



**Community College Administrator
Program with Ukraine**
Academic Symposium
Askew Student Life Bldg.

Tuesday September 11, 2018

**Linking Academe and Employers:
Career Counseling and Services**
Dr. Jeffrey Garis, former Director
Florida State University Career Center



- “I’m sometimes driven to the conclusion that boring people need treatment more urgently than mad people.” Dr. Carl Jung
- Don’t want you to be bored!
- Sensitivity to national & cultural differences

Universities



Penn State



Florida State



Pennsylvania State University

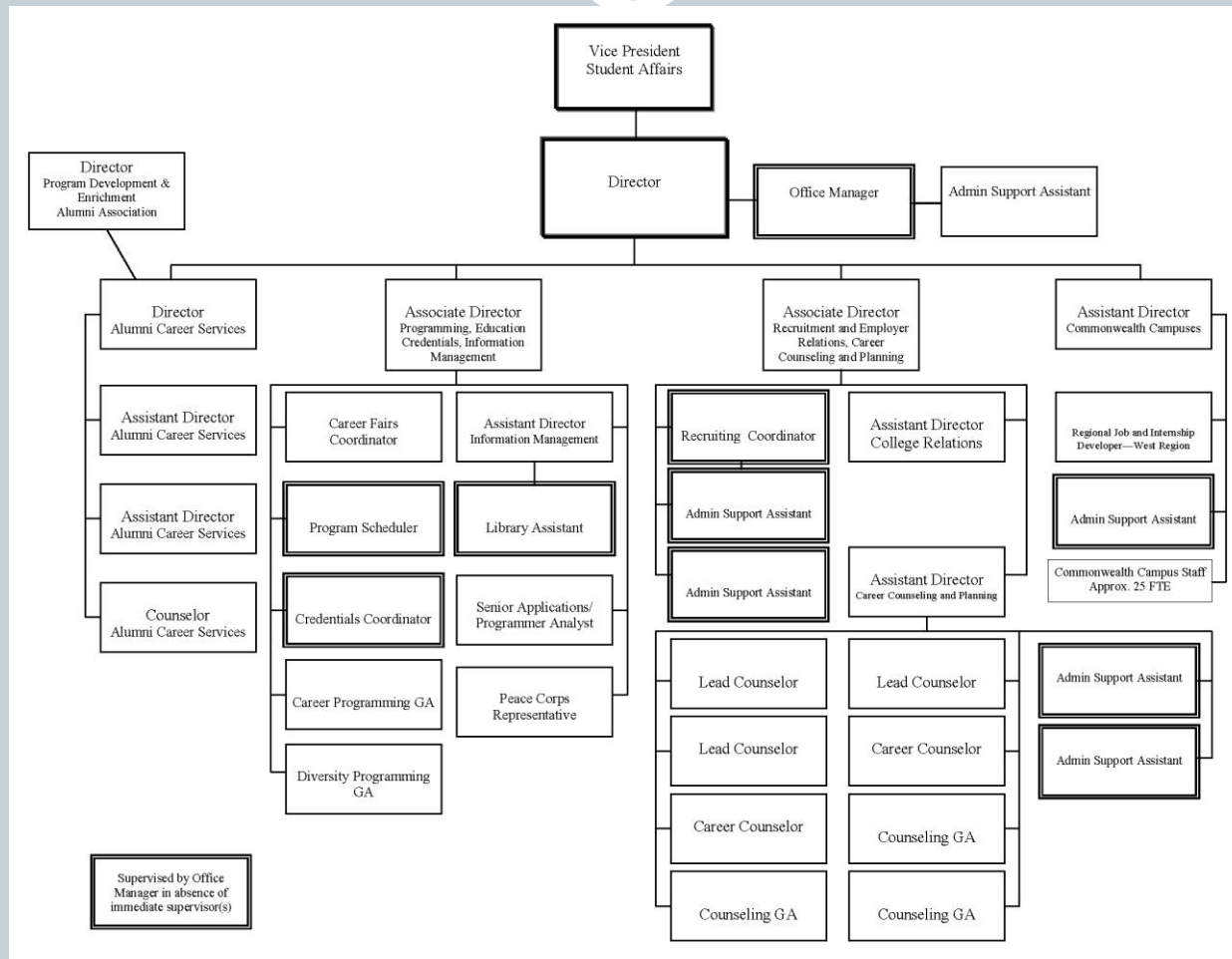


• <http://studentaffairs.psu.edu/career/>

Penn State Career Services Building



Penn State Career Services Organizational Chart





The Florida State University



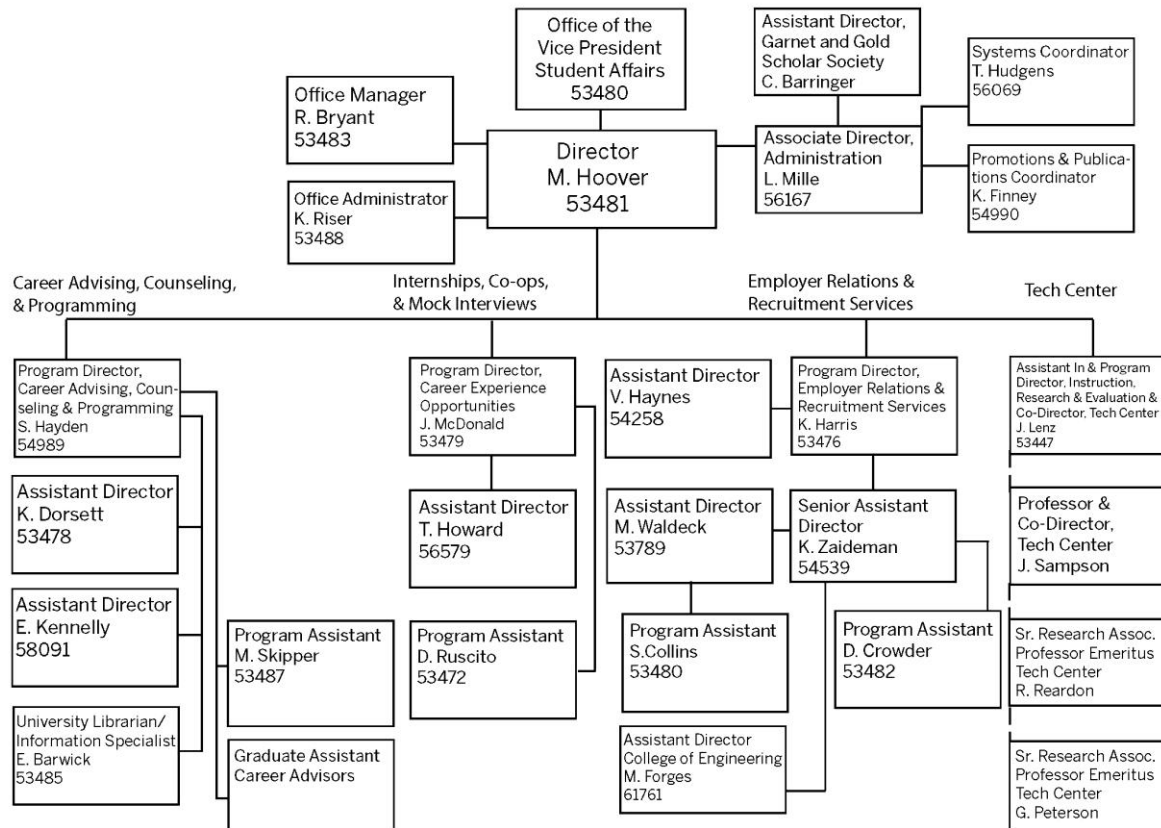
[HTTP://CAREER.FSU.EDU/](http://career.fsu.edu/)



Florida State Career Center Organizational Chart



The Career Center • The Florida State University • Organizational Chart • July 2013



International Visitors

To the Florida State University Career Center and the Center for the Study of Technology in Counseling & Career Development, 1986 - present.

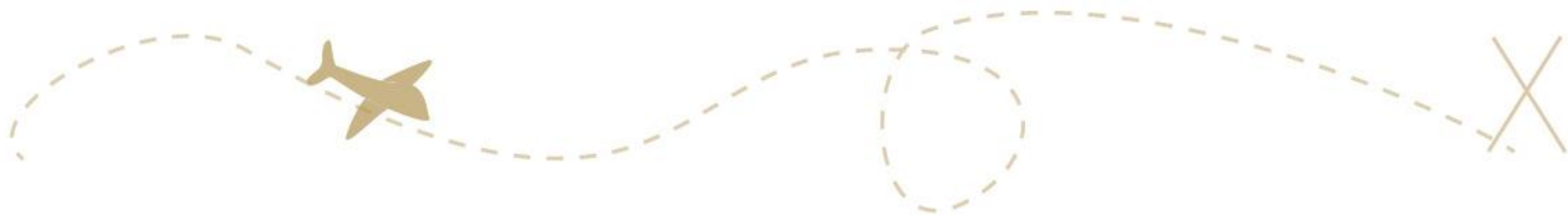
- | | | | |
|-------------------|---------------|---------------------|-------------------------|
| 1. Argentina | 11. Finland | 21. Japan | 31. South Africa |
| 2. Australia | 12. France | 22. The Netherlands | 32. South Korea |
| 3. Austria | 13. Germany | 23. New Zealand | 33. Spain |
| 4. Bahamas | 14. Hungary | 24. Nigeria | 34. Sweden |
| 5. Barbados | 15. Iceland | 25. Norway | 35. Taiwan |
