

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: *16 Work Integration Post Traumatic Brain Injury*

Abstract: Trauma Brain Injuries (TBI) impact individuals in emotional, behavioral, cognitive, and physical forms. These deficits greatly influence the ability to resume normal lifestyle routines. The majority of TBI patients struggle to understand and adapt to sudden role changes and responsibilities in the workplace environment. This presentation will focus on exploring the effects of learning new job duties and making new career choices that help accommodate patients who have suffered from a TBI.

Goals: Goals -Participants will be introduced to commonly seen TBI deficits that could impact workplace environments -Participants will learn solution-focused interventions to address and conquer deficits -Participants will learn how to integrate multifaceted disciplines and their skills in different work environments **Objectives** - Presenters will show a variety of deficits which appear often and have the potential to have adverse effects. - Presenters will give examples of skills and techniques used to address deficit areas, challenges, and barriers. - Presenters will demonstrate adaptable interventions and examples to show multidisciplinary approaches in this special population.

Summary: Trauma Brain Injuries (TBI) impact individuals in emotional, behavioral, cognitive, and physical forms. These deficits greatly influence the ability to resume normal lifestyle routines. The majority of TBI patients struggle to understand and adapt to sudden role changes and responsibilities in the workplace environment. There are multiple issues which arise during this difficult time in a patient's life that alters their perceptions of life and how it will continue. This presentation will focus on various resources, interventions, skills, techniques, commonly used counseling theories, and current research to support given information.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Diverse Populations

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Lecture

Relevance: Presenters will be providing various career interventions in regards to traumatic brain injury and the effects that are evident after treatment.

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: *17 Queer Affirming Career Counseling: A Constructionist and Intersectional Application Across the Lifespan*

Abstract: This presentation includes an experiential case study application examining the importance of a queer affirming and intersectional paradigm and outline the integration of two major career theories which can be uniquely positioned within a queer affirming and intersectional lens, to serve clients who hold marginalized identity statuses within the workplace.

Goals: 1.Participants will be able to discuss culturally responsive career counseling practice across the lifespan for queer individuals through an affirmative counseling lens. 2.Participants will increase their understanding of emergent career concerns including political and social issues impact for queer-identified persons. 3.Participants will analyze and apply career developmental theory considerations, intersectionality framework, and queer theory when providing career counseling services. 4.Participants will analyze a case study, exploring the broader socio/political implications and the application of Super's Lifespan Life Space Model and Savickas's Career Constructionist Theory.

Summary: To understand the career experiences of queer-identified persons, it is essential to examine the implications of cultural contexts and systemic influences, as well as the policies and political realities that shape the world of work within the United States; particularly in our current age of social uncertainty. This presentation aims to outline the career and workplace considerations of queer individuals by highlighting (1) intersectional and queer theory, (2) affirmative counseling practices, (3) emergent career issues including political and social issues and, (4) career development theory considerations across the lifespan, which are used to enhance extant career development theories. Presenters will collaborate with attendees and explore how career counselors can utilize affirmative career counseling practice through the examination of a fictional client, based on real-life client interaction and experience. Specific interventions under a career constructivist framework will be discussed in order to outline affirmative, comprehensive, and effective career counseling services to queer individuals. If the conference is virtual: To ensure goals are met, zoom breakout groups and polling will be used to promote audience engagement. In addition, participants will be given a join code to enter into a Flipgrid discussion. This platform allows participants to upload videos asking questions or discussing various topics concerning the presentation. This join code also allows participants to respond to each other promoting continued conversation.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Diverse Populations

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Lecture

Relevance: This presentation aligns with the conference theme through its attention to and affirmation of a person's queer identity as a part of career counseling. Affirmative counseling utilizes creative interventions to meet the unique career needs of clients. The ever-increasing attention to intersectionality as fundamental to counseling practices underlines the importance of employing effective career interventions in work with clients who have multiple, intersecting identities. Participants will explore the impact and consequences of the global pandemic on career success and career counseling.

