

## Career Development - PY 448

### Course Outline – Spring 2001

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### COURSE DESCRIPTION

This course is designed to provide students with a comprehensive introduction to both the theoretical and practice aspects of career development. The underlying goal of this course is to review existing theories pertaining to the career development of individuals across the life-span. In this context, the major career development theories will be presented with a brief review of salient research questions along with a discussion of the treatment implications for counseling and psycho-educational interventions. Students will utilize original readings and an edited text in order to develop a broad understanding of the major theoretical, practical, and research-based issues that characterize each theory. Students also will have an opportunity to learn about career counseling as a treatment modality via discussions of case vignettes and role-plays. At the conclusion of the course, students will have the ability to integrate career development theory into their evolving network of resources as helping professionals. Finally, students will develop an understanding of how the world-of-work functions as a major theater of human experience.

### REQUIRED TEXT AND SUPPORTING MATERIALS

Brown, D., Brooks, L. & Associates (1996). Career choice and development (3rd edition). San Francisco, CA: Jossey-Bass.

Holland, J. L. (1985). The self-directed search and occupations finder. Odessa, FL: Psychological Assessment Resources.

### COURSE REQUIREMENTS:

1. Two unit exams (one given mid-way through the semester and one given toward the end of the semester) will contribute 33% each to the final grade. Further details about these exams will be presented as the course progresses.
2. Students will submit a brief (6-10 pages, double-spaced) paper addressing one of the following topics:
  - a. Students may elect to write a vocational autobiography wherein a major theory (or theories) will be used to explore and discuss their own career development. This paper need not be particularly revealing; in actuality, the paper

topic is designed to provide the student with an opportunity to apply a given body of theory to the reality of a particular life experience.

b. Another option is to compose a vocational biography about a person known to the student that will provide a means of exploring and discussing a particular theory. Students electing this topic will also need to apply a specific theory to a life history.

c. Other topics may be acceptable providing that students obtain the permission of the instructor prior to initiating the paper.

#### Paper Guidelines:

1. Papers must be typed and must use the APA Publication Manual as the style guideline.
2. Students should use headings and sub-headings to organize their presentation.
3. Each paper should provide a concise review of the theory that the student is electing to use.
4. Students who submit papers longer than the 10-page limit (including references) may lose some points in their final grade. In other words, please be succinct.
5. More information about the paper assignment will be provided as the semester progresses.
6. The papers are due on , although students may who complete their papers prior to that date are encouraged to submit their papers early.
7. The paper is worth 33% of the final course grade.

**Please note.** Students are encouraged to be present for each class and to participate in discussions. Course participation will be used to help students in their grades if they are on the cusp between two particular grades.

## CLASS SCHEDULE

Part 1: The first half of the course provides an overview of the **major theories of career choice and development**.

- January 16            Introduction, overview, history; Targets for career counseling
- January 23            Holland's theory of career choice  
Readings: Brown & Brooks, pp. 1-74; Complete the Self-Directed Search
- January 30            Developmental Approaches: (Part 1)  
Readings: Brown & Brooks, pp. 121-178  
Reserve Readings: Jordaan, 1974
- February 6            Developmental approaches (Part 2); Gottfredson's theory of circumscription and compromise  
Readings: Brown & Brooks, pp. 179-232  
Reserve Readings: Blustein, 1992; Super, 1983
- February 13            Behavioral, cognitive, and social learning approaches;  
Readings: Brown & Brooks, pp. 233-280  
Reserve Readings: Betz, 1992
- February 20            Decision-making perspectives  
Reserve Readings: ; Gelatt, 1989; Harren, 1979
- February 27            New theoretical developments; Systemic theory; Relational approaches  
Reserve Readings: Blustein & Noumair, 1996; Blustein, Prezioso, & Schultheiss, 1995; Patton & McMahon, 1999 (Chapter 9; pp. 154-178); Richardson, 1996
- March 13              Unit Exam #1

Part 2: In the second part of the course, we seek to assess and understand the **context of career development**, focusing on the complex psychological, social, economic, and political factors that shape the interactions between individuals and their work experiences.

