

CCDA 2022 Conference Session Handout

(The presentation slides will be available and shared on the conference day)

Title: Integrating career counseling and advocacy competencies to tackle systemic barriers to employment

Presenters:



Abstract:

This presentation will highlight the most pressing career development needs of underprivileged communities that the presenters work within diverse higher education and community counseling settings in the Bay Area. The presenters will demonstrate how career development professionals can identify and utilize specific advocacy competencies with their clients in the context of systemic barriers.

Goals:

- Learn about the most pressing career development needs of a sample of underprivileged client populations that face systemic barriers
- Identify the components of the ACA Advocacy Competencies with application to career development support
- Reflect on how advocacy skills and related strategies can be integrated into career development services and program development.

Why should we consider and integrate advocacy in career services?

The Covid-19 pandemic spotlighted the significant racial, gender, economic, and other disparities among people in the U.S. and other countries. As the great resignation debates and the recent increase in employee activism also demonstrate, persistent systemic barriers impact the employment access and personal and workplace well-being of communities, especially those from underprivileged or underserved backgrounds. Despite the progress in public awareness of systemic barriers, the political polarization, socioeconomic disparities, and prolonged change in dysfunctional employment-related policies continue to disadvantage the most vulnerable individuals. While the post-pandemic world of work is still emerging, uncertainty and unpredictability become global norms and challenges.

In this current climate, career development practitioners should reflect on their professional identities and competencies in the context of their clients' changing career development needs. This presentation will highlight examples of such needs that are embedded in systemic marginalization and barriers. The presenters (career counseling educators and trainees/interns) will share the most pressing issues based on the current statistics and research literature about underprivileged client populations, which include the following specific examples:

- First-Gen Community College Students
- Latina/x Women Completing/Achieving Graduate Degrees at Four-Year Universities
- BIPOC Women in Entry-Level Healthcare Professions
- Individuals who Experience Homelessness

The presenters will demonstrate how they connect their research (i.e., finding current information about these populations) to specific advocacy competencies to identify change strategies (e.g., individual level, organizational level, and systemic level advocacy strategies; ACA Advocacy Competencies; Toporek & Daniels, 2018).



Original model by Lewis, Arnold, House & Toporek (2003) updated by Toporek & Daniels (2018)

This demonstration will inform the participants about culturally responsive frameworks, advocacy competencies, and sample intervention ideas such as individual or small group career counseling that centers on empowerment (e.g., elevator speech, developing social and cultural capital), career development programs that tackle systemic barriers (e.g., how to create self-advocacy plans in the face of employment discrimination), contributions to employee activism (e.g., choosing allies and understanding risks), and other advocacy intervention examples.

The presenters recommend that participants to review the following resources to get the most out of our discussion on May 6:

American Counseling Association Advocacy Competencies:

https://www.counseling.org/docs/default-source/competencies/aca-advocacy-competencies-may-2020.pdf?sfvrsn=85b242c_4

American Counseling Association Multicultural and Social Justice Counseling Competencies:

<https://www.counseling.org/docs/default-source/competencies/multicultural-and-social-justice-counseling-competencies.pdf?sfvrsn=20>

NCDA Minimum Competencies for Multicultural Career Counseling and Development:

<https://associationdatabase.com/aws/NCDA/pt/fli/12508/false>

NCDA's 2015 code of ethics: http://www.ncda.org/aws/NCDA/asset_manager/get_file/3395