2021 Proposals

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: *18 Essential Workers: Helping Older Job Seekers Find Purpose and Hope in Trying Times*

Abstract: The Covid-19 pandemic is an extreme example of lives and careers dramatically upended. Learn how a Chicagoland job club rapidly pivoted to help older workers make technical and personal connections though sheltered in place, and use wisdom of the ages to present their best selves to land employment virtually.

Goals: How the career professional can: * Leverage available resources to help older client re-orient and productively adapt to critical technical challenges in rapidly and significantly changed job market * Create and adapt career and clinical interventions to foster professional and personal resiliency and well-being during national and global crisis * Embrace new technology and assist older clients in confidently and effectively Zoom and other virtual platforms to network, interview and land new jobs * Develop new tactics and creative strategies to structure and implement program to meet rapidly changing client needs in unprecedented times

Summary: The national and global economic impacts of the Covid-19 pandemic have been considerable, particularly for older job seekers (50+). The sudden plunge into protracted crisis with the greatest job loss since the Depression amplified their pre-existing re-employment challenges and future uncertainty. While cycling through an overburdened, outmoded unemployment insurance system, and squeezed job market, older workers routinely face fewer prospects, longer unemployment and less time to make up economic losses. Parallel situational anxiety and depression also take a toll. For even the most employable, job loss is a blow to a sense of self and stability, and worldview. Workers, suddenly unemployed after 25 years, can lose focus, purpose, professional identity and hope. In March 2020, as a career counselor and facilitator of a Chicagoland area job club, I immediately landed with my clients in the virtual world of Zoom. While sheltering in place, we never missed a weekly meeting. As other job clubs shut down in the region, we learned to navigate this new dynamic together, technical glitches and all. For many, myself included, Zooming was a new phenomenon with new online considerations and technical fears to overcome. In an unprecedented time, rife with economic, racial and political upheaval, the job club provided a bulwark of personal and professional support, and source of recalibrated career tactics and strategies. As a mindfulness practitioner, I also offered techniques to help clients to create awareness, strengthen inner resources and present their best selves to employers.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Program Management/Implementation

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Lecture

Relevance: The Lisle Township Job Club, serving thousands in Chicago's western suburbs for a quarter century, meets emergent needs of older and pandemic job seekers to: "çBest present themselves virtually and update materials to reflect remote capabilities "çAdjust to changing employment landscape and personal circumstances "çOvercome technical challenges and misperceptions about job market "çAnticipate, prepare and adjust values pitch to changing needs "çSafely look for safe jobs "çFocus on what they can control to identify and create opportunities "çInform and help navigate UI hurdles, and locate training resources "çMindfully protect wellbeing, enhance mindset and widen perspective on potential opportunities

2021 Proposals

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: 19 *CareerScope Interpretation: Understanding the Assessment*

Abstract: CareerScope is used by the Department of Veterans Affairs for Servicemembers and Veterans preparing to use their educational benefits. This training session will familiarize counselors with how to interpret the interest and aptitude scores, explain career recommendations, and common negative influences on assessment performance.

Goals: By the end of this training, the user will be able to: Explain what CareerScope measures Explain interest scores and how to interpret them Explain aptitude scores and how to interpret them Explain the career recommendations Discuss common negative influences on assessment performance Understand how to prepare the evaluatee for the assessment Identify considerations for plan development

Summary: Power Point presentation that covers the user manuals for the CareerScope.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Assessment

Willing to Accept Alternate Presentation Type: 0

Virtual Alternative: 1

Method: Lecture

Relevance: The CareerScope is used by the Department of Veterans Affairs to service the military population. This special population is a targeted group for career intervention. They require unique assistance to effectively utilize their educational benefits. The CareerScope provides the foundation of quality assistance.

2021 Proposals

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: *20 Transition Assistance Program (TAP): A Career Changing Resource for Service members*

Abstract: Take a look at what Service members are provided through the Transition Assistance Program (TAP). What is TAP? What do they learn? What resources are provided? This session will answer these questions and more by providing an overview of TAP and the transition process for Service members.

Goals: To provide career counselors thought-out industry, education, and government, an understanding of the information and resources provided to Service member within TAP.

