

**Note:**

**Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.**

## ***COURSE SYLLABUS***

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### **EDCE 522**

### **CAREER DEVELOPMENT AND COUNSELING**

#### **COURSE DESCRIPTION**

This course provides students an understanding of career development and related life factors. Students study career development theory, techniques, and decision-making models. Students learn procedures for planning and conducting effective job searches, assessment instruments and techniques relevant to career planning and decision-making, and the use of career information. Emphasis is placed on understanding the interrelationships between career decision-making and personal, family, and environmental factors such as spiritual and religious values, familial influences, gender, socio-economic status, interests, abilities, and preferences. Career transitions and the relationship between career and life style are explored. Particular career development processes and activities in K–12 schools are explored with an emphasis on the similarities and differences at the elementary, middle, and high school levels.

#### **RATIONALE**

Career development and counseling are critical to making informed occupational decisions. Individuals spend a majority of their time at work, making career choices critical to wellness and fulfillment in multiple aspects of living. Career counselors help clients to understand their unique traits, interests, and abilities and how that knowledge can be used to select and pursue a satisfying occupation.

#### **I. PREREQUISITE**

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

#### **II. REQUIRED RESOURCE PURCHASE**

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

#### **III. ADDITIONAL MATERIALS FOR LEARNING**

- A. Computer with basic audio and video equipment
- B. Internet access (broadband recommended)
- C. Microsoft Word  
(Microsoft Office is available at a special discount to Liberty University students.)

#### **IV. MEASURABLE LEARNING OUTCOMES**

Upon successful completion of this course, the student will be able to:

- A. Describe and apply the various career development theories, and decision making models to career counseling with diverse populations.  
*(CACREP – II.G.1.a, 3.h, 4.a, 5.c, 5.d; SC: C.1, C.4); assessed with Discussion Board Posting #2, Quiz #2, #3, #4, #6, and #8, Career Exploration Paper, and Who Am I paper.*
- B. Identify the various resources for career, avocational, educational, occupational and labor market information, including visual and print media, computer-based career information systems, and other career information systems to career counseling.  
*(CACREP – II.G.1.b, 4.b, 4.g; SC: E.2, F.2, L.2, N.2, N.3, M.3); assessed with Discussion Board Posting #3 and #4, Quiz #5, Career Exploration paper, and Who Am I paper.*
- C. Identify and apply the interrelationships among and between work, family and other life roles including the role of multicultural issues in career development to career counseling.  
*(CACREP – II.G.2.a, 2.d, 3.a, 4.d; SC: F.4); assessed with Discussion Board Posting #1, Quiz #1, and Career Exploration paper.*
- D. Evaluate, administer, and interpret assessment instruments and techniques relevant to career needs assessment, planning, and decision making in a culturally sensitive manner.  
*(CACREP – II.G.4.f, 7.b, 7.f, 7.g; SC: G.3, H.1, H.2, H.3, H.4, H.5, L.2); assessed with Quiz #3 and #4, Career Exploration paper, and Who Am I paper.*
- E. Explain and demonstrate career development planning and counseling processes, implementation, evaluation, and follow up, including those applicable to specific populations in a global economy.  
*(CACREP – II.G.2.a, 2.d, 3.h, 4.c, 4.e, 4.g, 5.c; SC: C.4); assessed with Discussion Board Posting #1, Quiz #2, #6, #7, and #8, and Career Exploration paper.*
- F. Describe career counseling from a Christian perspective and how Biblical principles might be integrated in a professional and ethical manner.  
*(CACREP – II.G.1.j, 5.b) assessed with Discussion Board Posting #1, Quiz #6, and Spiritual Discernment and Vocational Counseling paper.*

## V. METHODS OF INSTRUCTION

Student-led group discussions, presentations and lectures delivered through Blackboard learning environment, article/text readings, case studies, and a field experience.

## VI. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings, article readings, inventories, and presentations.
- B. Course Requirements Checklist

After reading the Syllabus and [Student Expectations](#), the student will then complete the related checklist found in Module/Week 1.

C. Career Inventory (3)

In Module/Week 3, the students will complete 3 career inventories. The results will be applied to the career development in the Who Am I paper in Module /Week 4 and Career Exploration Paper in Module/Week 8.

D. Discussion Board Forums (5)

In this assignment, the student will learn to describe and apply various career development theories and decision making models; analyze and apply various resources for career, avocational, educational, occupational, and labor market information; identify and apply the interrelationships among work, family, and other life roles; identify the process of career development program planning; evaluate, administer, and interpret some of the assessment instruments and techniques; explain career counseling processes; and integrate Biblical principles in career counseling.

The DB posts are designed to develop the student's critical thinking skills and to stimulate class discussion on relevant topics to career counseling. As such, the student is graded on his/her ability to analyze class material and communicate it in a succinct and cogent manner. The student must post a 200–250-word thread, and one 200–250-word reply to another student for each Discussion Board. Detailed assignment instructions and rubrics can be found in Blackboard.

