin and your current family/significant others.

2. Career development. Review your education and work history. Note successes and/or difficult areas. Note important decisions made and how/why they were made. Be sure to discuss career theories and concepts when you present your career development. For example, which theory (or theories) fits with the career development process you are undergoing?

3. Assessment results. Describe the purpose and results of each inventory that you have taken this semester. Review formal (MBTI/SDS) assessments and any informal instruments/exercises (such as TFL). Be sure to note patterns and how one piece of data supports or contradicts another. Identify important issues from #1 & #2 and how they relate to your data.

4. Conclusion. Integrate all of the information you have presented and discuss how that shapes your current career trajectory. How does this information inform how you will do career counseling or counseling in general? How does this information influence your personal and professional identity?

5. Attachments. Attach a copy of any of the inventories you have completed to your paper.

**E. Career Service Learning Project (SLP) (20 points).** Each student will participate in a group service learning project that will take place at a site in the community. You will be responsible for designing, facilitating, and evaluating a career intervention program/workshop for students and/or clients in the community. The career program you design will require the use of traditional and non-traditional methods of assessment and career counseling based on the needs of your site. You will be assigned a site during the third week of class and will work in groups of 2-4 to develop your career intervention through communication with your site and application of class materials. A tentative proposal for your project (1 page typed) will be handed in to me on March 7th. Your workshop will take place at your site during the weeks of March 28<sup>st</sup> through April 18th and you also will present (as a group) a summary of your workshop experience to the class on April 25<sup>th</sup> or May 2<sup>nd</sup>. The presentation will include a brief summary of the program you implemented at your site, the evaluations you received from site supervisors and clients, the strengths and challenges of the experience and your personal reaction to the experience. You will also write a personal reflection (2 pages) on your SLP experience which will also be due in to me on the 2nd.

**F. Final Exam (20 points).** A take home final essay exam will be distributed in class on May 2<sup>nd</sup> and will be due in my campus mailbox by Monday, May 10th by **4:30pm (no exceptions)**.

### **Grading**

EDCD 610 is a graded course. Included in the assignments is the requirement that the following must also be met to receive a passing grade:

- Completion of all assignments of acceptable quality, turned in by date due;
- Attendance at all classes. Two or more unexcused absences will result in course failure and lateness to class will affect your participation grade.
- Active classroom participation including discussion of reading materials and providing and accepting constructive feedback and suggestions for and from classmates and instructor.

### **Summary of Grading System & Course Requirements**

Class Participation	20 points
Generational Career Analysis	10 points
Career Development Paper	30 points
Career Service Learning Presentation (15) & Reflection Paper(5)	20 points
Final Exam	<u>20 points</u>
	100 points

In accordance with the George Mason University Grading Policy, the following grades may be achieved:  
 A[100-97]    A- [96-93]    B+ [92-89]    B [88-84]    C [83-78]    F [77 and below]

## **Counseling & Development Program Professional Dispositions Professional Performance Criteria (Effective February 25, 2003).**

The American Counseling Association (ACA) code of ethics requires counselors and counselor trainees to maintain standards of professional competence and possess good moral character. The Counseling and Development Program in the Graduate School of Education at George Mason University has adopted a set of professional performance criteria that is consistent with the ACA code of ethics. Please refer to the dispositions found on the C & D Homepage at:

[http://gse.gmu.edu/programs/counseling/professional\\_performance.htm](http://gse.gmu.edu/programs/counseling/professional_performance.htm)

## **COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT**

### ***Student Expectations***

- Students must adhere to the guidelines of the George Mason University Honor Code [See <http://academicintegrity.gmu.edu/honorcode/>].
- Students with disabilities who seek accommodations in a course must be registered with the George Mason University Office of Disability Services (ODS) and inform their instructor, in writing, at the beginning of the semester [See <http://ods.gmu.edu/>].
- Students must follow the university policy for Responsible Use of Computing [See <http://universitypolicy.gmu.edu/1301gen.html>].
- Students are responsible for the content of university communications sent to their George Mason University email account and are required to activate their account and check it regularly. All communication from the university, college, school, and program will be sent to students solely through their Mason email account.
- Students must follow the university policy stating that all sound emitting devices shall be turned off during class unless otherwise authorized by the instructor.
- Students are expected to exhibit professional behaviors and dispositions at all times.