Summary: TAP is an outcome-based, modular program which assists Service members with their transition into the civilian world. This program is an interagency collaborative partnership within the federal government, between Department of Defense, Veterans Affairs, Department of Labor, Small Business Administration, Department of Education, Department of Homeland Security, and Office of Personnel Management. TAP seeks to provide those who have served our country with the best approaches, information, and resources available, to enable the transitioning Service member to be successful as a civilian. Recent changes in TAP processes have allowed the program to become more responsive to the specific needs of the transitioning Service member. Some modules are mandated by Congress, while others are chosen by the Service member to provide information in a focus area more closely aligned with their post-transition goal, such as education or employment. Utilizing a standardized self-assessment and personalized counseling, the needs of the Service member is assessed and their pathway determined, which then relates to the modules assigned. In addition, other types of resources and programs are made available to the Service member during transition to assist with a successful entry into the civilian world.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Training Clients and Peers

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Lecture

Relevance: TAP provides information and resources to approximately 200,000 career changers (aka transitioning Service members) each year. Some choose to remain in a similar field, while others, approximately 50%, choose to move into a completely different career field. With an incredibly diverse population served, knowing the resources being provided to those exiting the service would provide career counselors with practical tools and knowledge to assist this special population of career changers.

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: *21 Better Together: Strategies for successful interagency collaboration to serve transition youth with disabilities*

Abstract: A content analysis of the literature was conducted to describe the significance of collaboration when providing career development and transition services to students with disabilities, especially utilizing the framework of the working alliance. Characteristics of successful collaboration were identified based on the key components of an effective working alliance.

Goals: Participants will increase their understanding of the significance of collaboration among various service providers on career development and successful transition to adult life for students and transition youth with disabilities. Participants will explore Bordin™s (1979) working alliance as a conceptual framework to conceptualize effective collaboration of transition services. Participants will be provided with information based on the content analysis of current literature on the interagency collaboration for career development and transition services for students with disabilities. Participants will engage in a discussion about the implications of the content analysis, as well as applications to their own work.

Summary: Defined as a collaboration between a client and a counselor based on the development of a relationship bond as well as a shared agreement to the goals and tasks of counseling, Bordin™s (1979) pantheoretical concept of the working alliance has well been recognized as a significant factor influencing positive counseling outcome. In providing effective transition services to students and youth with disabilities, collaboration among different stakeholders, such as vocational rehabilitation counselors, career counselors, special education teachers, community partners, family members, and students, is a necessary process for successful career development and transition to adult life. Previous literature has proved the significance of the interagency collaboration in enhancing post-school outcomes for youth with disabilities. Yet, issues and barriers to successful collaboration still exist in practice. We conducted a qualitative content analysis based on the literature review of 46 articles to understand how effective interagency collaboration strategies can be illustrated through the major components of the working alliance. Findings from the content analysis indicated that several key themes were linked to the three components of working alliance: goals, tasks, and bonds. Information identified from the content analysis adds to the current literature on career development and transition for students and youth with disabilities. We expect that the findings would significantly contribute to the field in implementing collaborative practices and evaluating them for their effectiveness. Ongoing research and training for service providers on the development of a working alliance for successful collaborative transition services are essential.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Diverse Populations

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Lecture

Relevance: Many students with disabilities experience barriers in their successful transition from school to adult life, compared to their peers without disabilities. Interagency collaboration takes a significant role in making career development and transition services more effective. This presentation will synthesize the available information on effective practices for interagency collaboration within the framework of the working alliance. We will also provide information about innovative and effective strategies for building cooperation between service providers, including career counselors, in order to meet the career development needs of students and young adults with disabilities.

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: 22 *The Impact of Drug Use on Career Development*

Abstract: Substance use disorder (SUD) significantly impacts an individual's career development. Opioid use in particular plagues industries and individuals in epic proportions. This presentation addresses substance use in the workplace; and provides strategies that career counselors, EAP counselors, and HR professionals can utilize to address this challenge.

