Who are clients with special needs?

a) Disabled individuals

b) Women in the workforce

c) Workers who have been displaced

d) Economically disadvantaged workers

e) Delayed entrants to the workforce
   a) Military, retirees, ex-offenders

f) Midlife job changers

g) Older workers

h) Workplace issues confronting GLBT clients
Career counseling for individuals with Disabilities

• The term disability and/or disabled are often misused and/or misunderstood

• Rehabilitation – Education, improve physical functioning, enhance psychological adjustment, increase social adaptation, improve vocational capabilities, and identify recreational activities.

• Major classifications of disabled persons involve:
  1) Mobility
  2) Hearing
  3) Vision
  4) Developmental disorders
  5) Seizure disorders
  6) Psychiatric disorders
  7) Cognition
Career counseling for individuals with Disabilities

- https://www.youtube.com/watch?v=WlUQBQLhDnA
Career counseling for individuals with Disabilities

- **Career counseling process:**
  a) Assessment, occupational exploration & choice, vocational training, placement, and follow up.

- Interview the client and really get to know them as much as possible.

- It is more important to assess what the client **CAN** do as oppose to what they cannot do.

- Explore occupations that correspond to client’s physical and mental abilities. Should still be as wide as universal jobs.
Career counseling for individuals with Disabilities

• Factors to consider:
  a) Complications of attitudes of coworkers & employers
  b) Clients have limited experience resulting in poor decision making
  c) Low self esteem
  d) Lack of role models

• Provide to clients:
  a) Resources and provide info on how to find these resources
     1) Community resources and/or college campus resources
  b. Understand the legal obligations that work areas need to provide for and when those obligations are bring violated.
  c. Facilitate any type of field experience (internship, volunteering, paid experience, etc.)
Career Counseling for Women

It’s our time to have wage equality once and for all & equal rights for women in the United States of America.

-Patricia Arquette
Career Counseling for Women

• More education is usually touted as the solution, but recent data shows this doesn’t solve the problem.

• Women face more distractions which forces them to spend less time in the workforce:
  a) Child-rearing
  b) Caring for aging parents
  c) Single parent family
  d) Victims of violence
  e) Coping with divorce or death of spouse
Career Counseling for Women

• Career counseling process:

  1) Is your career choice your preliminary choice, or a result of socialization?

  2) Explore your client’s self efficacy
Career Counseling for Women

- Career counseling process:

  3) Explore feminist theory
     a) Stage 4 & 5 – Women perceive themselves as powerful and can make a difference in the world.

  4) Educate women on discrimination & sexual harassment in the workplace
Career Counseling for Women

• https://www.youtube.com/watch?v=u2cisLYPFkc
Career Counseling for Displaced Workers
Career Counseling for Displaced Workers

• Career counseling process:

1) Engage and/or identify any crisis counseling intervention needed
   a) Depression, los self-esteem, anxiety

2) Help clients locate suitable educational and training programs to
   prepare them for employment.
Career Counseling for Displaced Workers

http://ca-hwi.org/cccHealth/
# Career Counseling for Displaced Workers

## California Community Colleges Statewide Health Occupations Directory

### Health Occupations By Program

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Career Counseling for Displaced Workers

Respiratory Care Practitioner

Job Description

Respiratory care practitioners care for people with breathing disorders. They work with premature infants with underdeveloped lungs, patients who have had heart attacks or strokes and patients who have chronic diseases like asthma or emphysema. The typical duties of respiratory therapists include giving oxygen to patients, measuring lung capacity, monitoring oxygen concentration in blood and using equipment such as ventilators to maintain a patient's oxygen supply. They may administer aerosol medications that patients inhale. Respiratory therapists perform chest physiotherapy on patients with chronic lung disease to remove mucus from their lungs and make it easier to breathe. This may involve placing the patient in a position that helps drain mucus, thumping and vibrating the patient's rib cage and encouraging them to cough. Some respiratory therapists visit patients at home and check on their breathing equipment and medications.

Nearly all respiratory therapists work in hospitals, and may need to work evenings, nights and weekends.

Educational Programs/Qualifications

Respiratory care practitioners need to have a good science background, mechanical ability and an interest in working with patients. They need to complete a respiratory care program at a community college or vocational school, which lasts two years. There are also four-year Bachelor's degree programs. Respiratory care practitioners must pass an exam and be licensed by the State. Prerequisite courses include Human Anatomy, Intro to Chemistry and Beginning Algebra.

Links to Additional Career Information

Respiratory Care Board of California (916) 323-9883 www.rcb.ca.gov
American Association for Respiratory Care (972) 243-2272 www.aarc.org
Salary/Wage: Click here
Career Counseling for the Economically Disadvantaged

• Disadvantaged can have several meanings

• 3 groups make up the economically disadvantaged:

  1) **The chronically poor**
     • Born into poverty and lack resources to meet basic needs.