| 6. Canada | 16. Indonesia | 26. China | 36. Thailand |
| 7. Costa Rica | 17. Iraq | 27. Portugal | 37. Turkey |
| 8. Czech Republic | 18. Ireland | 28. Russia | 38. Trinidad and Tobago |
| 9. Denmark | 19. Israel | 29. Romania | 39. England |
| 10. Egypt | 20. Jamaica | 30. Saudi Arabia | 40. Northern Ireland |
| | | | 40. Wales |



Visited Internationally

Places where faculty and staff from the **Florida State University Career Center** and the **Center for the Study of Technology in Counseling & Career Development** have presented, consulted, or provided technical assistance, 1986 - present.

- | | | | |
|---------------|-------------|-----------------|-------------------------|
| 1. Australia | 8. Germany | 15. New Zealand | 21. Trinidad and Tobago |
| 2. Barbados | 9. Hungary | 16. China | 22. England |
| 3. Canada | 10. Iceland | 17. Portugal | 23. Northern Ireland |
| 4. Costa Rica | 11. Ireland | 18. Romania | 24. Scotland |
| 5. Denmark | 12. Italy | 19. Sweden | |
| 6. Finland | 13. Jamaica | 20. Turkey | |
| 7. France | 14. Japan | | |



Why Create University Career Centers?



- Demonstrates an institutional commitment to career services for students, alumni and employers.
- Provides focus for supporting student career development and job seeking.
- Represents the university with employers in serving as a point of contact and conduit for employers who are interested in posting jobs and recruiting/hiring graduates.
- Creates a university system for a career “center” in partnership with colleges/academic departments.
- Professionalization of career services that meet standards.

