



**PAUL
SMITH'S**
COLLEGE

Family-based Career Development

Made possible, in part, due to National Science Foundation
S-STEM grant #1742041



Learning Objectives

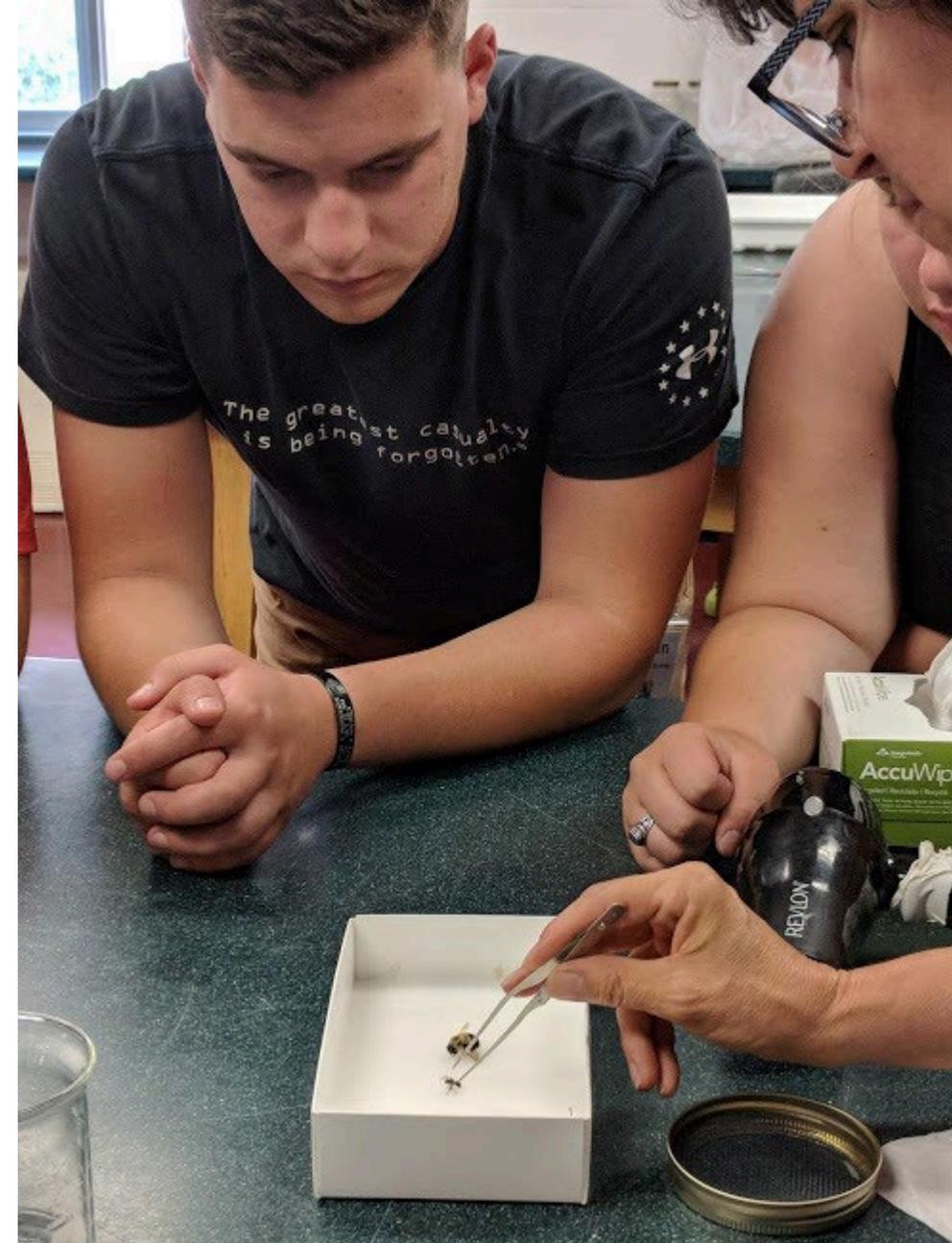
At the end of this career web workshop you should be able to:

- ▶ Explain what is career development
- ▶ List the five stages of career development
- ▶ Identify your child/friend's stage of career development and note how you can support their progress toward achieving the next stage
- ▶ List 2 career resources your child/friend will find helpful for career development that can be accessed at Paul Smith's College or other websites
- ▶ State five ways to motivate and support your child/friend to engage in career preparation
- ▶ Discuss common career roadblocks and how to overcome them
- ▶ Write an action plan for how you will assist your child/friend in their career development



What is Career Development?

