Career Development and Life Planning (CPSY300)  
Spring 2015  
Thursdays, 1:00-4:00

Instructor:  Chris Fogarty  
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Office Hours:  By appointment.

Readings:  Required textbook is available in the SCU bookstore:  
Assigned articles are available on Camino

Course Description

This course is designed to provide an understanding of career theory and practice for anyone in the counseling program. We will explore career development theories and techniques, including career development decision-making models and interrelationships among and between work, family, and other life roles and factors, including the role of multicultural issues in career development, and relate them to conscious life planning and career choices.

Course Objectives

By the conclusion of the course, participants will be able to:  
Describe major theories of career development and their key concepts.  
Apply the theories to their own career development, to gain insight into themselves and into the concepts studied.  
Relate theories to practical interventions with clients.  
Understand the shortcomings of many theories as applied to specific groups and the impact on individual counseling.  
Begin developing your own unique styles of career counseling.

Course Structure

This is an interactive course, with readings and assignments related to each topic. In general, sessions will start by reviewing the readings and sharing individual learning from assignments. They will also include interactive exercises and discussions. Active participation is a requirement. No extraneous communication, such as texting, email, twitter or facebook, will be tolerated.

Accommodation

Disability Accommodation:  By Santa Clara University policy, all accommodation requests must go through Disability Resources in the Drahmann Center.  Call 408-554-4111 (TTY 408-554-5445) to request an appointment to register with the Center.
Course Schedule, Readings, Assignments

Week 1
Setting the Stage: Career Counseling and the World of Work
Introductions, course objectives, content and requirements
Career counseling and the world of work
Career theory and integration into practice

Analysis Log #1: Chart your work satisfaction lifeline. 1-2 page summary of a high and low from a systems perspective and the patterns and themes you see.

Week 2
Values and Ethics, Systems
Changing nature of career and work - Systems Perspective
Palmer’s vocation
Values theories
Readings for this class:
Peterson & Gonzalez, Chapter 2
Camino: Guterman & Karp, Values… (New Directions in Career Planning, Ch 7)
Camino: Palmer, Listening to Life
Camino: Browns Values-Based Holistic Model of Career Development
Camino: Gaining Cultural Competence in Career Counseling

Analysis Log #2: Apply Brown’s Values Theory to a point in your lifeline.

Week 3
Historical Perspective and Trait-and-Factor Theories
Historical overview
Parsons, Holland, et. al.
Readings for this class:
Peterson & Gonzalez, Chapter 4 (pp. 126-155)
Camino: Theories focusing on content (Patton & McMahon, Ch 2)
Camino: Interviewing Multicultural Groups

Analysis Log #3: Apply Holland’s or Theory of Work Adjustment to an event in your lifeline.
Week 4
Developmental Theories
   Erikson, Super
   Gottfredson
***Analysis Logs 1-3 due today***
Readings for this class:
   Peterson & Gonzalez, Chapter 5 (pp. 168-183)
   Camino: Gottfredson’s theory of (Career Choice and Development, Ch 4)
   Camino: Gallos, Career counseling revisited: a developmental ...(Journal, Ch 1)
***Analysis Logs 1-3 are due tonight***

Analysis Log#4: Apply Super’s theory to an event in your lifeline.

Week 5
Social Learning and Decision-Making Week 5
   Krumboltz
   Planned Happenstance
Readings for this class:
   Peterson & Gonzalez, Chapter 6
   Camino: Chope, Chapter 5
   Camino: Planned Happenstance …
   Camino: Adult Career Development, Ch 3: Learning Theory for Career
   Counselors

Analysis Log#5: Apply a theory from week 5 class or readings to an event in your
lifeline.
***Take home Midterm handed out***

Week 6
Current Theories
   Cognitive and Social Cognitive theories
Readings for this class:
   Peterson & Gonzalez, Chapter 7 (pp. 235-276)
   Camino: Career metaphors and their application…
   Camino: Applying Career Development Theory… pp. 271-282 (Narrative
   Counseling)

Analysis Log#6: Apply a theory from week 6 class or readings to an event in your
lifeline.
***Take home Midtern due***
Week 7  
**Current Theories continued**

Family structures  
Social Cognitive Career Theory  

Readings for this class:  
Peterson & Gonzalez, Chapter 8 (pp. 291-308)  
Camino: Chope, Chapters 1 and 4  

***Analysis Logs #4-6 due today***

Week 8  
**Family and Systemic Influences, Adult Career Transitions**  
Transition models (Bridges, Hudson, etc.)  
Kolb, Rogers, et. al.  

Readings for this class:  
Peterson & Gonzalez, Chapter 11 (pp. 441-464)  
Camino: Chope, Chapter 7  
Camino: Application of the Systems Theory Framework

Week 9  
**Systems Theory and Counselor Ethics, ADA and EEOC**  
Helping Clients Advocate for Themselves  
Ethics and the Career Counselor  

Readings for this class:  
Peterson & Gonzalez, Appendix 2  
Camino: Disability and Accommodation  
Camino: ADA Amendments Act  
Camino: Zunker, On Being an Ethical… (Career Counseling, Ch 9)  

***Take home final handed out***

Week 10  
**Integration Exercise**  
***Take home final due***
Course Assignments and Grading

Class Participation (15%) It is expected that you will attend all class meetings and complete all readings and assignments prior to class meeting. Participation in classroom discussions and activities is key to getting the most out of the course and in providing a richer experience for all. Contact me immediately if you find you will be unable to attend a class meeting.

Career Lifeline Analysis Log (15%) Construct your career lifeline and annotate key events. Then, on a weekly basis, you will be assigned a theory to apply to a point in your lifeline. Be concise and show your understanding of the theory and constructs. You will not be graded on the lifeline contents, but on how well you understand the theories and apply them. The objective is for you to gain insight into your own career development, and to learn how theories can be applied to bring greater understanding to career events. 1-2 pages are usually sufficient. The completed Analysis Log will be due at two points during the course (see assignment due dates).

Class Discussion Leadership (15%) You will work with a small team of your classmates to lead a discussion for one of the weekly readings. Teams will be selected the first night of class and assigned their date for leadership. You will have 45 minutes at the start of class to pose a question, conduct an exercise, and lead a discussion around a concept you found interesting from the weekly reading. Please supplement with some additional information from research or articles. You do not need to present what was in the required reading, but do present your supplemental findings. Limit the presentation time to less than 15 minutes, with the bulk of your time spent on discussion or exercises. Email me any presentation and handout materials by the morning of your presentation day. Evaluation will be based on overall quality (content, clarity, organization) of your presentation/discussion/exercise and your inclusion of learnings and references to supplemental material.

Take home Midterm (25%) You will receive a list of questions from which you’ll choose one to answer. You’ll have one week to complete. Length should be no more than three pages, double-spaced.

Take home Final (30%) You will receive a list of questions, from which you’ll choose two to answer. You’ll have one week to complete, length should be no more than five pages, double-spaced.