Brief Historical Career Center Overview

- 
- College/Department/Faculty-based job/candidate referrals
 - Psycho-Educational Clinics
 - Placement Officers
 - Division of Counseling (DOC)
 - Career Development & Placement offices
 - Professional Academic Advising (NACADA)
 - Centralized Career Centers
 - Decentralized College-based career services
 - Hybrid collaborative University career services (Career Centers, Colleges and Academic Advising)

Brief Historical Career Center Overview



- Career Centers as an institutional priority and showcase
- Career Center facilities

Economic, Labor Market & Career Development



- Florida
- Governor Rick Scott
- “Let’s Get to Work”

Economic, Labor Market & Career Development



- United States
 - Presidents Donald Trump & Barack Obama
 - 2013 Obama State of the Union Address
- <http://www.whitehouse.gov/issues/education>

Obama's 2013 State of the Union Address

- To prepare Americans for the jobs of the future and help restore middle-class security, we have to out-educate the world and that starts with a strong school system.

Preparing our Kids for Success

- Educating every American student to graduate from high school prepared for college and for a career is a national imperative.


Obama's 2013 State of the Union Address



Higher Education

- Higher education is not a luxury. Earning a post-secondary degree or credential is a prerequisite for 21st century jobs, and one that everyone should be able to afford.
- College Scorecard

Labor Market & Higher Education Graduate Gap

- 
- Higher education response to labor market and employer needs
 - Common in all countries
 - Consider student career maturity & readiness
 - Student freedom of academic & career choice
 - Career centers as link between higher education & employers
 - Student career goals
 - Consider needs of business, industry, economy and the labor market
 - Consider student needs
 - Consider available academic programs
 - Applied/vocational and theory-based academic programs
 - Advisory boards including employers

Core Career Services Missions



- Career Advising & Counseling
- Experiential Education (Internships)
- Programming (Career Education)
- Employer Relations (Recruitment)

Experiential Education & Internships



- <http://internships.fsu.edu/howtofind.html>
- Examples of the importance of internships in the career development process

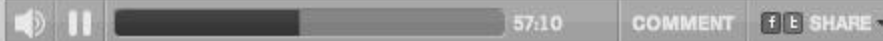


THE Internship Headquarters

Real work, Real experience

Title of Internship Video Feature Goes Here

FEATURED INTERN VIDEO



[What is an Internship?](#)

[Why Intern?](#)

[Where to Get an Internship?](#)

[FSU Internship Recognition Options](#)

[Other Career Experience Opportunities](#)

[Intern *Seminoles Success Stories*](#)

[Employers- How to Recruit Interns?](#)

[Resources](#)

[CLICK HERE](#)

If you have completed an internship while at FSU for recognition options and to submit your success story!

Outreach Programming



- Career Education
- Internal sponsored programs
- External programs (academic classes; student organizations)
- College/university programs (Freshman Experience; Freshman English classes; New Student Orientation)

Employer Relations



- Career Days
- On-Campus Interviewing
- Job Listings
- Recruiting Software Systems (Symplcity & Hand Shake)
- Creating linkages with students and employers

Decentralized-Centralized Career Services' Continuum



Centralized

- Purdue; Michigan State; UCLA; Georgia Tech

De-Centralized

- Illinois; Ohio State; Iowa; Syracuse; Texas

Value Added college/university-wide systems & partnerships



- Internship systems & partnerships
 - Resume building systems
 - Career services recruiting software & sharing with departments

Value Added college/university-wide systems & partnerships

- Pre-professional advising
- ePortfolios
- Credit career development courses

- University-wide programs i.e., Garnet & Gold Scholar Society
- Career fairs/expositions

Value Added college/university-wide systems & partnerships



- Alumni Career Services

- First year experience and freshmen English classes

- Theory-based programs & services

ePortfolios



www.career.fsu.edu

Build a Career Portfolio

- Document skills and experiences gained at work, an internship, or in class
- Send to employers and grad schools
- Start in the first semester
- Visit portfolio.fsu.edu to get started



The screenshot shows the Florida State University Career Portfolio website. At the top, it says "FLORIDA STATE UNIVERSITY" and "Career Portfolio". Below this is a navigation bar with a logo featuring a torch and the text "CAREER PORTFOLIO FLORIDA STATE UNIVERSITY". The main content area has a background image of a building and contains the following text:

Welcome to the FSU Career Portfolio
Chart Your Course for Success!

- ▶ First Time User: **START HERE**
- ▶ FSU Students: **ENTER PORTFOLIO**
- ▶ Referred Users: **VIEW PORTFOLIOS**