- ▶ Assessment of vocational interests and skills,
- ▶ Identification of desired career, and
- ▶ Planning actions to attain career goals.



Stages of Career Development

1. Assessing and identifying interests and skills.
2. Searching for related careers
3. Learning about the chosen career path and what it will entail
4. Exploring career area
5. Preparing for career entry

Question:
How familiar are you with your child's career choice?
What career stage is your child?



How can I assist in my child's career development?

1. Assess and identify interests and skills

- a. Exploration of courses
- b. Vocational aptitude test
- c. Review possible STEM careers

▶ <https://www.careeronestop.org/explorecareers/assessments/self-assessments.aspx?&frd=true>

▶ <https://futurumcareers.com/>

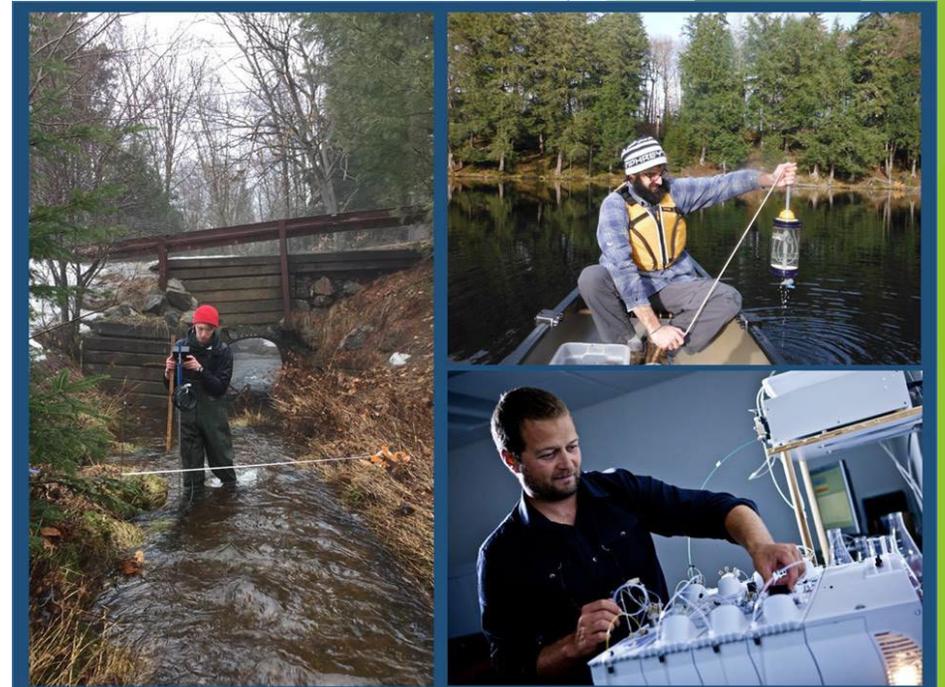
▶ <http://project10.info/DPage.php?ID=118>

▶ <https://www.indeed.com/career-advice/finding-a-job/stem-jobs>



Question:

What is your career and what led you to it?



How can I assist my child's career development?

2. Search for related careers

Review career descriptions & statistics

- ✓ **Entry Requirements**
- ✓ **Job Outlook**
- ✓ **Salary Range**

▶ **[U.S. Bureau of Labor Statistics](#)**

▶ **[Career One Stop Toolkit](#)**

▶ **[Career in STEM Table](#)**

Reflection:
How did you
identify your
career?



How can I assist in career development?

3. Ask about the chosen career path and what it entails

The student can:

- ▶ **Gather information about job requirements on the internet and from job ads**
- ▶ **Visit [Career Services office](#)**
- ▶ **Interview someone working in the desired career area**



Reflection:
Does your job entail specific skills and knowledge that you had to have from the start?



