



**Regional Educational  
Laboratory Southeast**

Regional Educational Laboratory  
At Florida State University

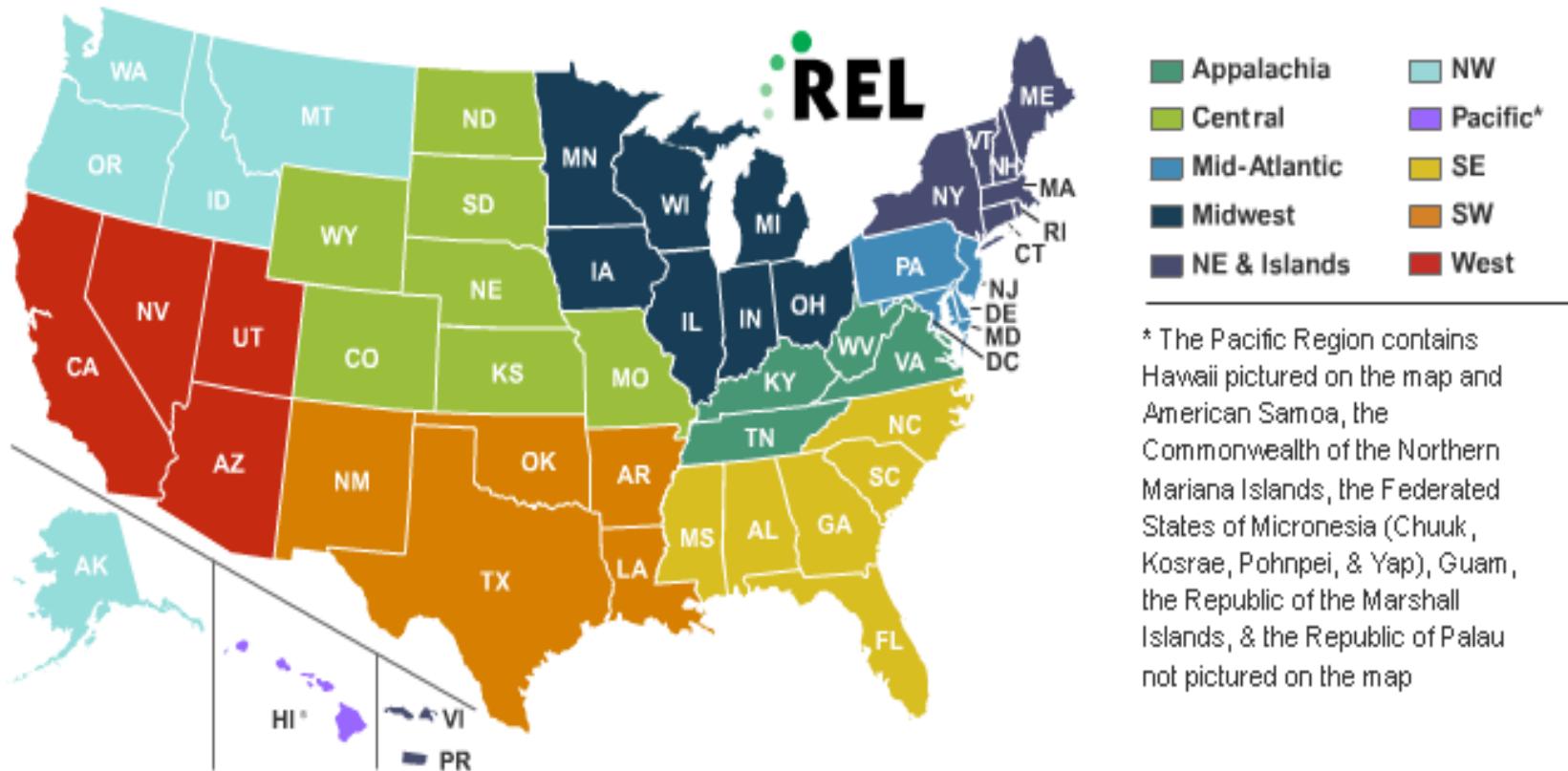
Florida Career Counseling  
with a focus on Adult Education

## Acknowledgement and disclaimer

Information and materials for this presentation are supported by IES/NCEE's Regional Educational Laboratory Southeast at Florida State University (Contract ED-IES-17-C-0011) as resources and examples for the viewer's convenience. Their inclusion is not intended as an endorsement by the Regional Educational Laboratory Southeast or its funding source, the Institute of Education Sciences.