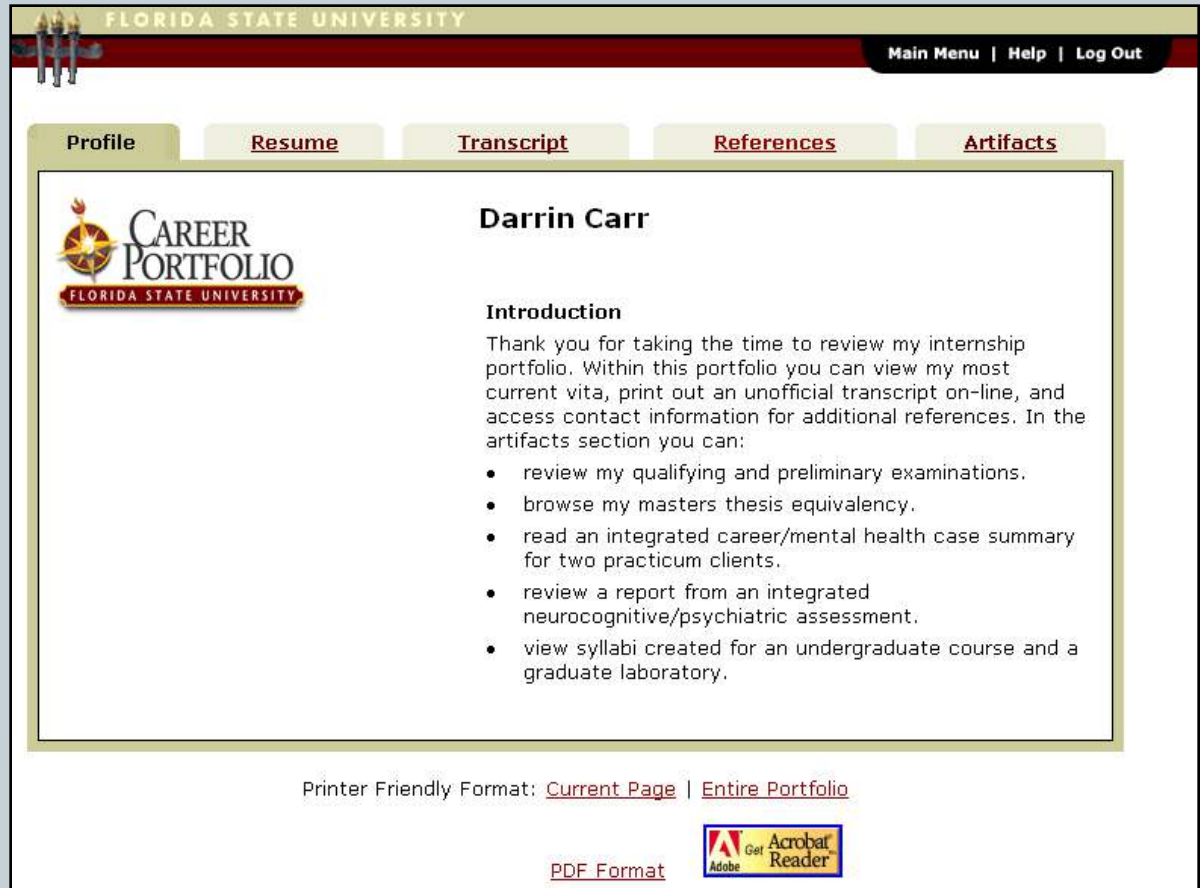
Preparing students for the world of work through planning, reflection, skill development, and portfolio documentation.

The Career Center - [Division of Student Affairs](#) - [Contact Us](#)
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FLORIDA STATE UNIVERSITY

Build a Career Portfolio

- **Highlight your:**
- Experiences
- Courses
- Jobs/Internships,
- Service/volunteer work
- Memberships and activities
- Interests
- For employers




The screenshot shows a web interface for a career portfolio. At the top, it says "FLORIDA STATE UNIVERSITY" and has navigation links for "Main Menu", "Help", and "Log Out". Below this is a menu with tabs for "Profile", "Resume", "Transcript", "References", and "Artifacts". The "Profile" tab is selected, showing a logo for "CAREER PORTFOLIO FLORIDA STATE UNIVERSITY" and the name "Darrin Carr". Under the heading "Introduction", there is a paragraph of text and a bulleted list of items available for review. At the bottom, there are links for "Printer Friendly Format: Current Page | Entire Portfolio" and a "PDF Format" link next to an Adobe Acrobat Reader logo.

FLORIDA STATE UNIVERSITY

Main Menu | Help | Log Out

Profile Resume Transcript References Artifacts

 CAREER PORTFOLIO
FLORIDA STATE UNIVERSITY


Darrin Carr

Introduction

Thank you for taking the time to review my internship portfolio. Within this portfolio you can view my most current vita, print out an unofficial transcript on-line, and access contact information for additional references. In the artifacts section you can:

- review my qualifying and preliminary examinations.
- browse my masters thesis equivalency.
- read an integrated career/mental health case summary for two practicum clients.
- review a report from an integrated neurocognitive/psychiatric assessment.
- view syllabi created for an undergraduate course and a graduate laboratory.

Printer Friendly Format: [Current Page](#) | [Entire Portfolio](#)

[PDF Format](#) 

Record the college experience

- ▣ document college life & link to skills
- ▣ send to employers & grad schools
- ▣ start in the first semester
- ▣ visit portfolio.fsu.edu



Record the college experience

FLORIDA STATE UNIVERSITY

Main Menu | Help | Log Out

Profile Resume Transcript References Artifacts

FLORIDA STATE UNIVERSITY Career Portfolio



Welcome to the FSU Career Portfolio
Chart Your Course for Success!

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- review my qualifying and preliminary examinations.
- browse my masters thesis equivalency.

Join us at New, convenient appointment, call us or telephone: (904) 644-3111

What's Personal Counseling?
Personal Counselors are trained to:


1. Evaluate test results
2. Help you to determine your career goals and interests
3. Help you to develop a career plan and to seek out opportunities
4. Encourage you to explore your own strengths and abilities

What's in it for you?
Your personal counselor is ready to listen and help with problems like:

- How to choose a major
- How to choose a career
- How to choose a graduate program
- How to choose a job
- How to choose a school
- How to choose a location
- How to choose a time to go to school
- How to choose a time to go to work
- How to choose a time to go to school and work
- How to choose a time to go to school and work and travel

TALLAHASSEE COMMUNITY COLLEGE PERSONAL COUNSELING

We're Here to Listen!