Interview Someone Working in a STEM Career

Possible questions to ask:

- ▶ Why did you choose this profession?
- ▶ What qualifications and skills must you have to pursue this occupation?
- ▶ Could you describe one of your typical workdays?
- ▶ What do you find most challenging about your job?
- ▶ What do find most enjoyable?
- ▶ Are there any negatives to your job?
- ▶ How many hours do you work in a typical week?
- ▶ What would be a reasonable salary range to expect if I entered this field? What is the long-term potential?
- ▶ What is the advancement potential in the field? What is a typical path?
- ▶ How did you get your job?
- ▶ If you could start all over again, would you change your career path in any way? Why?



How can I assist my child's career development?

4. Explore the career area

- ▶ Shadowing
 - ▶ Internship experiences
 - ▶ Volunteering
-
- ▶ Professional associations and conferences

E.g., [The Wildlife Society](#)

[Adirondack Watershed Institute](#)

[U. S. NOAA Fisheries](#)



Question:
How have you
learned about
various careers?



Explore Careers

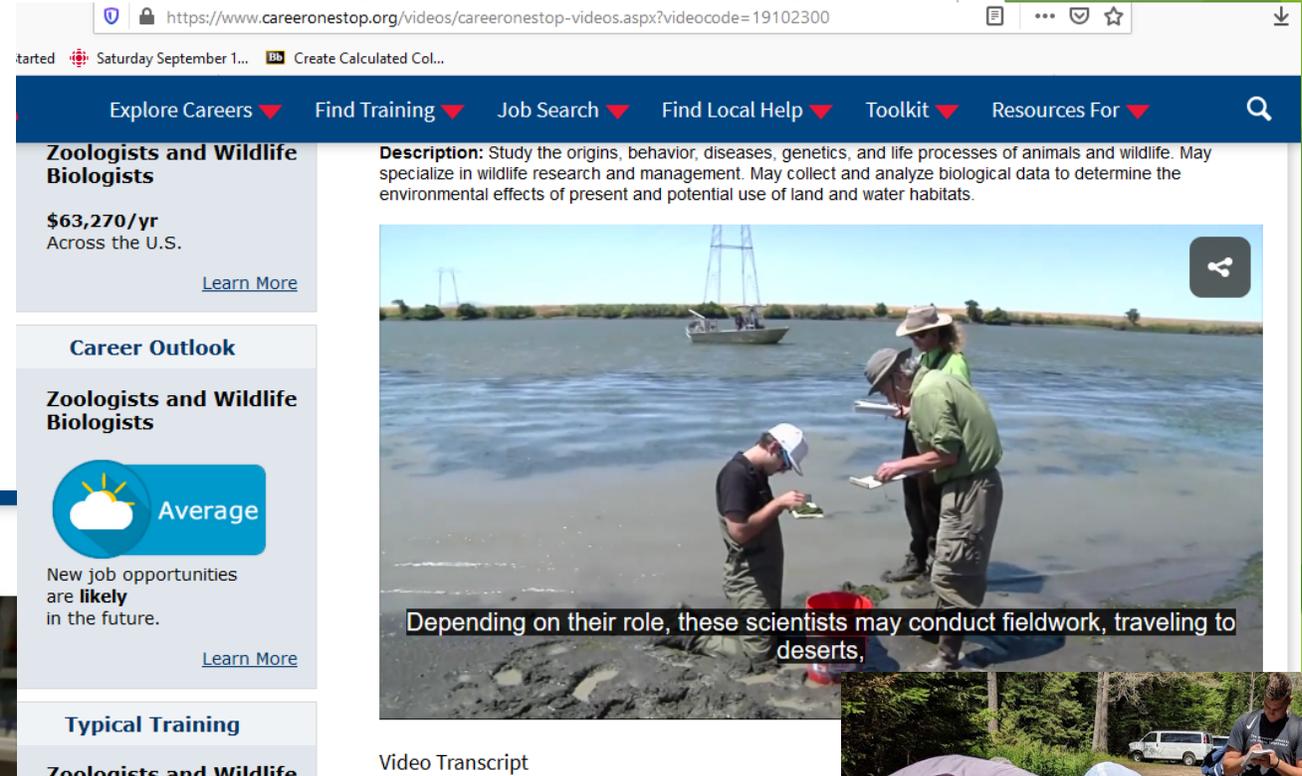
<https://www.careeronestop.org/ExploreCareers/explore-careers.aspx>

