



**Regional Educational
Laboratory Southeast**

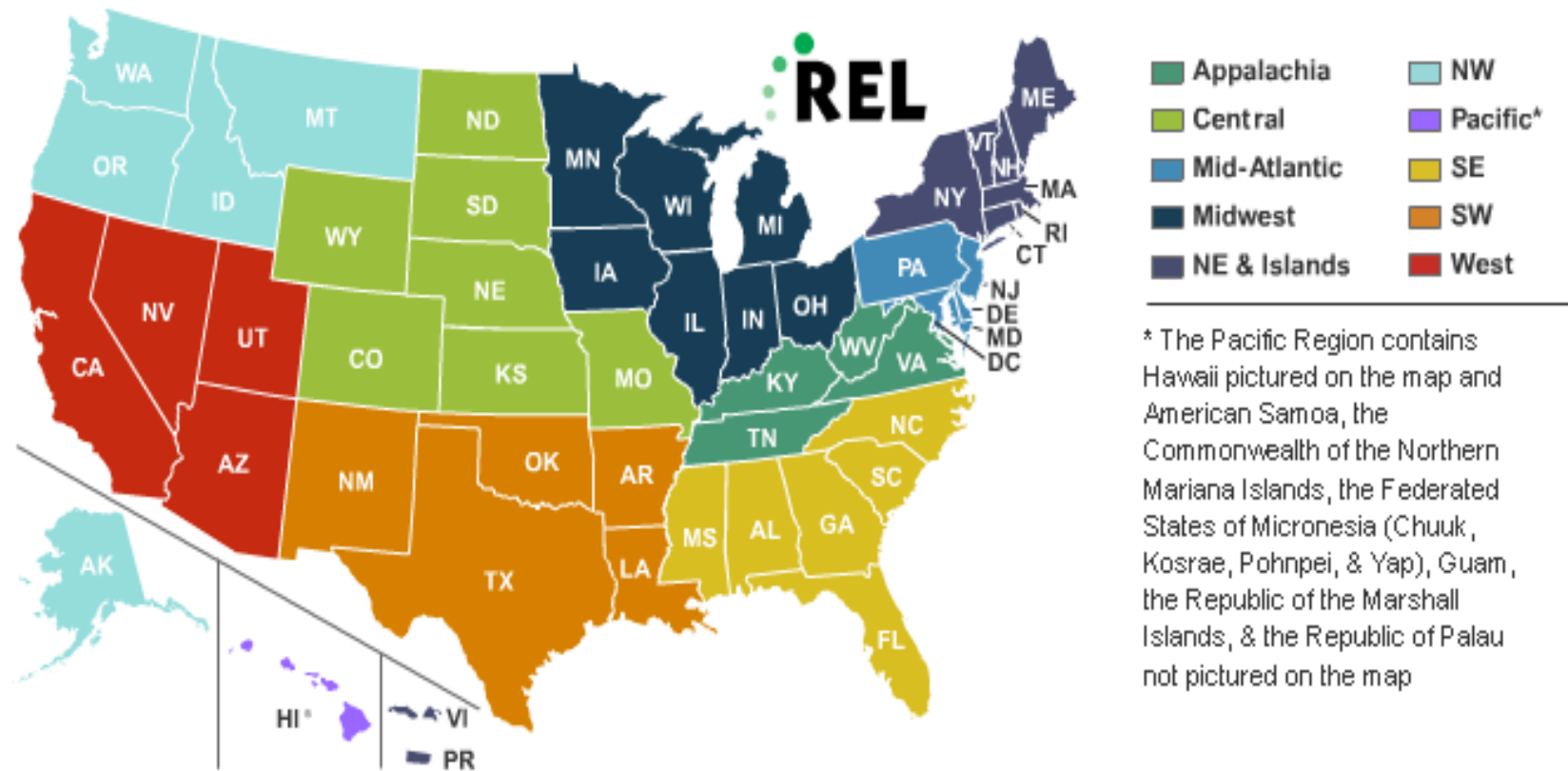
Florida Career Counseling with a focus on Adult Education

Acknowledgement and disclaimer

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The Regional Educational Laboratories



* The Pacific Region contains Hawaii pictured on the map and American Samoa, the Commonwealth of the Northern Mariana Islands, the Federated States of Micronesia (Chuuk, Kosrae, Pohnpei, & Yap), Guam, the Republic of the Marshall Islands, & the Republic of Palau not pictured on the map



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 Education Literacy Interventions

Implications from the Research

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* (Kruiderier, MacArthur, & Whigley, 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:

1 The development and use of data profiles

Collect and share student performance data upon program entry and tracking student progress over time.