TCC Counseling Department
2nd Floor, College Hall
144 College Hall Drive
Tallahassee, FL 32307
Phone: (904) 221-6400
tcc@tcc.edu

summary

se and a

| Skills | <u>Courses</u> | <u>Jobs / Internships</u> | <u>Service / Volunteer Work</u> | <u>Memberships / Activities</u> | <u>Interests / Life Experiences</u> |
|--|---|---|---|---|---|
| <u>Communication</u> |  Add/Edit (4) |  Add/Edit (4) |  Add/Edit (3) |  Add/Edit (2) |  Add/Edit (1) |
| <u>Creativity</u> |  Add/Edit (4) |  Add/Edit (2) |  Add/Edit (0) |  Add/Edit (0) |  Add/Edit (1) |
| <u>Critical Thinking</u> |  Add/Edit (2) |  Add/Edit (2) |  Add/Edit (1) |  Add/Edit (2) |  Add/Edit (0) |
| <u>Leadership</u> |  Add/Edit (1) |  Add/Edit (2) |  Add/Edit (2) |  Add/Edit (2) |  Add/Edit (0) |
| <u>Life Management</u> |  Add/Edit (0) |  Add/Edit (1) |  Add/Edit (1) |  Add/Edit (1) |  Add/Edit (2) |
| <u>Research/Project Development</u> |  Add/Edit (1) |  Add/Edit (1) |  Add/Edit (0) |  Add/Edit (0) |  Add/Edit (0) |
| <u>Social Responsibility</u> |  Add/Edit (0) |  Add/Edit (0) |  Add/Edit (1) |  Add/Edit (0) |  Add/Edit (0) |
| <u>Teamwork</u> |  Add/Edit (1) |  Add/Edit (2) |  Add/Edit (0) |  Add/Edit (0) |  Add/Edit (0) |
| <u>Technical/Scientific</u> |  Add/Edit (1) |  Add/Edit (2) |  Add/Edit (1) |  Add/Edit (2) |  Add/Edit (1) |
| <u>Writing</u> [edit] |  Add/Edit (0) |  Add/Edit (0) |  Add/Edit (0) |  Add/Edit (0) |  Add/Edit (0) |



GARNET & GOLD
SCHOLAR SOCIETY



- Garnet & Gold Scholar Society
- Areas of Engagement
 - Leadership
 - International
 - Service
 - Internships
 - Research

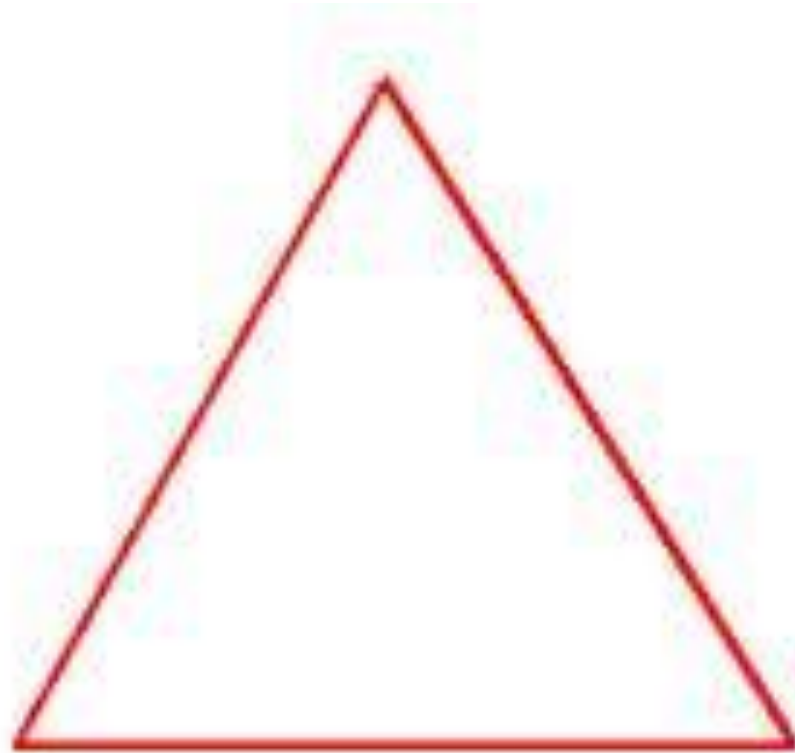
Individual Career Choice



- Internal Information
- Interests
- Values
- Skills

- External Information
- Educational options
- Occupational Information
- Economic & Labor Market

Process; Assessment; Information (PIA)



Process



- Positive Psychology
- Relationship & Genuineness
- Beliefs
- Expectancy effect
- Self Full Filling Prophecies
- Power of Positive Thinking

Process



- Most everyone wants to succeed...
- “Whatever you are...be a good one” (Lincoln)

Information



- O'Net

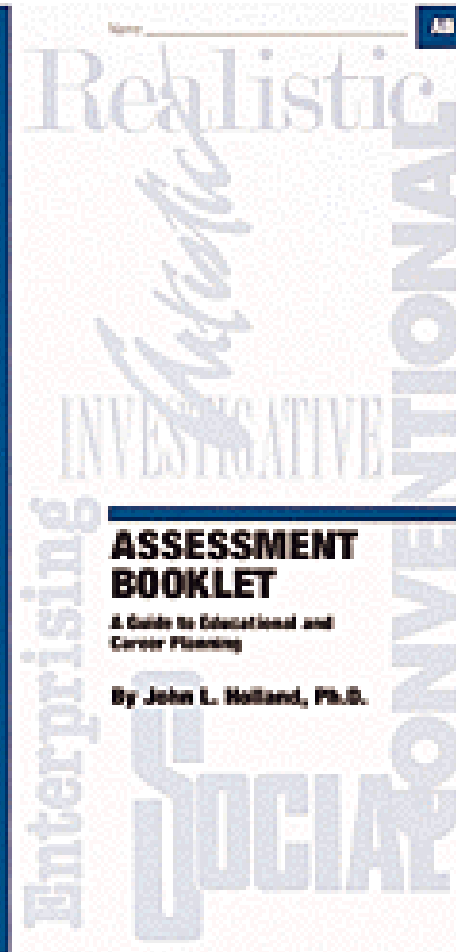
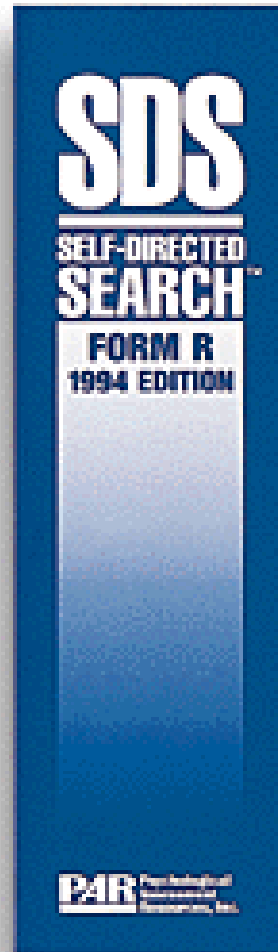
- <http://www.onetonline.org/>