- [Forest and conservation workers](#)
- [Zoologist and wildlife biologists](#)
- [Fisheries Biologist](#)

Description: Study the origins, behavior, diseases, genetics, and life processes of animals and wildlife. May specialize in wildlife research and management. May collect and analyze biological data to determine the environmental effects of present and potential use of land and water habitats.



a master's degree or Ph.D. is often needed for higher level research or scientific work.

A screenshot of the CareerOneStop website. The page is titled 'Zoologists and Wildlife Biologists'. It shows a salary of '\$63,270/yr Across the U.S.' and a 'Career Outlook' section with an 'Average' rating and the text 'New job opportunities are likely in the future.' There is also a 'Typical Training' section. A video player is embedded on the page, showing a group of people in a field setting. The video has a transcript that reads: 'Depending on their role, these scientists may conduct fieldwork, traveling to deserts,'. A speaker icon is visible at the bottom of the video player.

Video Transcript



How do you find employment trends?

Government websites

<https://www.careeronestop.org/explorecareers/occupations/compareoccupation.s.aspx>

U.S. Bureau of Labor Statistics- Occupational Outlook Handbook

<https://www.bls.gov/ooh/life-physical-and-social-science/home.htm>

National Science Foundation

<https://www.nsf.gov/careers/>

ONET Online

<https://www.onetonline.org/>

Job search engines

<https://statejobs.ny.gov/>

Professional organizations

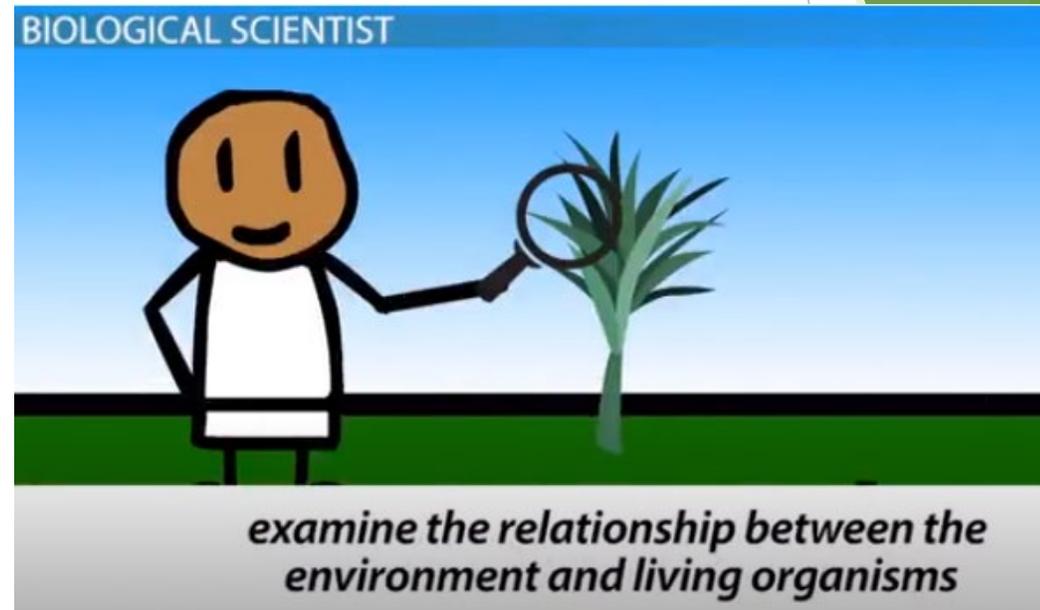
Society for Conservation Biology - SCB Board

<https://careers.conbio.org/>



Showcase Career: Biological scientist

- ▶ Includes botanists, ecologist, zoologists
- ▶ [Video: Biological Scientist](#)