- March 20              The context of career development: Social, economic, and chance factors; Disparities in access to education and training  
Readings: Brown & Brooks, pp. 281-334  
Reserve Readings: Bandura, 1982; Marshall & Tucker, 1992, pp. 13-42; 201-215
- March 27              The context of career development: The role of gender in career development  
Reserve Readings: Brooks & Forrest, 1994; Fitzgerald & Weitzman,

1992

- April 3            The context of career development: The role of racial and ethnic group status in career development  
                      Reserve Readings: Carter & Cook, 1992
- April 10           The context of career development: The role of disability status in career development; Salient issues in adulthood  
                      Reserve Readings: Cytrynbaum & Crites, 1989; Szymanski et al., 1996
- April 17           Career counseling in the schools; Career issues in adolescence  
                      Reserve Readings: Peterson & Gonzalez, 2000 (pp. 272-309)
- April 24           Career counseling process; Systemic and social change-oriented interventions  
                      Reserve Readings: Herr, 2000; Meara & Patton, 1994; Spokane, 1991
- December 12      Final thoughts: Future trends; Unresolved questions; Social change and career development  
                      Readings: Brown & Brooks, pp. 477-512\*; 513-525  
                      Reserve Readings: Savickas, 1993

\* Refers to optional readings

REFERENCES

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Blustein, D. L. (1992). Applying current theory and practice in career exploration to practice. Career Development Quarterly, 41, 174-184.

Blustein, D. L. & Noumair, D. A. (1996). Self and identity in career development: Implications for theory and practice. Journal of Counseling and Development, 74, 433-441.

Blustein, D. L., Prezioso, M. S., & Schultheiss, D. P. (1995). Attachment theory and career development: Current status and future directions. The Counseling Psychologist, 23, 416-432.

Brooks, L. & Forrest, L. (1994). Feminism and career counseling. In W. B. Walsh & S. H. Osipow (Eds.). Career counseling for women (pp. 878-134). Hillsdale, NJ: Erlbaum.

Carter, R. T., & Cook, D. A. (1992). A culturally relevant perspective for understanding the career paths of visible racial/ethnic group people. In H. D. Lea & Z. B. Leibowitz (Eds.), Adult career development: Concepts, issues, and practice (pp. 192-217). Alexandria, VA: National Career Development Association.

Cytrynbaum, S., & Crites, J. O. (1989). The utility of adult development theory in understanding career adjustment process. In M. B. Arthur, D. T. Hall, & B. S. Lawrence (Eds.), Handbook of career theory (pp. 66-88). NY: Cambridge University Press.

Fitzgerald, L. F., & Weitzman, L. M. (1992). Women's career development: Theory and practice from a feminist perspective. In H. D. Lea & Z. B. Leibowitz (Eds.), Adult career development: Concepts, issues, and practice (pp. 124-160). Alexandria, VA: National Career Development Association.

Gelatt, H. B. (1989). Positive uncertainty: A new decision-making framework for counseling. Journal of Counseling Psychology, 36, 252-256.

Harren, V. A. (1979). A model of career decision making for college students. Journal of Vocational Behavior, 14, 119-133.

Herr, E. L. (2000). Collaboration, partnership, policy, and practice in career development. Career Development Quarterly, 48, 293-300.

Jordaan, J. P. (1974). Life stages as organizing modes of career development. In E. L. Herr (Eds.), Vocational guidance and human development (pp. 263-295). Boston, MA: Houghton Mifflin.

Marshall, R., & Tucker, M. (1992) Thinking for a living: Education and the wealth of nations. New York: Basic Books (pp. 13-42; 201-215).

Meara, N. M. & Patton, M. J. (1994). Contributions of the working alliance in the practice of career counseling. Career Development Quarterly, *43*, 161-177.

Patton, W., & McMahon, M. (1999). Career development and systems theory: A new relationship. Pacific Grove, CA: Brooks/Cole.

Peterson, N., & Gonzalez, R. C. (2000). The role of work in people's lives: Applied career counseling and vocational psychology. Belmont, CA: Brooks/Cole.

Richardson, M. S. (1996). From career counseling to counseling/psychotherapy and work, jobs, and career. In M. L. Savickas & W. B. Walsh (Eds.), Handbook of career counseling theory and practice, pp. 347-360, Palo Alto, CA: Davies-Black Publishing.

Savickas, M. L. (1993). Career counseling in the postmodern era. Journal of Cognitive Psychotherapy, *7*, 205-215.

Spokane, A.R. (1991). Career intervention. Englewood Cliffs, NJ: Prentice-Hall.

Super, D. E. (1983). Assessment in career guidance: Toward truly developmental counseling. Personnel and Guidance Journal, *61*, 555-562.

Szymanski, E. M., Hershenson, D. B., Ettinger, J. M., & Enright, M. S. (1996). Career development interventions for people with disabilities. In E. M. Szymanski & R. M. Parker (Eds.), Work and disability: Issues and strategies in career development and job placement. Austin, Texas: Pro-Ed.