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## The Regional Educational Laboratories





# REL Southeast – Florida Career Readiness Research Alliance

The Florida Career Readiness Research Alliance has membership comprised of the Institute for the Professional Development of Adult Educators (IPDAE), the Florida Department of Education (FLDOE), the three consortia serving rural districts (PAEC, HEC, and NEFEC), and the Florida Association of Career and Technical Educators (FACTE). The alliance's work will focus on increased implementation of evidence-based career readiness practices across Florida, particularly those serving adults and rural students.

# **Training session on Career Counseling: Sharing research and best practices**

**Goal:** Participants will leave with the knowledge and ability to utilize the materials in their regional and local settings.

**Objectives:** Participants will receive an overview of evidence-based career counseling elements. Participants will reflect upon their experience and discuss implementation and next steps.

**Next Step:** Review the Evidence-based practices for Career Counseling (Handouts)



Implementing adult literacy interventions is a complex process that includes several areas for consideration. Adult educators are often unfamiliar with evidence-based literacy strategies, and adult students often have great needs in literacy instruction and intervention. Adult education students need extensive support due to their life circumstances (newcomers, lack of prior academic success, need credentials for job/career advancement). Positive outcomes for adult education students may lead to improved outcomes such as secondary and postsecondary credential attainment, employment, income, and family literacy. This issue is addressed in *Adult Education Literacy Instruction: A Review of the Research* (Kruidenier, MacArthur, & Wrigley, 2010).

There are six areas that leaders and educators could consider when planning or reviewing implementation of literacy interventions for their students. These areas include:



The Self-study guide for implementing adult education evidence-based literacy practices: A blueprint for change has now been revised based on feedback from the pilot at regional sites across Florida and is being submitted to the Institute of Education Sciences at the US Department of Education for review.

## 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**

- Establish work readiness behaviors and social skills (employability skills)<sup>1</sup>
- Systematically explore the "career-related aspects" that promote better person-environment fit, including initial goal formation, exploratory actions, and computer-assisted career guidance programs<sup>2</sup>

**How Do We Teach?**

- Organize classes around a career goal<sup>3</sup>
- Integrate instruction that demonstrates the relevance of course content to the world of work<sup>4</sup>
- Assist students in formulating Individualized Learning Plans<sup>5</sup>

**Building School/Career Networks**

- Encourage career days, work-related experiences (role-playing or job shadowing), and visits to postsecondary campuses<sup>6</sup>
- Include work-based learning experiences such as internships, apprenticeships, and school-based enterprises<sup>7</sup>

**How Do We Counsel?**

- Increase access to various forms of accurate career planning information, including future employment expectations<sup>8</sup>
- Create collaborative opportunities for school counselors, administrators, teachers, families, and community members to discuss career counseling with students<sup>9</sup>
- Increase access to group or individual career counseling interventions, academic advising<sup>10</sup>

**REL SOUTHEAST**  
Regional Educational Laboratory at Florida State University

**IES** NATIONAL CENTER FOR EDUCATIONAL EVALUATION AND RESEARCH  
Institute of Education Sciences

This training is based on Preparing a Career-Ready student training that was developed by the Florida Career Readiness Research Alliance and facilitated at sites across Florida in 2017 and 2018 and at a regional Southeast conference in 2019.

Information is provided for this presentation as a resource for REL NEEB Regional Educational Laboratory Southeast at Florida State University. It can be found at IES-17-C-001. For questions and comments, contact the lead developer. This document is intended as an educational resource for the Regional Educational Laboratory Southeast. It is being made available through the Institute of Education Sciences. In addition, the authors and/or organizations mentioned or cited in this presentation are not intended to make claims about or control related local educational agency or school-specific instructional content, academic achievement standards, or curriculum, or of any other institution. State and local programs may use this document as a tool to support their own professional development activities.

<sup>1</sup>Stech, D.P. (1999). Career development and workforce preparation: Educational policy versus school practice. *The Career Development Quarterly*, 45(1), 29-39.

<sup>2</sup>Stech, D.P. (1992). Assessment in career guidance: Towards truly developmental counseling. *Journal of Counseling & Development*, 71(4), 551-562.

<sup>3</sup>Lapan, R.T., Parker, J.W., S.K., Koscinski, J.S. (2003). Preparing real adolescents for post-high school transitions. *Journal of Counseling & Development*, 81(3), 229-242.

<sup>4</sup>Silberg, K.S., Phelps, L.A., Hauseman, F.A., DeRango, L.F., & Terenzio, L. (2012). The nature and use of individualized learning plans as a promising career intervention strategy. *Journal of Counseling Psychology*, 69(4), 685-714.