- ▶ For more information
https://study.com/articles/Biological_Scientist_Job_Description_Salary_and_Outlook.html
- ▶ https://studentscholarships.org/salary/487/biological_scientists.php



Showcase Career: Forest and Conservation Worker

- ▶ Includes **Biological Science Aide, Conservation Scientist, Forest Technician, Forestry Aide, Forestry Technician, Resource Technician, Timber Appraiser**

- ▶ [Video Description](#)

For more information

- ▶ [Forestry Career](#)



Alumni working in the field



Nicole Morin, Biologist The Wild Center

NYS Licensed Wildlife Rehabilitator
NYS Licensed Outdoor Guide

Nicole graduated from PSC in 2017 where she studied Ecological Forest Management and Fisheries and Wildlife Science.

Nicole currently resides in Saranac Lake with her partner and fellow PSC Alum Ryan Baker. They own and operate Adirondack TrOutfitters LLC, their outdoor recreational guide service where they lead guided fishing excursions throughout NYS to promote conservation through recreation. Nicole spends most of her time working with The Wild Center ambassador animals and educating the public, or she is out on the water reeling in the big ones.

Keep an eye out for her in town; as she now sits on both the Harrietstown Democratic Committee and the Franklin County Democratic Committee working through non-partisan efforts to register voters and increase voter turnout in our local elections.

Learn from others

Interview people in the field



Get Involved with Relevant Associations/Organizations to Connect with Others in the Field



- **Careers**
- **Knowledge**
- **Graduate school**

e.g., [National Association of Wetland Managers](#), [American Society for Microbiology](#), [The American Society for Cell Biology](#), [The American Association for the Advancement of Science](#), [Animal Behavior Society](#)

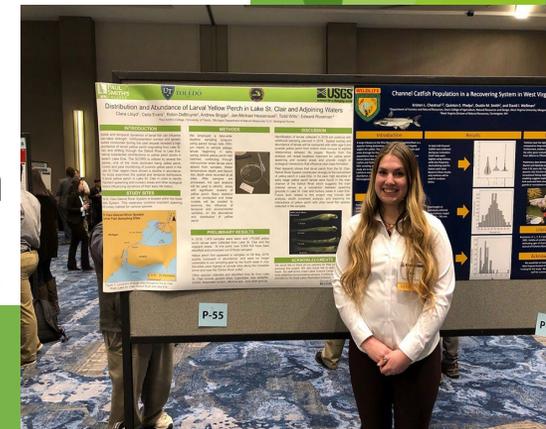
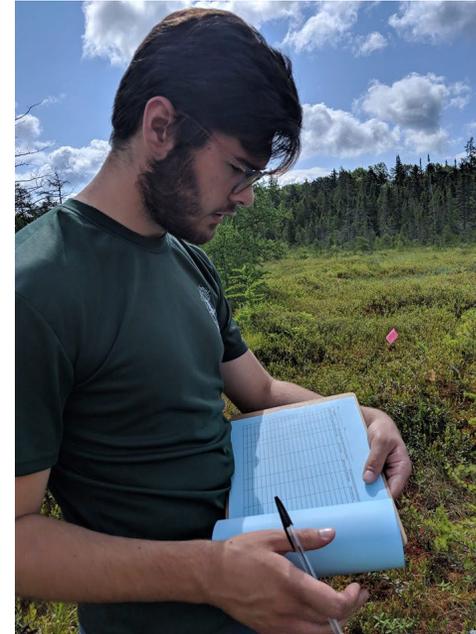


How can I assist my child's career development?

5. Prepare the student for career entry, graduate school or professional training

Suggest that they:

- ❑ Meet with college advisor
- ❑ Build a resume or curriculum vitae
- ❑ Practice for job/graduate school interview
- ❑ Engage in professional activities
 - ❑ Work with faculty on research projects
 - ❑ Get an internship
 - ❑ Attend and present at conferences
 - ❑ Take on Leadership roles in clubs and student organization
 - ❑ Perform college service e.g., volunteering for Open Houses



Encourage your child to meet with their college advisor **Hot** or faculty about career development

Tips: Be proactive. Be prepared. Be explicit. Be strategic. Be on time!

