Training & Supervising Future Career Counselors: Creative & Effective Techniques Janet G. Lenz, Ph.D. Beth A. Lulgjuraj, M.S./Ed.S. Jill A. Lumsden, M.S./Ed.S. Sarah Lucas Hartley, M.S./Ed.S. Florida State University

Overview

- Background (selected program examples)
- Context/setting
- Connecting with academic department
- Summer orientation & training
- Continuing education

- Group supervision
- Beyond the career advisor role
- Professional development
- Issues in training & supervision
- Keys to success
- Questions/discussion

Background

- Sites where students get training and supervision
- Site requirements vs. departmental requirements
- Nature of training and supervision
- Faculty involvement in career services and vice versa
- Funding support
- Collaborative efforts

Context/Setting

- 4-year, Division I Research University, 40,000 students
 M.S./Ed.S. CACREPapproved career counseling program in the College of Education
- Total enrollment: 8-10; Admit 4-5 students per year
- Program also includes counseling psychology and mental Paral Paral Provelopment Association Conference, Seattle



Connecting with Academic

- Dept
 Early contact with prospective students
- Networking with current students
- Practical application of classroom training stressed early on
- Career Center long standing commitment to support career counseling students with graduate assistantships





Summer Orientation & Training

- Schedule
- Varied learning formats
- Types of activities



Career Advising Simulations



Team Building





Retreat

- Includes career advisors and administrative staff
- Facilitated by external or internal trainers
 - Challenge (ropes) course
 - Space mission simulation
 - Outdoor activities

Continuing Education

Individual supervision

- Support
- New ideas & strategies
- Personal & professional development
- ILP review



CA & staff development meetings Sample questions, client issues

Group supervision

Group Supervision

Focus

- Individual counseling skills
- Theory to practice
- Professional development & self-care

Activities



Group Supervision

- Connect with academic department
- Integrate information from professional associations & career counseling competencies
- Utilize other professionals in the field
- Involving group members themselves
 - Group expectations
 - Midpoint check-in

Beyond the Career Advisor Role

- Career planning class instruction
- Mock interviewing
- Employer relations
- Event planning
- Outreach presentations
 - First Year Experience classes
- Career Portfolio feedback & evaluation
- Departmental-specific liaison activities





Professional Development



 Connecting to
 professional associations

 Use of Portfolio

Mentoring

Our Finest Moments

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back to graduate school and once again become "immune" to society? My answer is a definite NoI But I would do some things (like most of un offerent).

Here are some suggestions for current graduate students who ar preparing to enter their first job:

- Challenge yourself. Get out of your comfort zone and do transfer you normally would not do. This can include presenting at a national conference or assisting with research.
- Get involved in everything you possibly can be involved in. See on graduate student committees; yes, they exist if you are planning on staying in higher education, learn the systems, its politics, and the overall organizational structure of systems.
- the university.
 Absorb information like a newborn. Even information you per to be meaningless, you never know when it will come in han be gein relationships with individuals that have experience an endotted as a nater become
- mentors. Mentors are your guiding egne-use them where
 Attend conferences and local professional meetings.
 Conduct informational interviews with individuals that are
- currently in the revol. I lon and be active in professional associations. Actually realliterature they provide. NCDA's website www.ncda.org prov more than ensough information about the career developmenprofession and opportunities to get involved. (Note, in partithe listing of committees found under About NCDA).

se an adjustment period that will be a lot easier if from your current staff-which thankfully (do, 2)

There is of course an adjustment current suff-which thankfully [16), 2] I have support from your current suff-which and 3) are informed i develop good strong foundations and values, and 3) are informed i what you are equiling values in the before you take the leap and be a full-time professional. See a plant actually, Livouid any that is in the professional.

Being a new professional is not all bad. Actually, I walkin say down not bad at all. The work itself is more gratifying. I no langer hav myself "why do I have to do this assignment, Til never use this myself "why do I have to the time to pursue other interests, and

Issues in Training & Supervision

- Office space & related resources
- Outside time commitments
- Student role vs. professional-in-training role
- International students
- Peer supervision
- Supervisor credentials



Keys to Success

- Sustained commitment
- CC administrative support
- Service delivery model
- Program reputation
- Funding resources
- Close relationship
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Questions & Discussion



Thank you!

For more information: The Florida State University Career Center A4100 UC Tallahassee, FL 32306-2490 850-644-6431 www.career.fsu.edu/techcenter www.career.fsu.edu jlenz@admin.fsu.edu

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