<sup>5</sup>DeRango, M., Clarke, L., Cobb, E., Frey, J., Rumberger, R., & Snarek, J. (2008). *Individualized Learning Plan Practice Guide*. NCES 2008-403. National Center for Education Evaluation and Regional Assistance.

<sup>6</sup>Loes, R.W., Brown, C.D., & Hatchett, G. (1994). Toward a testing social cognitive theory of career and academic interest, choice, and performance. *Journal of Vocational Behavior*, 45, 79-132.

<sup>7</sup>Groff, D., Hutchins, B.C., & Maxey, J.L. (2011). Where do at-risk high school students go for find information about their future? *Journal of Counseling and Development*, 89(2), 169-172.

<sup>8</sup>Auger, K.L., & Karg, M.M. (2004). *School-based career development 2.0 synthesis of the literature*. Institute on Education and the Economy, Columbia University.

# **(1) Preparing the Student**

1. Employability skills
2. Career fit
3. Co-enrollment
4. In demand occupational clusters

# 50 Fastest-Growing Occupation Projections in Florida

Includes openings due to growth and replacement needs. This table includes occupations with a minimum of 4,000 jobs in 2016.

Hourly wages for teaching occupations were calculated using a 40-hour work week for 9½ months per year.

**2016**

Occupation Title	Employment		2016 - 2024			Median Hourly Wage (\$)	Recommended Education Level		
	Current	Projection	Growth	Percent Growth	Total Job Openings				
	2016	2024							
1 Nurse Practitioners	8,758	11,755	2,997	34.2	4,623	45.53	Master's or Higher Degree		
2 Physician Assistants	5,412	7,188	1,776	32.8	2,726	47.73	Bachelor's Degree		
3 Physical Therapist Assistants	4,604	5,973	1,369	29.7	2,417	30.03	Associate Degree		
4 Home Health Aides	27,062	34,803	7,741	28.6	12,551	10.92	Postsecondary Vocational		
5 Diagnostic Medical Sonographers	5,094	6,451	1,357	26.6	2,093	30.30	Postsecondary Vocational		
6 Brickmasons and Blockmasons	4,420	5,559	1,139	25.8	1,446	17.16	Postsecondary Vocational		
7 Operations Research Analysts	6,492	8,154	1,662	25.6	2,533	28.52	Master's or Higher Degree		
8 Web Developers	9,447	11,822	2,375	25.1	3,314	27.82	Postsecondary Vocational		
9 Physical Therapists	12,872	16,021	3,149	24.5	5,836	40.96	Master's or Higher Degree		
10 Medical Assistants	48,659	60,287	11,628	23.9	19,606	14.62	Postsecondary Vocational		
11 Health Specialties Teachers, Postsecondary	10,815	13,363	2,548	23.6	4,047	40.72	Master's or Higher Degree		
12 Personal Care Aides	25,067	30,953	5,886	23.5	7,423	10.32	Postsecondary Vocational		
13 Personal Financial Advisors	14,856	18,320	3,464	23.3	6,423	46.95	Bachelor's Degree		
14 Nonfarm Animal Caretakers	14,544	17,908	3,364	23.1	5,685	10.29	Less than High School		
15 Parking Lot Attendants	17,638	21,695	4,057	23.0	12,112	9.34	Less than High School		
16 Computer Systems Analysts	21,213	26,054	4,841	22.8	6,949	38.35	Associate Degree		
17 Cardiovascular Technologists and Technicians	4,511	5,507	996	22.1	1,648	22.39	Postsecondary Vocational		
18 Information Security Analysts	4,076	4,970	894	21.9	1,299	39.81	Postsecondary Vocational		
19 Taxi Drivers and Chauffeurs	13,660	16,631	2,971	21.8	4,981	10.88	Less than High School		
20 Market Research Analysts and Marketing Specialists	23,948	29,150	5,202	21.7	7,414	27.80	Bachelor's Degree		
21 Cement Masons and Concrete Finishers	12,616	15,343	2,727	21.6	3,975	15.73	Postsecondary Vocational		
22 Opticians, Dispensing	5,678	6,893	1,215	21.4	2,399	18.98	Associate Degree		
23 Occupational Therapists	6,159	7,467	1,308	21.2	2,195	41.08	Master's or Higher Degree		
24 Veterinary Technologists and Technicians	9,194	11,130	1,936	21.1	2,633	14.71	Associate Degree		
25 Industrial Machinery Mechanics	12,418	15,001	2,583	20.8	5,104	22.63	Postsecondary Vocational		

Source: Florida Department of Economic Opportunity:

Go to the Employment Projections page ([www.floridajobs.org/lmsc/ep](http://www.floridajobs.org/lmsc/ep)). Under "Employment Projections Data" select either Statewide or your Workforce Region and then Open the file that downloads. When the spreadsheet opens, choose the **OCCF** worksheet at the bottom of the page. If you do not see the worksheets list, you may need to maximize the worksheet.