- The student is responsible for initiating meetings with faculty.
- Research any faculty member you want to talk to before requesting a meeting
- Write up a list of questions you want to ask about the career
- Suggest a day, time, and location that is likely best for you both
- State your goals for the meeting

At the meeting

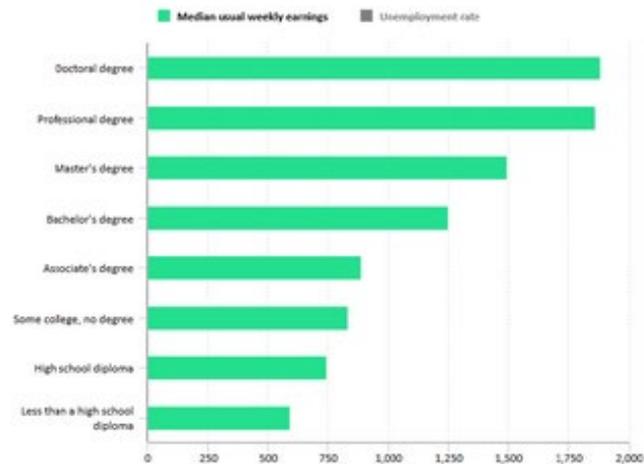
- Consider asking personal /professional questions like, “Where did you grow up?”, “What projects are you working on?”, “How did you end up in such-n-such area?”, “What do you like most about your job?”, “What university did you attend?”
- Share a bit about yourself
- Don’t forget the questions on your meeting checklist
- Don’t be shy about talking about the hard stuff: struggles in classes, missing home, fear of not belonging, being in over your head, etc.



How to decide - employment versus graduate school?

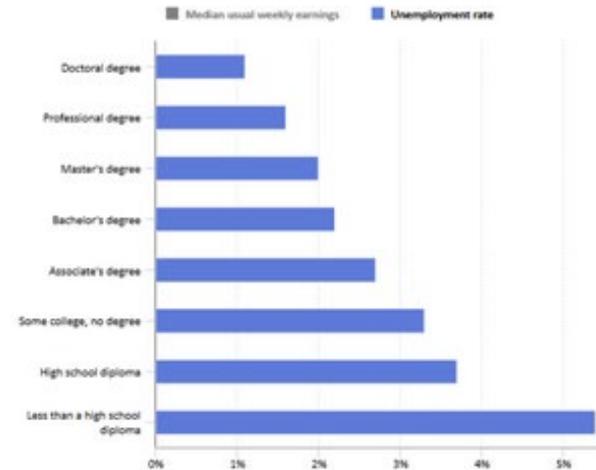
- Level of skill or depth of knowledge required, independence, supervisor, 9-5 or variable, long holidays
- Work in education and industry
- Higher salary & less unemployment, the more education

Median weekly earnings and unemployment rate by education attainment, 2019



Click legend items to change data display. Hover over chart to view data.
Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: Current Population Survey, U.S. Department of Labor, U.S. Bureau of Labor Statistics.

Median weekly earnings and unemployment rate by education attainment, 2019



Click legend items to change data display. Hover over chart to view data.
Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: Current Population Survey, U.S. Department of Labor, U.S. Bureau of Labor Statistics.

