

PREPARING A CAREER-READY STUDENT

10 Evidence-Based Practices for Career Counseling

The following practices were selected by REL Southeast Florida Career Readiness Research Alliance members after reviewing and discussing a literature review on effective career counseling practices.



Preparing the Student

1. Establish work readiness behaviors and social skills (employability skills)¹
2. Systematically explore the “career-related aspects” that promote better person-environment fit, including initial goal formation, exploratory actions, and computer-assisted career guidance programs²

How Do We Teach?

3. Organize classes around a career goal³
4. Integrate instruction that demonstrates the relevance of course content to the world of work³
5. Assist students in formulating Individualized Learning Plans⁴



Building School/ Career Networks

6. Encourage career days, work-related experiences (role-playing or job shadowing), and visits to postsecondary campuses⁵
7. Include work-based learning experiences such as internships, apprenticeships, and school-based enterprises³

How Do We Counsel?

8. Increase access to various forms of accurate career planning information, including future employment expectations⁶
9. Create collaborative opportunities for school counselors, administrators, teachers, families, and community members to discuss career counseling with students⁷
10. Increase access to group or individual career counseling interventions, academic advising⁸

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¹ Bloch, D. P. (1996). Career development and workforce preparation: Educational policy versus school practice. *The Career Development Quarterly*, 45(1), 20-39.

² Super, D. E. (1983). Assessment in career guidance: Toward truly developmental counseling. *Journal of Counseling & Development*, 61(9), 555-562.

³ Lapan, R. T., Tucker, B., Kim, S. K., & Kosciulek, J. F. (2003). Preparing rural adolescents for post-high school transitions. *Journal of Counseling & Development*, 81(3), 329-342.

⁴ Solberg, V. S., Phelps, L. A., Haakenson, K. A., Durham, J. F., & Timmons, J. (2012). The nature and use of individualized learning plans as a promising career intervention strategy. *Journal of Career Development*, 39(6), 500-514.

⁵ Dynarski, M., Clarke, L., Cobb, B., Finn, J., Rumberger, R., & Smink, J. (2008). *Dropout prevention*. IES Practice Guide. NCEE 2008-4025. National Center for Education Evaluation and Regional Assistance.

⁶ Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a unifying social cognitive theory of career and academic interest, choice, and performance. *Journal of Vocational Behavior*, 45, 79-122.

⁷ Griffin, D., Hutchins, B. C., & Meece, J. L. (2011). Where do rural high school students go to find information about their futures? *Journal of Counseling and Development*: JCD, 89(2), 172.

⁸ Hughes, K. L., & Karp, M. M. (2004). *School-based career development: A synthesis of the literature*. Institute on Education and the Economy, Columbia University.