FEM 4113

ISSUES IN CAREER ADVISING AND GUIDANCE

ISSUES ON ASSESSMENTS
- Jenis ujian - Ujian Minat, Nilai, Personaliti dan pencapaian
- Untuk apa diperlukan? Kenali potensi atau motivasi atau untuk kenalpasti masalah
- Interpretasi data?
- Kesahan alat dengan budaya tempatan
- Proses penterjemahan

ISSUES ON Research
- Career development perspectives
- Searching for acceptable methodology
- Career behaviour are dynamics thus new RQ’s are always forming
- The application of multiple CD theories
- New emerging techniques others than discriminant analysis, analysis of variance, correlational or regression

Issues for women
- Equalization of job opportunities
- Information resources on nontraditional occupations for women
- Dual roles, Child care
- Working environment
- Sexual harrassment
- Entreprenurships

Issues for men
- Fear of feminity – gender roles socialization
- Placing achievement and success in perspective, learn to relax
- Restrictive emotionality
- Dealing with competition
- Changing male roles in dual-career homes
- Needs of househusbands
- Men in nontraditional careers (social work, nursing, elementary school teacher, office work)

ISSUES CONCERNING CLIENT’S
Strategies for Minimizing Insensitivity to Clients’ Values

- Become informed about variety of values held in society.
- Be aware of your own values.
- Present value options to clients in an unbiased manner.
- Be committed to client’s freedom of choice.

Strategies for Minimizing Insensitivity, continued

- Respect clients with values that differ from your own.
- Consult with others when necessary.
- Consider referring clients to another counselor when substantial moral, religious or political value differences exist.

ISSUES ON Technology

- Comprehensive career info
- Validity of data and sources
- Using Internet job search sites
- Resume request through technology

Reasons for Combining Computer and Counselor

- Students/clients mask other problems under the rubric of career concerns.
- Some individuals do not profit from use of technology because of learning or personality style.
- Research indicates that the most effective intervention is a combination of technology and counselor support.

Counselor Responsibilities

- Determine readiness of the client to use a computer system effectively
- Expand on the interpretation of assessment
- Assist individuals to identify values that guide decision making
- Provide motivation and emotional support
- Suggest creative alternatives

Advantages of Internet Delivery of Career Information and Interventions

- Provides access from many places, 24/7.
- Can serve very large and dispersed audience.
- Databases can be updated frequently from one central source.
- Linkages to other websites can be incorporated.
- Counselor support can be provided online.
Disadvantages of Internet Career Planning Services

- Access and operation may be slow.
- Use of audio and video may not be feasible because of bandwidth and other technical concerns.
- The Internet is not a secure environment.

Counselor Competencies Needed

- Detailed knowledge of the system or site
- Capability to diagnose the user’s needs and capability to profit from use of technology
- Capability to motivate user to invest time
- Capability to assist user to turn data into information
- Capability to move user beyond information to an action plan

Counselor-Computer Models

- One-to-one counseling + computer-based system or website(s)
- Group guidance + computer-based system or website(s)
- Group counseling + computer-based system or website(s)
- Cybercounseling + use of assigned websites

Issues Related to Cybercounseling

- Environment - lack of face-to-face contact
- Problems - need to discern which can be dealt with in this mode
- Clients - need to discern who can profit from service in this mode

Issues Related to Cybercounseling, continued

- Security - need to protect confidentiality
- Counselor training - need to identify competencies and train for them
- Supportive services - need to discern when to refer

Issues concerning evaluation
Why Evaluation Is Important
- Determine if participants are reaching the predetermined objectives
- Improve services
- Provide accountability
- Determine whether outcomes are worth expenditures

Types of Evaluation
- **Formative** - purpose is to improve an ongoing program
- **Summative** - purpose is to determine whether to retain a program

Steps in Planning Evaluation
- Decide whether to do formative, summative, or both
- Identify the specified attitudes or behaviors to be evaluated
- Identify the sources of the evaluation data
- Determine how and when to collect data
- Determine how the data will be analyzed

Stakeholders
- A **stakeholder** is any person or entity who is affected by a program of services.
- Stakeholders must be considered when planning evaluation.
- Different stakeholders may desire different kinds of feedback (evaluative data).

Types of Data
- **Qualitative** - measures the perceived value of the services and the extent to which measurable objectives have been reached - in ways other than numbers
- **Quantitative** - collects and reports numbers

Methods of Evaluation
- Questionnaires
- Interviews
- Formal instruments
- Follow-up studies
Using the Results of Evaluation

- To determine if services met the needs of the participants
- To improve the services
- To provide feedback to stakeholders
- To determine if outcomes were worth the expenditures

Roadblocks to Evaluation

- Staff has fear of negative results and possible consequences.
- Guidance services are often non-systematic, not lending themselves to evaluation.
- Some counselors believe that their work cannot be quantified and evaluated.
- Time is always insufficient, so evaluation is given low priority.

Definition

- Community counseling is the application of counseling principles and practices in agency, organization, or individual practice settings that are located in and interact with the surrounding community.

Competencies

- All professional counselors are trained in the same 12 basic competencies.
- Community counseling requires skill in four additional competencies -- coordination, consultation, advocacy, and case management.

Coordination

- This is a process of bringing together the needs of a client and resources of the community.
- Schlossberg's 4-step model provides a helpful framework for identifying client strengths and barriers.
Coordination

- Counselors need to identify community resources available and know them well.
- Working with a client is a 5-step process:
  - Identify client needs.
  - Match client needs and community resources.
  - Introduce client to the resources.
  - Refer the client.
  - Follow through with the client.

Consultation

- **Consultation** is the work of one professional with another in an attempt to find ways to reach compromise that will address the needs of a third party (the client).

Advocacy

- **Advocacy** is the act of exerting pressure on some aspect of the community in order to improve the resources available to clients.

Case Management

- Its **goal** is to assure that a client receives the sequence of services needed in a timely and coordinated way.
- Its instrument is the **case plan**.
- Its **tasks** include coordinating, sequencing, communicating, and following through.

Community Counseling and Other Specialties

- **Similarities**
  - Practice draws on the same base of counseling theory.
  - Counselors deal with similar client problems.

- **Differences**
  - Community counselors deal with adults.
  - Options are limited to those in community.
  - Counselor may spend equal time with client and resources.
  - Work setting is the community.

Futuristic issues

EMERGING TRENDS
Emerging trends

- Interest in CPg become even stronger in near future
- Managing one’s career individually (no more the employer)
- Technology savvy
- Career coaching and life coaching – CD facilitators

Future

- The changing workplace and changing workforce
- Newly created jobs pay less
- Diversed work force
- Retraining workers due to downsizing