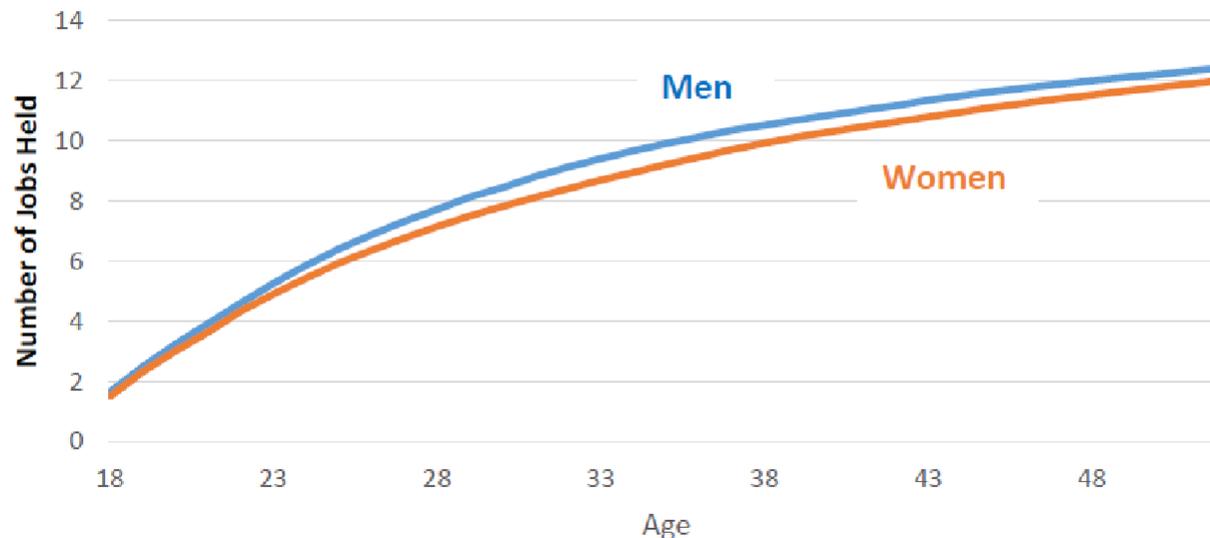


How can I assist in career development?

Give good advice!

Stay flexible & keep polishing your skills

Chart 1. Cumulative number of jobs held from ages 18 to 52, by sex and age



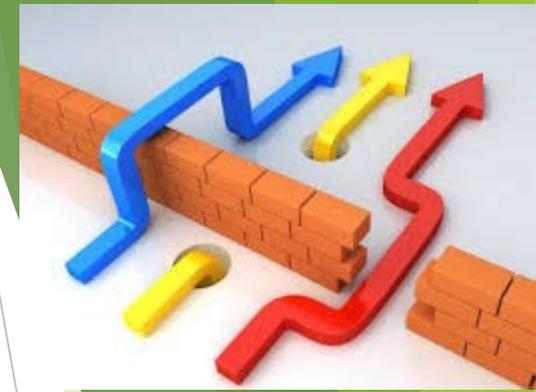
Reflection:
How many careers have you had?

What career areas do you think are currently booming?



Possible Roadblocks and How to Overcome Them

- ▶ Student may be struggling due to:
 - ▶ Lack of information
 - ▶ Job areas
 - ▶ Program requirements
 - ▶ Lack of role model
 - ▶ Poor grades
 - ▶ Lack of motivation
 - ▶ Finances
 - ▶ Depression, stress and anxiety
 - ▶ Concerns about the future (e.g., impact of COVID - 19)
 - ▶ Disconnect between parent's desire and child's career choice



<https://roadblockremoval.com>



How can I manage financial obligations to help my child attain his/her/their goals?

- ▶ Create a budget
- ▶ Saving strategies
- ▶ Borrowing
- ▶ Credit cards
- ▶ Graduate school costs



- Website of interest: [Government resource for money matter\\$!](#)



Ways to motivate your child to engage in career preparation

- ▶ Listen and share
- ▶ Model & examples
- ▶ Review the benefits of achieving the career goal
- ▶ Set SMART goals
- ▶ Plans of action in written and signed form to build commitment
- ▶ Feedback on progress
- ▶ Celebrate accomplishments!



_____’s Plan of
Action

To achieve the following goal:

Today I will _____

By _____ date,

I will _____

Signature: _____

Witness: _____

Create an action plan to facilitate career development

Identify and write out

1. Accomplishments; know-how's, & strengths
2. Areas to develop; knowledge and skills needed
3. Long term goals with timeline
4. Short term goals with deadlines
5. Series of small and doable steps that comprise the complex or large tasks



Tasks - What needs to be done?	Resources needed	Dead-line	Date Completed	Comments

Resource: Career Action Plan

Career Tasks - What needs to be done?	Resources needed	Dead-line	Date Completed	Comments



Resource: Goal Setting Plan of Action

_____’s *Plan of Action*

To achieve the following goal:

Today I will _____ *By* _____ *date, I will* _____

Signature: _____ *Witness:* _____

Recap:

We reviewed:

- ▶ Definition of career development
- ▶ Five stages of career development
- ▶ How to help someone move to the next career stage
- ▶ Roadblocks and how to overcome them
- ▶ Motivation and action plans
- ▶ Many career resources

Questions & Answers?

