

**Marginalized Group Career Counseling Paper**

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**Introduction**

College is supposed to be an exciting time, with parties and friends all around. But, it can also be incredibly stressful for students (Pedrelli et al.,2015). Many of them did not use all of their resources until they were already in their senior year. One of the most important services that a career counseling center can provide is to help students improve their academic experience. Through this process, they can apply classroom learning to a pre-professional setting. Besides being places where people can learn and exercise their minds, college campuses also provide various resources that can help students reach their goals and make their way in their careers. Exploration and career counseling are two of the many avenues that students are encouraged to explore as they move through their studies, networking, and work. Through career counseling, students can also find out if certain career paths or academic majors are right for them. Although anyone can benefit from career counseling, which can help them determine their next steps in their professional life. It can provide insight into one's professional development and assess one's values, interests, and abilities. Counseling can also assist individuals in making informed decisions regarding their professional roles and increasing their satisfaction. The paper aims to provide a comprehensive analysis of the student population in college and career decision-making. It will also talk about the various tools and theories that are available to help students make informed decisions regarding their professional careers and improve their satisfaction.

### **Career Counseling for College Students**

Students enrolled in college have access to various services, including career counseling. Through career counseling, students can develop a plan for their future and make informed decisions regarding their lives and careers. This process can help them realize their goals and live a fulfilled life. Most students are not aware that colleges offer career counseling services. This

can affect the decisions they make regarding their future careers. College students who utilize their resources reflect on their stressors and feelings and find ways to manage them while also making informed decisions on their lives. According to career counselors, college students often struggle with identifying a major due to the conflicts of interest that they have: what they want to be and the financial support they need. A study revealed that students who participated in career workshops or sessions provided them with valuable insight into making informed decisions. Besides finding a major that fits their needs, career counseling also addresses other barriers that prevent students from achieving their goals. The insights gained from career workshops or sessions can help individuals establish foundations for their future careers (Brower et al.,2019). Besides choosing a major that fits their requirements, career counseling can also address other barriers that prevent them from achieving their objectives. Compared to an upscale university, lower socioeconomic students may not have the same level of resources. In addition, many students who attend college are not aware of the various barriers that can prevent them from learning. Lack of direction and knowledge can prevent students from making informed decisions and getting the most out of their college experience.

### **Social Cognitive Career Theory and College Students**

The concept of social cognitive career theory is relatively new and explains various aspects of career development. The theory's goal is to provide a full understanding of the various facets of career development. It focuses on the development of basic career and academic interests, as well as the choices and actions that are made. This theory employs various concepts from earlier career theories, which have been proven to influence the development of career prospects. These include the elements of interests, values, abilities, and environmental attributes. Their professional and academic success will be influenced by their choices and actions. The study

utilized the SCCT model to analyze the academic performance of first-year undergraduate students. It was able to determine how persistence and success affected their senior year planning. The Social Cognitive Career Theory correlates with the academic performance of college students. The level of interest, experience, and the grade point average (GPA) were some of the indicators that indicated what possibilities the students had for themselves. Although stress is a common concern for students, the study revealed that stress and efficacy can predict the challenges that they will face in their careers. Students who improved their personal skills are more likely to cope with the various challenges they would face in their careers.

### **Applying Social Cognitive Career Theory**

The Model Expectations helps individuals identify their own beliefs and get help from counselors. The second stage of the SCCT explores the effects and causes of actions. When students see an opportunity for themselves, they may begin to question themselves. These statements help open up discussions about their future careers and their preferences. Through this navigation, career counselors can help students organize their thoughts and transition into setting goals. The Model Expectations can be very trial and error when it comes to how people perceive their experience. The last model of the SCCT is the goal setting process. Individuals with specific goals, such as getting financial freedom, becoming the CEO of an organization, or traveling the world, may look for jobs that can help them achieve these dreams. During this phase, career counselors can help students develop their networking skills and find jobs that will help them reach their goals. The performance model of the SCCT can influence a student's objectives. Feedback and criticisms can affect an individual's perspective on their goals. This can also affect their satisfaction in their field. Career counselors can help students identify their goals and develop a plan for their future careers by understanding their current situation and

values. By acquiring an understanding of the individual's motivations, interests, and circumstances, career counselors can create a system that will help students succeed.

