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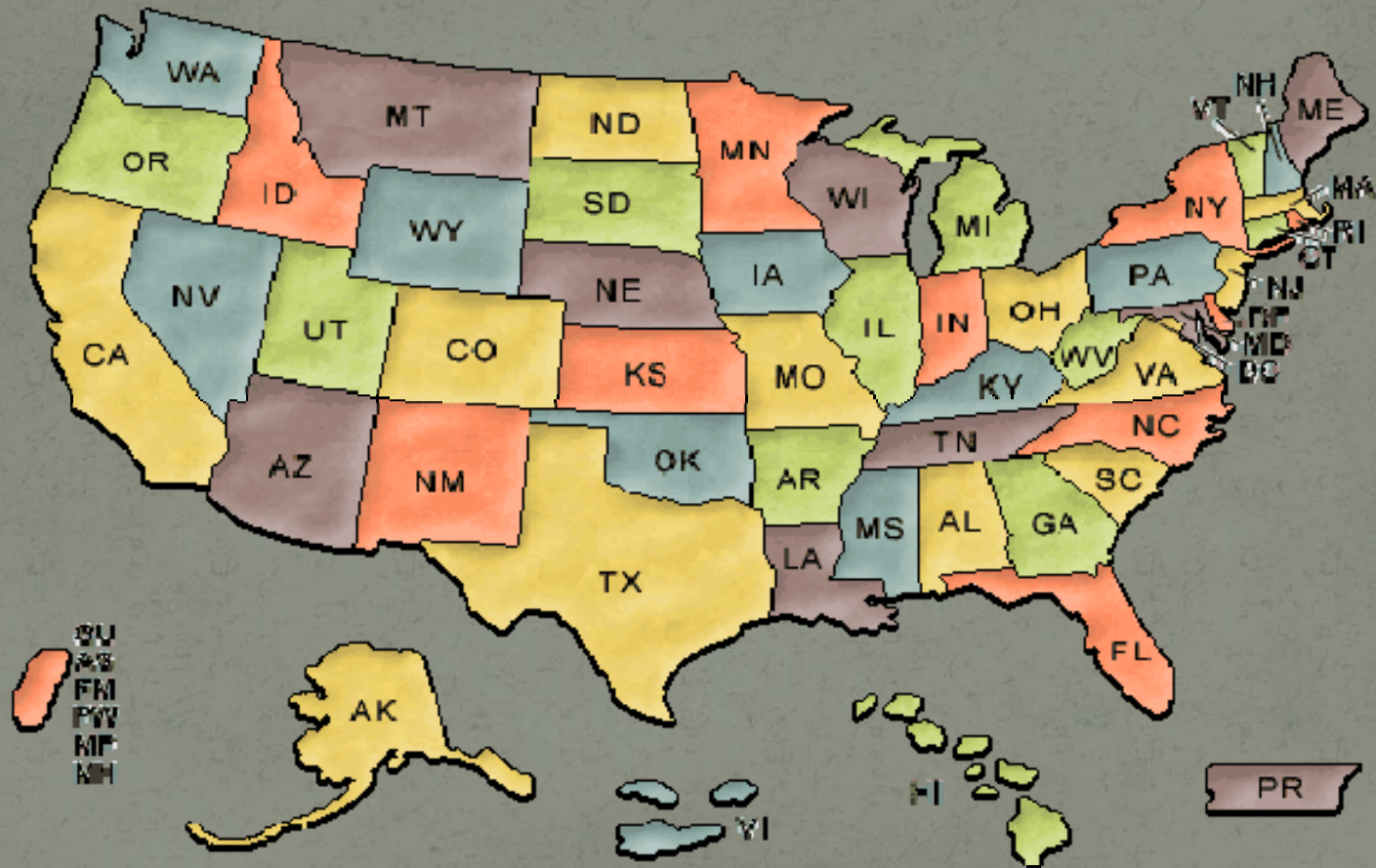
A Career Counseling Model for Working with Adults with Disabilities through the Division Vocational Rehabilitation

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Session Overview

- Learn how to develop contracts with Vocational Rehabilitation to provide career counseling services to individuals with disabilities, including a four-session career counseling model.
- Increase knowledge and skills needed to work with the diverse range of people with disabilities in the United States.