- Write to mdesroch@Brockport.edu

Next . . . Assignments you can give to your child to complete to spur their career development!



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Assignment #1

Assignment #1: Explore 3 careers by visiting the following website and gathering the information in the categories listed below.

<https://www.careeronestop.org/ExploreCareers/explore-careers.aspx>

Describe career #1:

Education needed:

Average salary:

What abilities/skills are needed:

Employment outlook:

Describe career #2:

Education needed:

Average salary:

What abilities/skills are needed:

Employment outlook:

Describe career#3:

Education needed:

Average salary:

What abilities/skills are needed:



Assignment #2

Visit Career Services office

<https://www.paulsmiths.edu/cacs/career-services/>

Complete one or more of the following:

- a. Update your resume.
- b. Identify schools with graduate programs in your career area. Describe the courses.
- c. Find out the costs associated with graduate school.
- d. Find out what financial support (e.g., scholarships or teaching assistants) might be available for graduate education.

Assignment #3

Purpose: To meet with a faculty member in the related career area and find out more about a career path.

- a. Research any faculty member you want to talk to before requesting a meeting (what courses do they teach, what research do they do, how long have they been at the university, get contact information)
- b. Make up a meeting checklist with questions you want to ask about your career interests
- c. Suggest a day, time, and location that is likely best for you both
- d. Be clear on your goals for the meeting. Be on time for the meeting.
- e. Consider starting with a personal /professional question like, “Where did you grow up?”, “What projects are you working on?”, “How did you end up in environmental science?”
- f. Share a bit about yourself
- g. Don’t be shy about talking about the hard stuff: struggles in classes, missing home, fear of not belonging, being in over your head, etc.
- h. Take a picture of yourself with the faculty member to document your visit and provide a written description of what you learned about your desired career path.

Assignment #4

Interview someone working in your desired career.

Ask them the following questions:

- a. Why did you choose this profession?
- b. What qualifications and skills must you have to pursue this occupation?
- c. Could you describe one of your typical workdays?
- d. What do you find most challenging about your job?
- e. What do find most enjoyable?
- f. Are there any negatives to your job?
- g. How many hours do you work in a typical week?
- h. What would be a reasonable salary range to expect if I entered this field? What is the long-term potential?
- i. What is the advancement potential in the field? What is a typical path?
- j. How did you get your job?
- k. If you could start all over again, would you change your career path in any way? Why?

Write down their answers and share them with your parent.

Please Complete Our Evaluation Survey

We would greatly appreciate it if you would take a moment and evaluate this resource for us and help to improve it for others.

[Link to Survey](#)



Thank You!

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Many thanks for assistance in developing this educational resource to:

- ▶ **Marcie Desrochers, Ph.D.**, Associate Professor of Psychology, SUNY--The College at Brockport
- ▶ **Deborah Naybor, Ph.D.**, Professor of Environment and Society, Paul Smith's College
- ▶ **Janet Mihuc, Ph.D.**, Professor of Biology, Paul Smith's College
- ▶ **Courtney Bringley, M.S.Ed.** Executive Director of Academic & Career Success at PSC, Paul Smith's College Career Services
- ▶ **Celia Evans, Ph.D.**, Professor of Ecology, International Programs Coordinator, Fulbright Liaison and Fulbright Program Advisor
- ▶ **Jorie M. Favreau, Ph.D.**, Department Chair of Natural Resources Department at PSC
- ▶ **Daniel Kelting, Ph.D.**, Forestry Faculty: Executive Director of Adirondack Watershed Institute, Paul Smith's College

- ▶ **National Science Foundation S-STEM Grant #1742041**