- Economic & labor market trends

Assessment

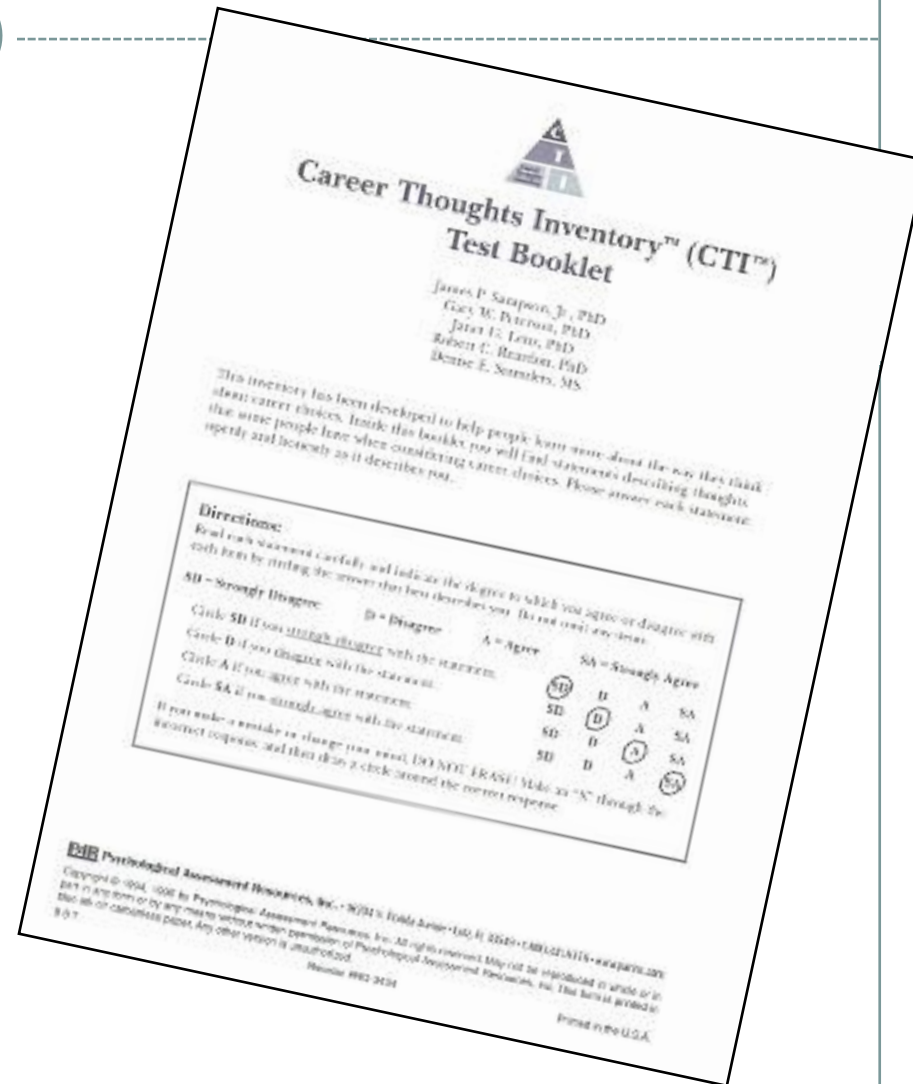


- Strong Interest Inventory (CPP)
- Self Directed Search (PAR)
- Meyers Briggs Type Indicator (CPP)
- StrengthsQuest (Gallop)
- Career Thoughts Inventory (PAR)
- Kuder



Career Thoughts Inventory

- Decision Making Confusion
- Commitment Anxiety
- External Conflict



StrengthsQuest



- Published by Gallup Inc
- 34 themes
- Top 5 individual themes/Certificate
- Linkages with positive psychology

Myers Briggs Type Indicator (MBTI)



- Extroversion-----x-----Introversion
- Sensing-----x-----Intuitive
- Thinking-----x-----Feeling
- Judging-----x-----Perceiving

Career Development Theory



- Texts:

- Niles, S. G., & Harris-Bowlsbey, J. (2017). *Career development interventions in the 21st century* (4th edition). Boston, MA: Pearson.

- Reardon, R.C., Lenz, J.G., Sampson, J.P., & Peterson, G.W. (2012). *Career development & planning: A comprehensive approach* (4th Edition). Dubuque, IA: Kendall Hunt.

Psychological Theory



- Holland, J. L. (1973). *Making Vocational Choices: A Theory of Careers*. Englewood Cliffs, NJ: Prentice-Hall, Inc.