Goals: At the conclusion of this program, participants will: 1. Understand the impact of substance use disorder on individual development, including lifespan issues, workplace issues, financial issues, and issues impacting special populations. 2. Understand the impact of substance use disorder on employment and career development issues including workplace safety, workplace overdoses, unemployment, workplace absences, work motivation, and role that employment plays in the recovery process. 3. Learn practices for those working with this population from literature in vocational rehabilitation, substance use, career development, and human resources. Participants engage in interactive discussion and brainstorming session on interventions and resources.

Summary: Substance use disorder (SUD) is a significant concern both globally and nationally. SUD may impact development in areas such as educational attainment, employment, and income. This presentation addresses impact that substance use, specifically opioid use, has on the workplace and strategies that counselors and human resources professionals can utilize to address this challenge. While opioids receive the majority of media attention, other drugs such as stimulants (e.g. Adderall) have been cited in workplace substance use cases, claiming this addictive behavior continues from high school and college, primarily to increase productivity. Interventions are available including structured work programs and job skills training programs. Substance abuse and public policy researchers have endorsed the use of vocational services as part of the recovery process (Bauld, Templeton, Silver, McKell, Novak, & Hay, 2013; Meara, 2006; West, 2008; Wong & Silverman, 2007). Several benefits have been cited including increased earnings and reduced dependence on welfare (Meara, 2006), obtaining employment and maintaining abstinence (West, 2008), and increased job skills and job readiness (Wong and Silverman, 2007). Medication assisted treatment (MAT) including methadone, Buprenorphine (Suboxone), and Naltrexone poses both opportunities and challenges. Due to the universal nature of SUD, counselors in all specialties are faced with helping clients manage difficulties of addiction and employment. Significant stigma and stereotypes surround SUD which hinder one's career opportunities. Practitioners are encouraged to conduct an honest self-evaluation regarding their own beliefs and experiences with persons in recovery.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Diverse Populations

Willing to Accept Alternate Presentation Type: 0

Virtual Alternative: 1

Method: Lecture

Relevance: Individuals with SUD come from all backgrounds and represent a kaleidoscope job seekers. Addiction does not discriminate based on age, race, or socioeconomic status. Negative consequences of addiction eliminate opportunities for meaningful work. This presentation specifically addresses women, veterans, ex-offenders and people with mental illness. The fastest growing populations of opioid users are women and the elderly, with rural regions being some of the geographic areas most significantly impacted by the Opioid Use Disorder. Despite these demographic differences, treatment to improve their employment outcomes is available.

2021 Proposals

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: 23 *"COVID-19 Ended My Season!" Career Exploration Beyond Pro Sports for a Student Athlete*

Abstract: Student athletes face unique challenges when transitioning from a dedicated sport. From the lens of Cognitive-Information Processing theory, we address career exploration and planning for the transitioning athlete and suggest interventions to implement as they prepare for a new chapter of career outside the world of sports.

Goals: Review the impact of COVID-19 on the student athlete's mental health and the affect associated with career exploration. Examine unique factors affecting a student athlete's transition from sport to a career outside of sports. Gain knowledge in the student athlete's experience when transitioning through the lens of the Conceptual Model of Adaptation to Career Transition. Discuss career exploration and planning using Cognitive-Information Processing theory as the student athlete approaches the transition from sports. Suggest interventions and provide resources to utilize as student athletes begin the transitioning period and career exploration and planning starts.

Summary: Student athletes dedicate years to the demands of their respected sport. However, at some point of the student's career, the student athlete will have to transition from the sport into a new world of careers. This transition can be difficult or easy depending on the preparation of the student-athlete. In most of these situations, the student athlete will prepare for the transition as the end of the season approaches. Nevertheless, COVID-19 abruptly ended seasons for athletes across the nation forcing these athletes to begin the transition process sooner and unexpectedly. The impact of COVID-19 will be addressed as it relates to the mental health of these student athletes and the effects of career exploration and career planning. Using the Conceptual Model of Adaptation to Career Transition, the presenter will explore the factors playing a role in a student-athlete's transition including identity loss, autonomy, and, social identity, and discuss Cognitive-Information Processing theory to also address career exploration and planning for the transitioning athlete such as the use of the CIP pyramid and CASVE cycle. Lastly, the presentation will highlight possible interventions to use for the transition period of the student-athlete and provide flexible options within the virtual world. In addition, free resources for supporting these student athletes in their career decision making process will be provided. These resources include guides to good decision making, CASVE Cycle, CIP pyramid, and individual learning plans.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Career Development Models

