The Benefits of Career Development in Undergraduate Education

Abstract

2014 Capstone Project

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This paper reviews the current literature regarding career development and concludes with a discussion of the implications of this research to allow the reader to better understand some of the most common and effective methods of implementing career development opportunities for undergraduate students and the lasting benefits for students who participate in these initiatives. Topics covered in the literature include relevant career development theories, best practices for general student career development, and specific aspects of career development for minority student populations. Research, policy, and practice implications are discussed, including incorporating career development more fully into the undergraduate experience and ways practitioners can best serve minority populations. This paper posits that career development is essential to undergraduate student development and success and presents examples of best practices that have been successfully implemented at specific institutions.