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 work3
5. Assist students in formulating Individualized Learning Plans4

Building School/Career Networks

6. Encourage career days, work-related experiences (role-playing or job shadowing), and visits to postsecondary campuses5
7. Include work-based learning experiences such as internships, apprenticeships, and school-based enterprises5

How Do We Counsel?

8. Increase access to various forms of accurate career planning information, including future employment expectations6
9. Create collaborative opportunities for school counselors, administrators, teachers, families, and community members to discuss career counseling with students7
10. Increase access to group or individual career counseling interventions, academic advising9

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