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Lecture

Relevance: While transitions of a student athlete occur every year for institutions, COVID-19 ended many seasons abruptly for student athletes. Many students were forced out of free will to begin the transition to a new career outside sports and chapter of life. This presentation presents the different theories and models to provide an understanding of this unique population and the challenges student athletes face when transitioning. In addition, the presentation suggests interventions and resources to use for the population to not only aid in the transition but encourage best practice when working with student athletes especially in the age of unknowns.

2021 Proposals

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

ID/Title: *24 Reducing Recidivism through Collaboration*

Abstract: The United States has the highest incarceration rate in the world, and Oklahoma has the highest incarceration rate in the United States. An active effort is being made, however, in combating incarceration rates by reducing recidivism through collaboration. Find out about Oklahoma's RES program in this 1 hour presentation.

Goals: Examine the philosophy behind the RES program List the benefits of collaboration, especially when helping justice-involved individuals Display the accomplishments of the RES program so far Explain the steps of creating a RES program in your state

Summary: Nearly 20 years ago the National Institute of Corrections developed a 24 hour course on how to help justice-involved individuals obtain and retain employment. Much of the information has changed over the years, but one key strategy and philosophy continues to be incredibly effective: collaboration. In 2019 a Re-Entry Employment Specialist (RES) Team was started in Oklahoma, and the results have been phenomenal. Building off the philosophy and collaboration, dozens of non-profits, state agencies, and educational institutions have begun working together to elevate the lives of returning citizens. As a result, MOU's have been created and recidivism has dropped. Great things have been accomplished in less than the 2 years that the team was created, and bigger accomplishments are sure to follow. The method of achieving this has been simple, the RES Team regularly gathers just 1 or 2 participants from over a dozen different organizations and puts them through 3 days of learning and team building. Passions for reentry work are ignited, and strong connections are made between individuals. Upon returning to work, those passions and connections are shared with coworkers, and soon an entire networking of passionate, professional, and caring people is created with the sole purpose of reducing recidivism by elevating the lives of returning citizens. Now, instead of every organization trying to do everything, each organization can focus on their strengths and refer clients to other organizations for other services. It's a solid method that's making a big difference in a state with the largest incarceration rate.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Presentation (70 minutes)

Competency: Program Management/Implementation

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Lecture

Relevance: The RES Team actually won the Kaleidoscope Award from OkACTE in 2020 for being a program that increased the diversity and inclusion in CareerTech programs across the state. The whole point of the RES program is to developed a kaleidoscope of connections and resources in order to have better career interventions with justice-involved individuals.

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Professional Development Institute (4 hours)

ID/Title: *PD13 OWDS: An inclusive workforce development program for Justice Involved Citizens*

Abstract: OWDS: An inclusive workforce development program for Justice Involved Citizens is a 10-module curriculum designed to introduce, explain, and provide practical experience with the tools and strategies targeting employment retention for the justice involved and marginalized population.

Goals: Overall program learning objectives Explain and analyze formal and informal career assessments List the impacts of implicit bias on the stigma of incarceration Analyze LMI Research for local industries suitable for Justice Involved Citizens (JIC) Develop employment retention protocols that will enhance case management strategies for JIC Interpret an employer-fit formal and informal assessment tool Design a business consultative approach for JIC Establish a recruitment/employee retention strategy Respond to an employer objection to hiring a JIC using a Specific Overriding Communication Objective (SOCO) Conduct public speaking practices associated with current JIC employment initiatives for chamber of commerce meetings and more