Division of Vocational Rehabilitation



Theoretical Approach & Tools

- Ecological Model of Vocational Behavior for People with Disabilities (Szymanski & Hershenson, 1998)
- Self-Determination Theory (Deci & Ryan,)
- Career Style Interview (Savikas, 1995)

Ecological Model of Vocational Behavior for People with Disabilities (Szymanski & Hershenson, 1998)

Context

Class, income, education, legislation, environmental factors

Individual

Gender, race, physical and mental abilities and impairments, interests

Processes = decision making & development

Mediating Factors

Processes = allocation & socialization

Individual

- Work personality
- Self-efficacy beliefs & expectations

Cultural

- Beliefs, acculturation, racial identity
- PROCESSES = CONGRUENCE with environmental factors

Societal

- Discrimination
- Prejudice
- classification

Environment

Elements in work that are influential to behavior

- Work culture
- Characteristics of workers in environment
- Physical structure of environment

Processes = chance, labor market forces

Outcome

The behaviors or states that results from the interactions of constructs and processes

- e.g., job satisfaction, job stress, employment attainment, competitiveness, etc.

Need for Self-Determination

- Three contextual factors foster Self-Determination
 - Autonomy
 - Competence
 - Relatedness

Need for Self-Determination

- **Autonomy**

- The experience of free will without much external regulation or control

- **Competence**

- People who are able to learn the relevant tasks involved in a given work setting are more likely to experience success and feelings of mastery
 - Greater effort in a task
 - Persistence in the face of obstacles

Need for Self-Determination

- Relatedness

- internalization can be facilitated when individuals feel connected to others in a meaningful way within their specific context.

Career Construction Overview

- “The only way to understand individuals is in the context of their environments as they experience them and understand the meaning of these experiences”
- “Behaviors are goal-directed results of the individual’s construction of the context” Stories are based on interpretations
- It’s the role of the career counselor to project past narratives into the future context

Career Counseling Model

- Session 1: Establishing the context for individual decision-making and development (social class, family, culture, disability/functional limitations, psychosocial adjustment, strengths).
- Session 2: Assessing the Mediating Factors (e.g., self-efficacy, cultural and societal) through the Career Style Interview (CSI: Savickas, 2001).
- Session 3: Incorporating the Environment into Career Planning through 1) reviewing the CSI and developing interpretations, and 2) identifying elements and structures in work that are important to the individual.
- Session 4: Integration of planning through the identification of salient career goals based on outcome factors associated with the individual (e.g., job stress, job satisfaction), the current labor market, and allocation of resources.

Session One

- Standard “first session” of career counseling with the following exceptions
 - Review VR Eligibility document prior to meeting, to determine disability, functional limitations, and work-related barriers to employment.
 - Review psychological or neuropsychological reports, if obtained from VR. Request this if it is available and you don't have it.
 - Investigate common functional limitations and employment barriers for the specific disability or chronic illness of the client (Prior to the session)
 - Obtain understanding of disability & health insurance (SSI/SSDI/medicare/medicaid)
 - Housing?

Session 2: Career Style Interview

- Alternatives include the Strong Interest Inventory, NEO PI-R, ONET Interest Profiler, or the SDS.
- Administer the CSI in one session
 - Who did you admire when you were growing up?
 - What magazines, websites, or Apps do you use?
 - What is your favorite book or movie?
 - Do you have a motto or favorite saying?
 - What were your favorite subjects in school?
 - (note, I omitted one final question because I find it doesn't work well for this population and purpose).

Other Tools

- What Works Chart (A Person-Centered Planning tool)
 - This tool is a great way to identify strengths and weaknesses, in a positive & practical manner.
- Transferrable Skills Analysis
 - Incorporating current functional limitations, which can be psychologically difficult if the client can no longer perform certain tasks

Sessions 3 & 4

- Session 3: Incorporating the Environment into Career Planning through 1) reviewing the CSI and developing interpretations, and 2) identifying elements and structures in work that are important to the individual.
- Session 4: Integration of planning through the identification of salient of career goals based on outcome factors associated with the individual (e.g., job stress, job satisfaction), the current labor market, and allocation of resources.

Sample of a CSI summary assessment

“The best is yet to come”

“Variety is the spice of life”

You like things that are exciting and new, you are motivated to be the underdog who succeeds, you would like to help others learn or explore new things.

Outside environments seem to be preferred, but not required

You would like to solve problems through yourself, rather than through technology.

You enjoy the outdoors, problem solving in nature, and problem solving with things that are broken, need to be constructed, etc.

You like either interacting with others or helping others, while you are doing these things.

You enjoy using your talents of conceptual problem solving to build things, fix things, or make things better.

Written Report to Voc Rehab Counselor

- Provide a 2-3 page written report
 - Summarizes career counseling process across the sessions. Includes:
 - Include transferrable skills analysis;
 - Synthesis of Career Style Interview, which I often translate into Holland Codes
 - Include recommendations for a career path, training options required. Provide specific information on what environments will facilitate success
 - Provide a range of options (e.g, groundskeeper to landscape architect)

Interested in developing a post-master's specialty in rehabilitation counseling

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