### ***Campus Resources***

- The George Mason University Counseling and Psychological Services (CAPS) staff consists of professional counseling and clinical psychologists, social workers, and counselors who offer a wide range of services (e.g., individual and group counseling, workshops and outreach programs) to enhance students' personal experience and academic performance [See <http://caps.gmu.edu/>].
- The George Mason University Writing Center staff provides a variety of resources and services (e.g., tutoring, workshops, writing guides, handbooks) intended to support students as they work to construct and share knowledge through writing [See <http://writingcenter.gmu.edu/>].

### **Plagiarism Statement**

Plagiarism means using the exact words, opinions, or factual information from another person without giving that person credit. Writers give credit through accepted documentation styles, such as parenthetical citation, footnotes, or endnotes; a simple listing of books and articles is not sufficient. Plagiarism is the equivalent of intellectual robbery and cannot be tolerated in an academic setting. Student writers are often confused as to what should be cited. Some think that only direct quotations need to be credited. While direct quotations do need citations, so do paraphrases and summaries of opinions or factual information formerly unknown to the writers or which the writers did not discover themselves. Exceptions for this include factual information which can be obtained from a variety of sources, the writers' own insights or findings from their own field research, and what has been termed common knowledge. What constitutes common knowledge can sometimes be precarious; what is common knowledge for one audience may not be so for another. In such situations, it is helpful, to keep the reader in mind and to think of citations as being "reader friendly." In other words, writers provide a citation for any piece of information that they think their readers might want to investigate further. Not only is this attitude considerate of readers, it will almost certainly ensure that writers will never be guilty of plagiarism. (statement of English Department at George Mason University).

**SCHEDULE OF CLASSES AND ASSIGNMENTS**

<b>DATE</b>	<b>TOPIC</b>	<b>Readings Due</b>	<b>Assignment Due</b>
1/24	Overview, History and Current Issues of Career Counseling/ Overview of SLP /Review of Syllabus	NHB: Ch.1, 14	
1/31	Super/Gottfredson; First Interview/Assessment of Values	NHB: p.35-62 TFL: Ch. 1,4	Have MBTI/SDS Completed/Bring in Career Genogram
2/7	Holland's Theory of Career Choice/MBTI/SDS Assessment/ Group Assignments/ Discussions of SLP	NHB: p. 63-72, Ch. 5,6 TFL:2	Bring in MBTI/SDS Results
2/14	Continuation of MBTI/SDS Assessment; Assessment of Interests/Skills	NHB: Ch.8,9	MBTI/SDS Write up of Partner's Results Due
2/21	Learning/Cognitive Theories Assessment of Interest/Skills/Lab Practice	NHB:74-100 TFL 3,5	
2/28	Career Center Tour/ Resumes &Interviews		Generational Career/Work Comparative Analysis Paper Due
3/7	Post modern Theories; Psych of Work; Relational Approaches /Career Lab Practice	NHB:101-115 BB readings	SLP Proposal Due
3/14	Spring Break-No Class!!		
3/21	Career Counseling Strategies for Diverse and Underrepresented Populations	NHB: Ch. 4 BB*readings	
3/28	Career Program Implementation and Evaluation		Career Development Paper Due: Upload to Safe Assign on BB
4/4	Guest Speakers-School and Community Agency Career Counseling Issues	NHB: 10, 11, 12	
4/11/	Review of Career Counseling Theories/Strategies/Career Casework		
4/18	No class-SLP Group Work		
4/25	Group Presentations for SLP		
5/2	Group Presentations for SLP/Class Wrap up/Distribute final exam		SLP Reflection Paper; Tapes; Evaluations