Summary: Current talent management research has found that the primary stimulant of a successful company is the talent within a business rather than the amount of capital or wealth the company accumulates. Justice-involved citizens represent a significant and yet underutilized talent base, who seek out services from American Job Centers (AJC) and community-based or faith-based organizations (CBO's). Most AJC and CBO workforce staff have a limited understanding of the system of incarceration or justice involvement and thus display the tendency to treat the justice involved job seeker with stigma, resulting in increased utilization of a one size fits all job development and placement approach. Many justice-involved citizens have a limited or nonexistent work history, thereby complicating the process of ensuring a quality job match and employer fit coefficient. To address these seemingly competing ambitions, job development and employment retention strategies and techniques for the justice involved citizen will be discussed and defined in the OWDS: An inclusive workforce development program for Justice Involved Citizens training. Job development combined with employment retention is an emerging field of study and thus many of the strategies and techniques designed and targeted for this population have yet to reach mainstream protocol and thus are not practiced with the degree of integrity necessary to ensure high quality placement and employer-fit acceptance. This workshop will provide skills to improve job retention for justice-involved citizens using case-studies and a limited role-play exercise.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Professional Development Institute (4 hours)

Competency: Employability Skills

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Demonstration

Relevance: OWDS: An inclusive workforce development program for Justice Involved Citizens corresponds to the conference theme because this program addresses a highly stigmatized audience, introduces the coordination of both traditional and non-traditional career development concepts as well as psychosocial constructs that influence employment retention principles and protocols for the Justice Involved Citizen.

2021 Proposals

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Roundtable (30 minutes)

ID/Title: *R6 Using Schlossberg's Transition Theory to Address Occupational Wellness in Military Spouses*

Abstract: This presentation will discuss the importance of promoting occupational wellness in military spouses. The presenters will define occupational wellness, while discussing factors that impact this component in the lives of military spouses using Schlossberg's Transition Theory. In addition, the presenters will identify innovative strategies for promoting occupational wellness in the given population.

Goals: 1) Define occupational wellness & discuss factors that impact occupational wellness in military spouses using Schlossberg's Transition Theory 2) Identify innovative strategies for increasing occupational wellness in military spouses 3) Examine ethical considerations and counselor implications for working with the given population

Summary: Due to military culture and the many factors associated with the culture, the employment needs and desires of this population are not often prioritized. According to the Military Spouse Employment Report (2012), military spouses have been shown to be less employed than civilian spouses, even with a post-secondary degree. As counselors, it is imperative that we acknowledge their needs and advocate for occupational wellness for the military spouse. Because of the many considerations that accompany work with military spouses, counselors must be innovative and ethical in their approach to promoting occupational wellness in the given population.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Roundtable (30 minutes)

Competency: Diverse Populations

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Lecture

Relevance: A kaleidoscope continually changes patterns and shapes. When looking at the lives and career-related experiences, there are constant changes in the patterns and shapes in their lives. Military culture impacts not only the military personnel, but it also impacts the lives of the military spouse and roles that they play. Due to the many factors associated with military culture such as deployments, frequent moves, family separations, etc (Mansfield et al., 2010; Padden & Agazio, 2013), the occupational wellness of the military spouse may become a lost entity. Because of this, it is important to develop effective strategies for the occupational wellness of military spouses to promote their identity outside of military life.

2021 Proposals

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Roundtable (30 minutes)

ID/Title: *R7 Career Counselor as Advocate: Assisting Transgender Clients Overcome Employment Barriers*

Abstract: During this roundtable discussion, participants will learn about the unique challenges that transgender individuals face in obtaining and maintaining meaningful employment. Career counselors need to be competent to work with all individuals. Advocacy and multicultural competency are key components of the ACA Code of Ethics.

Goals: Objective #1: Participants will understand the advocacy responsibilities that come with the role of career counselor. Objective #2: Participants will learn about the unique challenges that transgender clients have in obtaining and maintaining employment. Objective #3: Participants will understand the importance of the multicultural counseling competency within career counseling as defined by ACA Code of Ethics. Objective #4: Participants will be able to apply successful career counseling strategies with transgender clients.

