

School and Career Counselors and Advisors

SOC: 21-1012 • Career Profile Report

■ Key Facts

\$65,140

Median Salary

376,300

Employment

+4.0%

Growth Rate

■ Requirements & Salary Range

Education: Master's degree

■ Automation Risk Assessment

Low Risk - 6.0% probability of being automated in the next 10-20 years.

This job is relatively safe from automation due to its creative, social, or complex problem-solving requirements.

■■ Work-Life Balance

8.1/10 - Excellent work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	4.0/10	Investigative	5.8/10
Artistic	7.0/10	Social	9.2/10
Enterprising	5.0/10	Conventional	5.8/10

■ Top Skills Required

Analytical skills, Compassion, Interpersonal skills, Listening skills, Speaking skills

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

School and Career Counselors and Advisors help students and clients **develop educational and career plans, overcome challenges, and achieve personal and professional goals**. They provide guidance on course selection, college applications, career pathways, and personal development. Their work is critical in education, workforce preparation, and student success.

This career is well suited for individuals who enjoy counseling, problem-solving, and supporting others in achieving their goals.

What Do School and Career Counselors and Advisors Do?

These professionals assess student needs, provide guidance, and develop strategies to support academic and career success.

Common responsibilities include:

- Assessing students' skills, interests, and abilities
- Advising on course selection, college applications, and career options
- Developing individualized education and career plans
- Facilitating workshops, counseling sessions, and group discussions
- Monitoring student progress and providing interventions as needed
- Collaborating with teachers, administrators, and parents
- Maintaining confidential records and documentation

Key Areas of School and Career Counseling

Counselors and advisors may focus on specific populations or aspects of guidance:

- Academic Counseling: Helping students plan and achieve educational goals
- Career Planning and Exploration: Guiding clients in career decision-making and job preparation
- College and Post-Secondary Guidance: Assisting with applications, financial aid, and admissions
- Personal and Social Support: Addressing emotional, social, or behavioral challenges
- Workshops and Program Development: Creating programs to support learning and career readiness

Skills and Abilities Needed

Counselors and advisors combine interpersonal, analytical, and organizational skills.

Core Professional Skills

Personal Qualities That Matter

Education and Career Pathway

This role typically requires formal education and training:

- Bachelor's Degree (minimum): Education, psychology, counseling, or related field
- Master's Degree (common): School counseling, career counseling, or counseling psychology
- Internship or Practicum: Supervised experience in counseling settings
- Licensure or Certification: Required in most states for school counselors
- Continuing Education: Staying current with counseling techniques, career trends, and educational practices

Where Do School and Career Counselors and Advisors Work?

They are employed in organizations focused on education and career development:

- Elementary, Middle, and High Schools
- Colleges and Universities
- Career Centers and Workforce Programs
- Nonprofit Organizations

- Private Counseling or Consulting Services

Work environments include offices, classrooms, counseling centers, and community facilities.

Is This Career Difficult?

This career requires strong interpersonal skills, problem-solving abilities, and patience. Counselors must manage diverse student needs, provide guidance, and adapt strategies to support success.

Who Should Consider This Career?

This career may be a strong fit if you:

- Enjoy helping students and clients achieve educational and career goals
- Are patient, empathetic, and supportive
- Can communicate effectively and work collaboratively
- Are organized and detail-oriented
- Want a career focused on guidance, counseling, and personal development

How to Prepare Early

- Take courses in psychology, education, and counseling
- Volunteer or intern in schools, career centers, or youth programs
- Develop communication, listening, and problem-solving skills
- Learn about career pathways, college admissions, and workforce development
- Explore graduate programs and certification opportunities in counseling

School and career counselors and advisors guide students and clients toward educational and professional success, providing support, resources, and strategies for achieving personal and career goals.

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Source: <https://www.bls.gov/ooh/community-and-social-service/school-and-career-counselors.htm>