Counseling Interventions for Computer-Assisted Career Guidance

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Available CACG Components

- Needs Assessment and Recommended Use
- Assessment
- Search for Options
- Information Delivery
- Instruction
- Action Planning
Challenges We Face

With limited resources

avoid over-serving or

under-serving our clients
Possible Solution

Three-Step Counseling Model for CACG

1) Screening
2) Orientation
3) Follow-Up
Effective Use of the Model

Use as potential rather than required interventions

Use to stimulate thinking among practitioners

Use when systems or staff change

Use when planning evaluations
Effective Use of the Model
Minimum Use of the Model

Amount of support provided depends on readiness

Screening is required
Determining Support Needed

High readiness -
Self-help services

Moderate readiness -
Brief staff-assisted services

Low readiness -
Individual case-managed services
Self-Help Services

Screening (Brief) → CACG System Use
Self-Help Services

Screening (Brief) → CACG System Use → User Initiated Follow-Up
Self-Help Services

- Screening (Brief)
- 1st CACG System Use
- 2nd CACG System Use
Brief Staff-Assisted Services

Screening (Comprehensive) & Orientation → 1st CACG System Use → 2nd CACG System Use

Follow-Up
Brief Staff-Assisted Services

Screening (Comprehensive) & Orientation → 1<sup>st</sup> CACG System Use → 2<sup>nd</sup> CACG System Use

3<sup>rd</sup> CACG System Use → Follow-Up
Brief Staff-Assisted Services

- Screening (Comprehensive) & Orientation
- 1st CACG System Use
- 2nd CACG System Use
- Follow-Up
- 3rd CACG System Use
Individual Case-Managed Services

- Screening (Comprehensive)
- Orientation
- 1st CACG System Use
- Follow-Up & Orientation
- 2nd CACG System Use
- Follow-Up
Individual Case-Managed Services

Screening (Comprehensive) → Orientation → 1st CACG System Use

Follow-Up & Orientation → 2nd CACG System Use → Follow-Up & Orientation

3rd CACG System Use → Follow-Up
Individual Case-Managed Services

Screening (Comprehensive) → Orientation → 1st CACG System Use → Follow-Up & Orientation

2nd CACG System Use → Follow-Up & Orientation → 3rd CACG System Use → Follow-Up & Orientation

4th CACG System Use → Follow-Up & Orientation → 5th CACG System Use → Follow-Up
Screening

Purpose: helps ensure that system use fits client needs
Screening

Key Counseling Functions:

- Client information is obtained
- Needs are clarified
- Recommendations are made about services and resources
Screening

Potential Outcomes:

• A helping relationship exists
• Clients understand their needs
• Clients understand how needs may be met
• Clients have a system use plan
Orientation

Purpose: helps ensure effective system use by promoting understanding of system use to meet needs
Orientation

Key counseling functions:

• System information is provided

• System functioning is related to specific client needs.
Orientation

Potential Outcomes: the client should be

• better prepared for system use

• more confident of successful system use
Follow-Up

Key Counseling Functions: helps ensure that clients have used the system to meet needs and have a plan for future action
Follow-Up

Key Counseling Functions

• Helping relationship continues
• System use is monitored
• Needs are reviewed & suggestions made for further resource use
• Future career choices are discussed
Follow-Up

Potential Outcomes:

• have used the system to meet needs

• be aware of progress in meeting needs

• understand the use of additional resources to meet needs

• be better prepared for future choices
Effective Career Interventions

Since client needs vary, effective career interventions should vary among clients.

Similar services for each client are not likely to effectively meet needs.
Cost-Effective Services

The right resource
_used by the right person_
_with the right level of support_
_at the lowest possible cost_
For Additional Information

www.career.fsu.edu/techcenter/

Thank You