Holland Types



- Realistic
- Investigative
- Artistic

- Social
- Enterprising
- Conventional

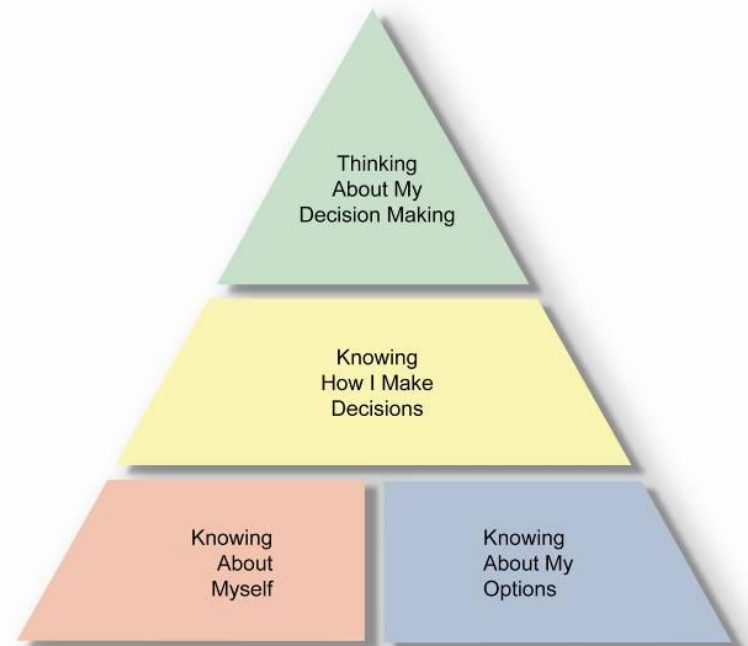
Holland Hexagon



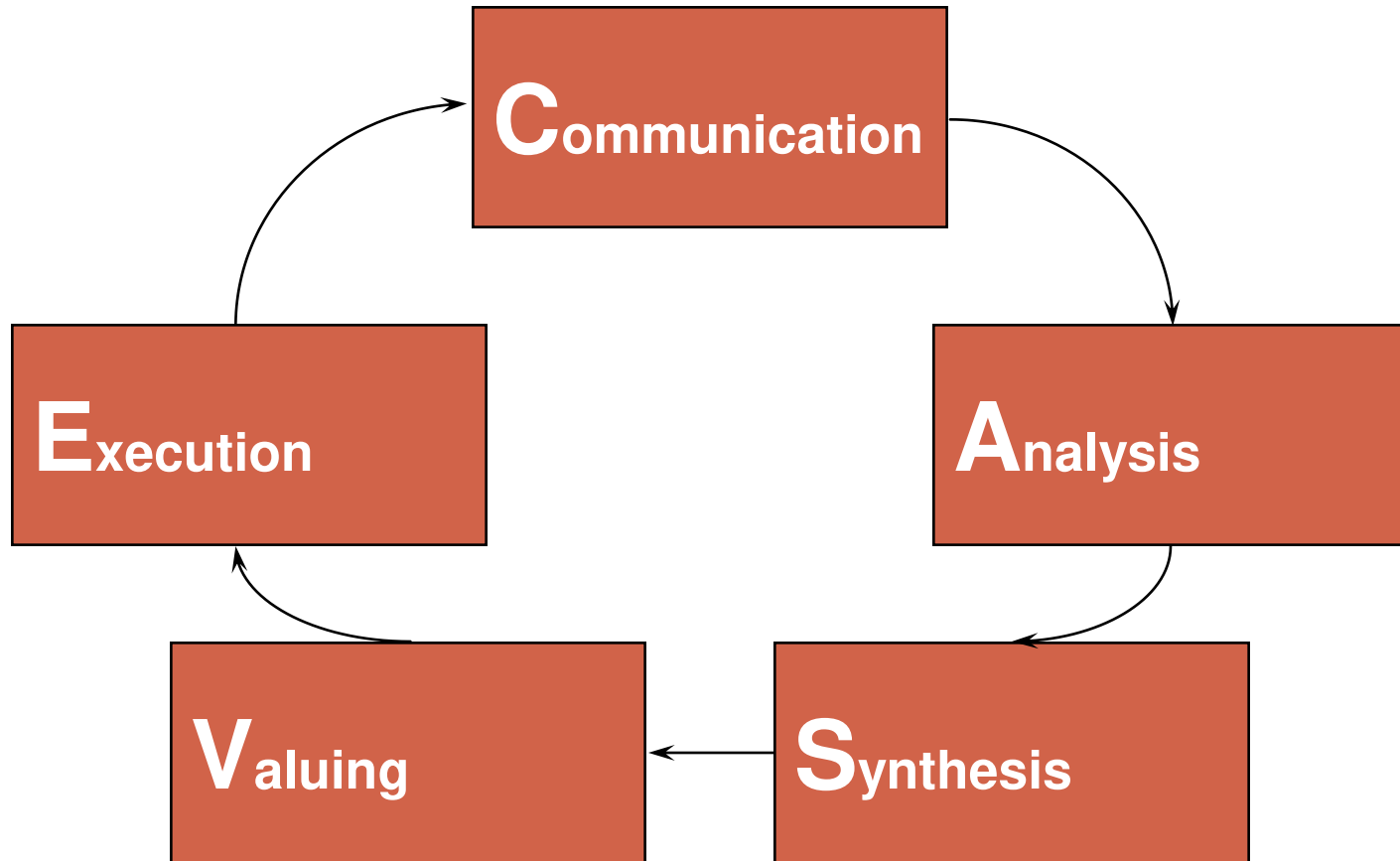
Cognitive Information Processing (CIP) Theory at FSU



CIP Pyramid



CASVE Cycle



Readiness Model



Complexity (high)

**Capability
(low)**

(high)

(low)