2

Instructional methods and materials

Select evidence-based instructional materials, implement materials as designed, and employ evidence-based instructional delivery models for adult students. Examples of evidence-based instructional methods and materials include: multimedia technology (p. 24), direct instruction in comprehension strategies (p. 104), and using workplace-oriented materials (p. 101).

3 Instructional time

Ensure that schedules—course duration, length, and accessibility—are conducive to adult education students. Examples of evidence-based recommendations for instructional time include: focus on intensity and duration (p. 102), spending 70% or more of classroom time on literacy practice (p. 103).

4

Teacher preparation and training

Ensure that adult educators are well trained and prepared for instruction and that ongoing professional development and coaching is offered. Examples of evidence-based recommendations for teacher preparation include: use of experienced, full-time teachers (p. 110), providing teachers with aides in the classroom (p. 97).

5 Communication

Ensure that communication channels between program staff, faculty, students, and families are open and ongoing.

6

Instructional environment and processes

Ensure that the instructional environment is conducive for adult education students and that processes are in place that support student engagement and productivity. Examples of evidence-based recommendations for instructional environment include: learner-centered classes (p. 100), community building (p. 125), and differentiated teaching environments (p. 125).



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In addition, the instructional practices and assessments discussed or shown in this presentation are not intended to be used in any way to evaluate or compare the effectiveness of any specific instructional content, assessment system, or program.

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

1. Establish work readiness behaviors and social skills (employability skills)¹
2. Systematically explore the "career-related aspects" that promote better person-environment fit, including initial goal formation, exploratory actions, and computer-assisted career guidance programs²

How Do We Teach?

3. Organize classes around a career goal³
4. Integrate instruction that demonstrates the relevance of course content to the world of work⁴
5. Assist students in formulating individualized Learning Plans⁵

Building School/ Career Networks

6. Encourage career days, work-related experiences (role-playing or job shadowing), and visits to postsecondary campuses⁶
7. Include work-based learning experiences such as internships, apprenticeships, and school-based enterprises⁷

How Do We Counsel?

8. Increase access to various forms of accurate career planning information, including future employment expectations⁸
9. Create collaborative opportunities for school counselors, administrators, teachers, families, and community members to discuss career counseling with students⁹
10. Increase access to group or individual career counseling intervention, academic advising¹⁰



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 and materials for this presentation are supported by REL Southeast Regional Educational Laboratory of Florida State University. Contact: (850) 644-1000. For questions and comments for the project, contact: (850) 644-1000. This information is intended to be used as a guide only. It is not intended to be used as a substitute for professional advice. For more information, contact the author or the publisher. The author and publisher assume no responsibility for the use of the information in this document. The author and publisher assume no responsibility for the use of the information in this document. The author and publisher assume no responsibility for the use of the information in this document. The author and publisher assume no responsibility for the use of the information in this document.

¹Black, D. P. (1994). Career development and workforce preparation: Educational policy versus school practice. *The Career Development Quarterly*, 41(1), 18-28.
²Hepp, D. E. (1983). Assessment in career guidance: Toward truly developmental counseling. *Journal of Counseling & Development*, 61(4), 455-462.
³Carroll, R. C., Taylor, R., Allen, S. K., & Brinkowski, J. E. (2005). Preparing your students for post-high school transitions. *Journal of Counseling & Development*, 83(2), 229-242.
⁴Schrey, V. S., Phillips, J. A., Hollingsworth, K. A., DeVries, J. G., & Brown, L. (2012). The nature and use of individualized learning plans in a learning career intervention strategy. *Journal of Career Development*, 59(4), 589-614.
⁵DeWald, M., Clark, L., Cobb, B., Fene, J., Rumbarger, M., & Swain, L. (2008). *On the job: Career development 401*. National Center for Education Evaluation and Regional Assistance.
⁶Levy, R. W., Brown, L. D., & Heppner, G. (1994). Toward a selfing social cognitive theory of career and academic interest, choice, and performance. *Journal of Vocational Behavior*, 45, 78-122.
⁷Giffin, D., Hutchins, B. C., & Mease, J. L. (2011). When do we as high school students go to find information about their future? *Journal of Counseling and Development*, 89(1), 81(1), 172.
⁸Hughes, K. L., & King, M. M. (2009). School-based career development: A synthesis of the literature. Institute of Education and the Economic, 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). 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

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

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