### Roadblocks/barriers

According to the SCCT, career counseling can be affected by environmental and objective barriers. Factors that influence career choice include the quality of education, the availability of financial support, and the exposure to training resources that are required for successful completion. The environmental factors are categorized into proximal and distal influences. These two categories refer to the obstacles or influences that people encounter when trying to respond to a given variable. The term distal influences refers to the factors that can affect an individual's expectations and self-efficacy (Brown & Lent, 2021). These can include feedback that one receives from an activity or role. Discouragement or negativity can cause a shift in thinking. The concept of proximal influences refers to contextual events that happen during the decision-making process. These can be factors that people consider when making a career change. Proximal influences include hiring processes, professional contacts, and subjective experiences within specific roles. These factors play a significant role in how individuals respond to and implement the SCCT model's components. The model can generate innovative ideas based on the experiences described. The goal of the SCCT is to help people develop a path based on their goals and beliefs (Shi, 2023). Through the model, counselors can help individuals identify their personal obstacles that can prevent them from making the best decisions. Through the model, counselors can assist individuals in identifying their personal obstacles and developing a strategy to overcome them.

### Resources

While college students can go to the career centers to receive counseling and therapy, there are also other resources that counselors can recommend to help them feel supported even after they have left their positions. Online and local resources are also meant to support individuals and communities (Johnson et al.,2022). They can help instill purpose and skill development. One of the most effective tools that can help people make informed decisions is Pick my career. This online tool can help them find the right path for their career. It features career coaching sessions designed to help people develop their skills in various areas of their lives. These include personal interviews, management workshops, and presentation sessions. Resources within a community can be accessed easily due to their welcoming nature. When college students leave their studies, it is important that they look for career centers that can provide them with guidance after graduating (Brower et al.,2019). One of the most common career centers in a community is a local student resource center. These provide training and job hunting workshops to help individuals find the right fit for their careers. These local resources can help individuals land a job and ensure that every aspect of their career search, including interviewing, is covered. While counselors strive to make their clients feel respected and prepared, there are also various factors that can overwhelm them. (Wen et al., 2022). The SCCT model goes beyond the traditional boundaries and encompasses beliefs, objectives, and networking opportunities. Through the SCCT model, clients are taught to consider realistic goals and possible rewards (Shi,2023). For their clients, the counselors should also consider various assessments that are designed to help them identify their ideal fields of work. Integrating these assessments allows counselors to talk about the results with their clients and consider the three models, including expectations and beliefs. Making the experience personal can help make people feel more confident and put a

more accurate perspective on the process. Different results will be experienced by each client as counselors work with them.

### **Spiritual**

Christians believe that every member of a congregation is called upon. One of the callings of a career counselor is to help people develop a perspective on their life and work that is focused on God's purpose (Gilbertson et al.,2022). While most people already know what they are supposed to do, some may need time to listen to God to find their calling. Two of the most common theories that people can use to find their calling are positive psychology and SCCT . These theories help people identify their talents and develop a framework for their development. Counselors assist clients in attaining clarity as to what their calling truly is. During this crucial stage, college students must first identify their purpose (Leung & Pong,2021). This will enable them to make informed decisions regarding their future. Students must continue to explore their goals and talents throughout their academic careers. Career counselors are responsible for providing the necessary support to help students reach their goals. Even though college students may feel uncertain about their future, participating in this process can provide them with valuable insight into their capabilities, interests, and personality. The career counseling center must inform students about available services to ensure that they receive the best possible support. The lack of awareness regarding these services can prevent learners from benefiting from them.

### **Conclusion**

While some students have a clear goal in life, it can be hard for others. People may go through trials and errors in their lives and eventually become discouraged. Through career counseling, individuals can identify their key markers and develop a process that is both realistic and

supportive. The calling of a career counselor can be influenced by a range of factors. A personalized experience uplifting and engaging for the client and the practitioner is important.

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