Intervention Options

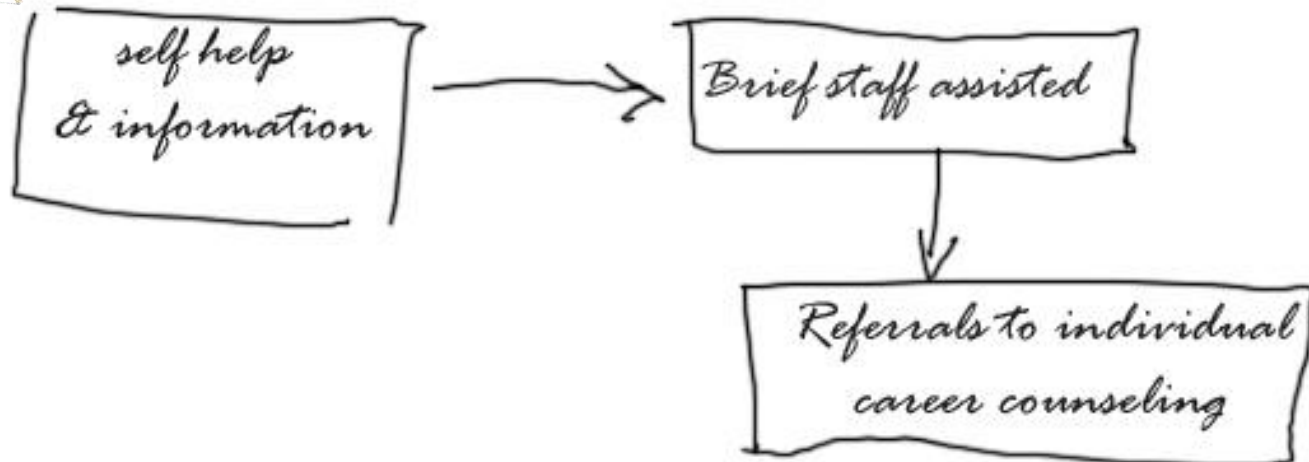
53

- Self-Help Services
- Brief Staff-Assisted Services
- Individual Case-Managed Services

Intake & Drop-in Services



- * Peer Career Assistant Program
- * Self-help & information
- * Brief staff assisted
- * Referrals for individual career counseling



Developmental Theory



- Ginzberg, Ginzburg, Axelrad & Herma (1951)
- Fantasy
- Tentative
- Realistic

Fantasy



- Children, adolescents & adults

Tentative



- Perry, W. G. (1970). *Forms of intellectual and ethical development in college*. New York: Holt, Rinehart & Winston
- *Dualism*
- *Multiplicity*
- *Relativism*
- *Commitment*

Realistic



- Super, D.E. (1957). *The psychology of careers*. New York: Harper & Row
- Exploration
- Crystallization
- Confirmation
- Specification

Super's "Approach"



- Growth (Fantasy; Interest; Capacity)
- Exploration (Tentative; Transition; Trial)
- Establishment (Trial; Stabilization; Maintenance)
- Decline (Deceleration)

Realistic (Exploration)



- Self information (interests, values & skills)
- External information (education, training, economic, environmental & career)
- Decision making

Organizational Entry



- Completion of undergraduate and/or graduate/professional degrees
- Job seeking & selection
- Transition from school to work

Early Career



- Establishment

- Achievement

Establishment Themes



- Fitting in
- Dependence
- Learning
- Testing competence
- Insecurity
- Seeking approval

Achievement Themes



- Moving up
- Independence
- Contributing
- Increase competence
- Self confidence
- Seeking authority

Mid-Career



• Growth

• Maintenance

• Stagnation

Mid-Career Themes



- Health
- Family/relationships
- Meaning & contribution
- Mid-life crisis
- Generational shift
- Personal/professional energy/balance

Late Career



- Productivity

- Generativity or Stagnation (Erikson)

Retirement



- Career change

- Continued part time employment

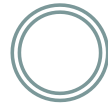
- “Full retirement” with lifestyle activity

Savickas' Career Construction Theory



- Differential (What different people prefer to do in their work)
- Developmental (Ways in which people cope with career development tasks and transitions)
- Dynamic (People use life themes to develop meaning in their career behavior as they fit work into their lives)

Savickas' Career Construction Theory



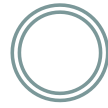
- “Career Counselors replace an individual’s assessment scores with personal stories”
- Career Style Interview

Savickas' Career Construction Theory



- 1. Who do you admire? Who would you like to pattern your life after? Who did you admire when you were growing up? Why? How are you like...; How are you different from...
- 2. Do you read any magazines regularly? Which ones? What do you like about these? Do you have any favorite TV shows?
- 3. What do you like to do in your free time? What are your hobbies? What do you enjoy about these?

Savickas' Career Construction Theory



- 4. Do you have a favorite saying or motto? Tell me a saying that you remember hearing
- 5. What are your favorite school subjects? Why? What subjects do you hate? Why?

Professional Standards & Competencies



- National Association of Colleges & Employers (NACE)
- National Career Development Association (NCDA)

Program Evaluation-Minimal Approaches:



- Mission statements
- Annual reports and quantitative evaluation/usage data
- Qualitative/Satisfaction evaluation
- Needs-based or non-user surveys
- Graduating student first destination surveys

Program Evaluation-Maximal Approaches:

- Empirically-based outcome research (Assessment of learning outcomes and evidence-based practice)
- Advisory boards
- Accreditation
- Benchmarking
- Focus groups
- Self-audits
- External reviews/consultation visits

National Association of Colleges & Employers (NACE)



- **Professional Standards & Competencies**

NACE Ethics, Standards & Competencies



- www.naceweb.org

National Career Development Association (NCDA)



- Professional Competencies

Career counseling skills & knowledge



- [NCDA career counseling competencies](#)
- Career counseling competencies (Engels, D., et al., *The Professional Counselor*)