Summary: Advocacy and multicultural competency are key components of the ACA Code of Ethics which licensed counselors must uphold. Working with all individuals, including transgender individuals, is an expected competency. For counselors to advocate for their clients, they must first be aware of the unique challenges and barriers which make it difficult for full community inclusion of transgender individuals. Transgender individuals are at an increased risk of having more mental health challenges due to multiple factors such as: poor social support, low socioeconomic status, discrimination, and internalized stigmatization, (Bariola, Lyons, Leonard, Pitts, Badcock, Couch, 2015; Meyer, 2003). When counselors have achieved awareness of the unique challenges transgender clients are facing in obtaining and maintaining employment, they can become more competent when providing career counseling. As advocates, counselors can take actions in their own offices to have a more welcoming environment for transgender individuals. They will also be more competent and comfortable sharing their knowledge with community partners such as agencies, schools, and employers. 30 minute Roundtable Agenda: 10 minutes-Provide Background Data and Evidence Based Practice Information 20 minutes-Discuss with Participants Career Counseling Strategies

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Roundtable (30 minutes)

Competency: Diverse Populations

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 1

Method: Other

Relevance: My roundtable discussion topic is relevant to the conference theme because transgender individuals are included in our diverse population and career counseling professionals must provide career interventions which are innovative and effective. The roundtable discussion will bring new ideas for career counselors who have less expertise in counseling with this marginalized population.

Focus Area: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Roundtable (30 minutes)

ID/Title: *R8 Counseling Diversity: Expatriated and Repatriated Professionals in Career-Life Transitions*

Abstract: Practices that benefit cultural adjustment, assertiveness, stress-resilience, and performance are necessary for counseling expatriated and repatriated professionals. This presentation outlines the impact of multiple contexts, common factors, and specific needs with expatriates and repatriates during international career-life transitions, exploring approaches that counselors can incorporate while working with these populations.

Goals: By the end of this presentation, attendees will be able to: 1.Examine multiple contexts and key interactions involved in expatriation and repatriation 2.Align required competencies for career-life transition in expatriation and repatriation 3.Learn about risk and protective factors crucial for working with career-life transitions in expatriation and repatriation processes 4.Explore counseling theories and interventions that career counselors can incorporate in their practice while working with expatriated and repatriated populations 5.Expose benefits of career-life transitioning support

Summary: As global mobility flourishes, the expatriation of professionals and their families is a growing consideration in the United States. However, a paucity of research has addressed how international career-life transitions through expatriation and repatriation processes inform and influence individuals, personally and professionally. Expatriates are professionals that go to live abroad under a temporary but long-term work assignment. These professionals can expatriate to another nation or repatriate to their home country after work contract termination. The challenges related to international career-life transitions while expatriating or repatriating can be risk factors that impact individuals' lifestyle, cultural adjustment, and professional performance. Counseling interventions with expatriates and repatriates should focus on the combination of both international and national experiences through acculturating and enculturating processes for improved adjustment, assertiveness, stress-resilience, and performance. In combining these theoretical assumptions, this presentation provides intercultural and relational perspectives in better understanding cultural diversity and expatriates and repatriates' unique needs and outlines the relevance of tailoring counseling interventions for improved outcomes. We will offer an overview of intercultural and relational cultural theories and explore examples of integrating specific techniques to career counseling. Attendees will more fully understand the dynamics related to pre- and post- expatriation and repatriation and the intrinsic elements influencing this process. Attendees will also explore practical solutions for approaching expatriated and repatriated individuals' unique needs and discovering interventions to infuse protective factors that they can incorporate in their work with career-life transitioning support.

Focus: Career Counselors and Specialists Working with Special Population such as Military/Veterans, Corrections, Special Needs, etc.

Program Type: Roundtable (30 minutes)

Competency: Diverse Populations

Willing to Accept Alternate Presentation Type: 1

Virtual Alternative: 0

Method: Other

Relevance: An increase in global mobility has suggested a shift in career interventions to better counseling diversity. This presentation integrates theory and practice by applying an intercultural perspective on expatriation and repatriation processes. The information presented can support counselors in their goals of providing culturally sensitive interventions to assist clients of differing backgrounds in dealing with transitional stress and uncertainty. As expatriation emerges as a phenomenon, it has become essential to align innovative theories and interventions to meet the needs related to international career-life transitions and required competencies for expatriating and repatriating experiences.