  2) **The unemployed or newly disadvantaged**
     • Usually jump for job to job
     • Now in greatest danger because more often there no jobs to return to.

  3) **The underemployed**
     • The working poor
     • Low skill, low wage earning
Career Counseling for the Economically Disadvantaged

• Career counseling for this population:

• Four-part program
  1) Access to basic adult education & specific vocational training
Career Counseling for the Economically Disadvantaged

• Career counseling for this population:

• **Four-part program**

  2) Personal and/or career counseling

  3) Information about the world of work along with skills

  4) Appropriate vocational training and placement
Career Counseling for the Economically Disadvantaged

• **Things to consider:**

  - Many of these clients will have high levels of depression, low self-esteem
  - Use meditation techniques to sometimes help clients deal with employment uncertainty
  - Providing realistic and practical information about the world of work will help.
Counseling Gay, Lesbian, and Transgender Clients

President Obama signs LGBT executive order

THE WASHINGTON EXAMINER | JULY 21, 2014 AT 12:14 PM
President Obama signs executive order banning workplace discrimination against lesbian, gay, bisexual and transgender employees.

Counseling Gay, Lesbian, and Transgender Clients

• Sexual orientation is one of many factors that influence career development
  a) Fear of workplace discrimination
  b) Lack of support
    • Family, community, religion, etc.
  c) The interest of going into nontraditional career paths

• Career counseling process:
  a) Researcher suggest to do a little soul searching first and check your own biases
  b) Understand identity development of this population
  c) We must be advocates for this population
Career Counseling for Former Military Personnel

- 3 categories of individuals who return from service:
  1) Those that spent 20-30 yrs in service and retiree
  2) Members who experienced a disability and can no longer serve
  3) Those who leave after a brief period

- There are a multitude of reasons for individuals who enter and leave the military

- Career counseling (things to consider):
  1) Educate yourself on PTSD
  2) Get to know GI Bill and the function it serves in higher education
Career Counseling for Former Military Personnel

http://www.8newsnow.com/story/23064032/helping-former-military-members-find-civilian-jobs
Career Counseling for Ex-Offenders

Sacramento County Program Gives Ex-Convicts Chance To Build Future

July 1, 2014 6:45 PM

http://sacramento.cbslocal.com/2014/07/01/sacramento-county-program-gives-ex-convicts-chance-to-build-future/
Career Counseling for Ex-Offenders

• The California Logic Model: Evidenced-based Rehabilitation for offenders success
  1) Assess risk and target offenders who pose the highest risk
  2) Assess needs (seven factors)
  3) Develop a behavior mgmt. program
  4) Deliver cognitive-behavioral programs
  5) Conduct periodic measures of an offenders progress
  6) Prepare offender for reentry
  7) Reintegrate offender in collaboration w/ community agency
  8) Follow-up
Career Counseling for Ex-Offenders

• Counselors need to be advocates

• Counselors may need provide personal development skills

• Still too few resources exist (including fiscal resources) to support to the amount of individuals in this population
Career Counseling for Midlife Job Changers

• Occurs during 35-45 age period

• Described as a “midlife career renewal”
  a) Reconsideration of original career choice
  b) Dealing w/ polarities that may have developed in the personality
  c) Modify the structure of one’s life to fit conclusions reached

• Things to consider:
  • Many times midlife career changes are involuntary due to career displacement
Career Counseling for Voluntary Changers

• Needs, interests, and values change as we age.

• The search for more “meaningful work”

• Dissatisfaction for current work situation (being passed up during promotions)

• Occupational change occurs when the attractiveness of the new opportunity plus the expectation of successful entry exceeds the pressure to remain in the current position.
Career Counseling for Voluntary Changers

• The two-income family
  • The extra income allows one party now to venture out and discover a career they are more passionate about.

• Counselors, things to consider:
  • Usually clients in this population make this change from a position of power and do not require much help.

• Still, counselors should be able to provide adequate career information during the inquisitions
Career Counseling for Older Workers

• Like many of the other populations sometimes we still have these stereotypical views of older adults
Career Counseling for Older Workers

Career Counseling for Older Workers

• 1967 – Age Discrimination in Employment Act

• Many older adults cannot retiree due to financial constraints, or sometimes personal preference (not just for economical reasons).

• Social security benefits play a factor in decision making

• Myths do exist about older workers, but only one holds truth which is our health does decline with age. Maintaining our health through nutrition and exercise will make a difference
Career Counseling for Older Workers

• Career counselors, things to consider:

  • Help clients maintain flexibility in their personalities

  • Older workers are just as productive as younger workers

  • Clients may be overqualified for certain jobs they wish to enter, but sometimes that’s the point

  • Older workers can learn new skills just as much as their younger colleagues
CAREER EXPLORE

ACTIVITY

Grades K-8
Online resources & lessons

- Handout out of k-12 calendar
- [http://www.elementaryschoolcounseling.org/career-exploration.html](http://www.elementaryschoolcounseling.org/career-exploration.html)