# 2016

Occupation Title	Employment		2016 - 2024			Median Hourly Wage (\$)	Recommended Education Level		
	Current	Projection	Growth	Percent Growth	Total Job Openings				
	2016	2024							
26 Speech-Language Pathologists	8,026	9,676	1,650	20.6	3,237	37.84	Master's or Higher Degree		
27 Roofers	20,034	24,087	4,053	20.2	6,500	15.44	Postsecondary Vocational		
28 Software Developers, Applications	33,052	39,700	6,648	20.1	10,300	40.77	Associate Degree		
29 Phlebotomists	7,900	9,444	1,544	19.5	2,839	14.18	Postsecondary Vocational		
30 Massage Therapists	14,660	17,485	2,825	19.3	3,643	18.37	Postsecondary Vocational		
31 Healthcare Social Workers	5,957	7,101	1,144	19.2	2,282	23.34	Master's or Higher Degree		
32 Helpers - Electricians	6,493	7,735	1,242	19.1	1,943	12.24	Less than High School		
33 Cooks, Restaurant	99,232	117,851	18,619	18.8	39,720	12.03	Postsecondary Vocational		
34 Medical and Clinical Laboratory Technicians	6,540	7,763	1,223	18.7	2,479	17.41	Associate Degree		
35 Self-Enrichment Education Teachers	19,662	23,276	3,614	18.4	6,551	15.44	Postsecondary Vocational		
36 Medical Secretaries	20,694	24,446	3,752	18.1	5,498	14.85	Postsecondary Vocational		
37 Construction Laborers	75,138	88,687	13,549	18.0	25,497	13.18	Less than High School		
38 Substance Abuse and Behavioral Disorder Counselors	5,065	5,975	910	18.0	1,748	20.70	Bachelor's Degree		
39 Mental Health Counselors	4,779	5,628	849	17.8	1,639	19.54	Master's or Higher Degree		
40 Management Analysts	54,161	63,786	9,625	17.8	15,404	33.25	Bachelor's Degree		
41 Billing and Posting Clerks	35,272	41,495	6,223	17.6	11,968	16.38	High School Diploma		
42 Heating, A.C., and Refrigeration Mechanics and Installers	31,372	36,883	5,511	17.6	9,342	18.41	Postsecondary Vocational		
43 Security and Fire Alarm Systems Installers	6,466	7,588	1,122	17.4	2,348	19.89	Postsecondary Vocational		
44 Dentists, General	7,434	8,722	1,288	17.3	2,451	70.33	Master's or Higher Degree		
45 Nursing Assistants	93,213	109,159	15,946	17.1	32,515	11.77	Postsecondary Vocational		
46 Licensed Practical and Licensed Vocational Nurses	45,269	52,991	7,722	17.1	17,985	20.54	Postsecondary Vocational		
47 Vocational Education Teachers, Postsecondary	6,842	8,009	1,167	17.1	2,115	23.01	Associate Degree		
48 Dental Hygienists	10,915	12,767	1,852	17.0	3,228	31.99	Associate Degree		
49 Medical and Health Services Managers	12,992	15,185	2,193	16.9	4,775	49.00	Bachelor's Degree		
50 Electricians	38,258	44,701	6,443	16.8	11,115	19.83	Postsecondary Vocational		

<b>Less than High School</b>	<b>5</b>	<b>High School Diploma</b>	<b>1</b>
<b>Postsecondary Vocational</b>	<b>21</b>	<b>Associate Degree</b>	<b>8</b>
<b>Bachelor's Degree</b>	<b>6</b>	<b>Master's or Higher Degree</b>	<b>9</b>

**Postsecondary Vocational-** Occupations that generally require Career and Technical training that last from a few weeks to a year or more.

**Associate Degree-** Generally two year college programs that award an associate in arts degree (AA), an associate in science (AS) or an associate in applied science degree (AAS).

## (2) How We Teach

5. Organizing classes around a career goal
6. Integrate relevant career content
7. Organize flexible schedules

## **(3) Building School/Career Networks**

8. Work Based Learning
9. Career planning and forecasts
10. Collaboration among stakeholders

## **(4) How we Counsel and Monitor Success**

11. Career counseling and advising
12. Individualized Learning Plans

# Questions?

<https://ies.ed.gov/ncee/edlabs/regions/southeast/>

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**Thank you!**

**Stakeholder Feedback Survey**