E. Spiritual Discernment and Vocational Counseling Paper

The purpose of this assignment is to familiarize the student with the various views of vocational decision making, and the will of God that is advocated in Christian circles today. Additionally, this assignment will encourage the student to examine his/her own view on this topic and how that view may influence his/her counseling. In order to complete this assignment, the student will read an article provided in Module/Week 2, and write an 8–10-page, current APA-formatted paper, discussing his/her personal position and the influences of that position. The article, detailed assignment instructions, and a rubric are available in Blackboard.

F. Quizzes (8)

After completing the assigned reading, the student will take the chapter quizzes, consisting of 10 questions per chapter. These questions are multiple-choice, open-book, and similar to the content found on state licensure examinations. Quizzes can only be accessed one time and taken one time.

G. Who Am I Paper (**Benchmark**)

The purpose of this benchmark assignment is to summarize career assessment results, and interpret them as part of the career counseling and planning cycle. The student will complete three self-assessments for this assignment. The student will apply a counseling theory to his/her own career development and decision making process and examine internal and external influences on career decision making. Detailed instructions and a rubric can be found in Blackboard. This

assignment must be submitted on Livetext within the provided template on Livetext. No attachments will be accepted.

H. Career Exploration Paper

The purpose of this assignment is help the student develop a better understanding of the complexities of the career counseling and planning process, and to complete his/her individual career counseling and planning cycle using an electronic career exploration system to explore a specific occupation identified during the career assessment process in a previous assignment in this course. Detailed assignment instructions and a rubric can be found in Blackboard

**VII. COURSE GRADING AND POLICIES**

A. Points

Course Requirements Checklist	10
Discussion Board Forums (5 at 80 pts ea)	400
Spiritual Discernment and Vocational Counseling Paper	100
Career Inventory (3)	0
Who Am I? Paper ( <b>Benchmark</b> )	200
Career Exploration Paper	100
Quizzes (8 at 25 pts ea)	200
<b>Total</b>	<b>1010</b>

B. Scale

A = 960–1010 A- = 940–959 B+ = 920–939 B = 890–919 B- = 870–889  
 C+ = 850–869 C = 820–849 C- = 800–819 D+ = 780–799 D = 750–779  
 D- = 730–749 F = 729 and below

C. Disability Assistance

Students with a documented disability may contact Liberty University Online’s Office of Disability Academic Support (ODAS) at [LUOODAS@liberty.edu](mailto:LUOODAS@liberty.edu) to make arrangements for academic accommodations.

**VIII. BIBLIOGRAPHY**

Allen, K.R. & Bradley, L. (2015). Career counseling with juvenile offenders: Effects on self-efficacy and career maturity. *Journal of Addictions & Offender Counseling*, 36(1), 28-42.

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- Obi, P.O., (2015). Constructionist career counseling of undergraduate students: An experimental evaluation. *Journal of Vocational Behavior*. 88, 215-219.
- Pipkins K.C., Rooney, G.S. & Jaunarajs, I. (2014). Back to the basics: Career counseling. *New Directions for Student Services*, 148, 35-48.
- Rausch, M. (2014). Contextual career counseling for transitioning military veterans. *Journal of Employment Counseling*, 51(2), 89-96.
- West, W. (2002). Some ethical dilemmas in counseling and counseling research. *British Journal of Guidance and Counseling*, 3, 261-268.

## ***COURSE SCHEDULE***

### **EDCE 522**

Textbook: Niles & Harris-Bowlsbey, *Career Development Interventions* (2017).

<b>MODULE/ WEEK</b>	<b>READING &amp; STUDY</b>	<b>ASSIGNMENTS</b>	<b>POINTS</b>
<b>1</b>	Niles & Harris-Bowlsbey: Chapter 1 1 presentation	Course Requirements Checklist Class Introductions Quiz 1	10 0 25
<b>2</b>	Niles & Harris-Bowlsbey: Chapter 2 1 video 1 website	DB Forum 1 Spiritual Discernment and Vocational Coun. Paper Quiz 2	80 100 25
<b>3</b>	Niles & Harris-Bowlsbey: Chapter 3 1 video	DB Forum 2 Quiz 3 Career Inventories	80 25 0
<b>4</b>	Niles & Harris-Bowlsbey: Chapters 4 and 5 1 presentation 1 website	DB Forum 3 <b>Who Am I Paper</b> <b>Quiz 4</b>	80 200 25
<b>5</b>	Niles & Harris-Bowlsbey: Chapters 6–7 1 presentation	DB Forum 4 Quiz 5	80 25
<b>6</b>	Niles & Harris-Bowlsbey: Chapters 9, 15 1 presentation	Quiz 6	25
<b>7</b>	Niles & Harris-Bowlsbey: Chapters 10–12 1 video	DB Forum 5 Quiz 7	80 25
<b>8</b>	Niles & Harris-Bowlsbey: Chapters 13–14 1 presentation	Course Wrap-Up Discussion Board Career Exploration Paper Quiz 8	0 100 25
<b>TOTAL</b>			<b>1010</b>

DB = Discussion Board

**NOTE:** Each course week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (E