Training and Supervision for the Next Generation of Career Counselors

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Global National Career Development Conference 2015
Agenda

- Introduction and context
- External guidelines and standards
- Training new supervisors
- Strategies for professional development
- Challenges in training and supervision
- Sample materials
Context and Setting

- 4-year, Division I, Public Research University, 40,000 students
- M.S./Ed.S. CACREP-approved career counseling and mental health counseling programs in College of Education
- Total career counseling enrollment: 8-10; Admit 6-10 students per year
- Program also includes counseling psychology and school psychology
- Career Center’s ongoing commitment to support career counseling students with graduate assistantships
External Group Standards & Guidelines

- CACREP vs. APA standards vs. Licensure Boards
- Cooperative relationships with program faculty
- Site supervisor orientation and training
- Communicating to site supervisors specific requirements (e.g., site supervisor orientation record keeping, evaluation, etc.)
CACREP Requirement Areas

- supervisors
- supervision
- practicum vs. internship
- supervisor orientation & training
- site supervisor surveys
- self-report vs. taped
- summative and formative evaluations

CACREP 2016 STANDARDS – VIEW WEB SITE!
A. Program faculty members serving as individual or group practicum/internship supervisors must have the following:

1. A doctoral degree and/or appropriate counseling preparation, preferably from a CACREP-accredited counselor education program.

2. Relevant experience and appropriate credentials/licensure and/or demonstrated competence in counseling.

3. Relevant supervision training and experience.
External Groups

B. Students serving as individual or group practicum student supervisors must meet the following requirements:

- 1. Have completed a master’s degree, as well as counseling practicum and internship experiences equivalent to those in a CACREP-accredited entry-level program.
- 2. Have completed or are receiving preparation in counseling supervision.
- 3. Be supervised by program faculty, with a faculty-student ratio that does not exceed 1:6.
External Groups

C. Site supervisors must have the following qualifications:

- 1. A minimum of a master’s degree in counseling or a related profession with equivalent qualifications, including appropriate certifications and/or licenses.
- 2. A minimum of two years of pertinent professional experience in the program area in which the student is enrolled.
- 3. Knowledge of the program’s expectations, requirements, and evaluation procedures for students.
- 4. Relevant training in counseling supervision.
Training New Supervisors

- Overview and context
- Supervision manual
- Supervision boot camp
- Resource development
Supervision Boot Camp

- Eligibility
  - Completion of career advisor training
  - Meets CACREP and external group standards
  - New career advising and counseling staff
  - Commonly advanced doctoral students

- 6 weekly group trainings/meetings
- Completion of supervision training checklist
- Pre/post test evaluation
Methods of Supervision

- One-on-one
- Triadic
- Distance/online supervision
- Supervision of supervision
- Staggered methods for new supervisors
Strategies for Supervisors’ Professional Development

- Individual Learning Plans (ILP)
- Supervision contract
- Writing collaborations
- Supervision Summit
- Supervision evaluation form
- Presentations and workshops
- Career Advisor meetings
Examples for Supervisors’ Professional Development

- Resource development
  - Basic counseling skills checklist
  - Training videos of informed consent, etc
  - Client safety plan handout
- Conference attendance / professional associations
- Development of professional disclosure statement
- Involvement in supervision boot camp
- Safe Zone / Social Justice Trainings
Ideas for Current Supervisors’ Professional Development

- NCDA Training
  ~Clinical Supervision for Career Counselors and Other Practitioners (45 hours)

- NCDA Monograph
  ~Clinical Supervision of Career Practitioners: Practical Strategies

- Approved Clinical Supervisor (ACS)
  ~CCE/NBCC’s Approved Clinical Supervisor Online Training (30 hours)
Supervisor Survey, Spring 2015

What tools, resources, etc., are most helpful to you in providing career advisor supervision?

~Individualized Learning Plans
~Supervision manual
~Supervision notes
~Video review and session clients
~Extra resources on site (handouts, books, etc)
Supervisor Survey, Spring 2015

What are your biggest challenges in providing career advisor supervision?
~Time to review video, journals, notes, etc
~Helping new supervisees understand supervision
~Dual roles and relationships
~30 minute supervision vs. 1 hour supervision

How could the Counseling & Advising staff better assist you in your career advisor supervisory role?
~Streamline the supervision contract
~Video examples of common tasks
~Additional monthly trainings
Challenges in Providing Training & Supervision

- Finding collaborative sites
- Credentials/qualifications of site supervisors
  ~“unevenness” in site supervision
- Time commitments of students and supervisors
- Nature of client interaction--self report vs. taped individual sessions
Challenges in Providing Training & Supervision

- Dual roles and relationships
- Administrative vs. clinical supervision
- Meeting site vs. faculty/accreditation requirements/expectations
- Gatekeeping/evaluation challenges
Sample Materials

- Supervision contract
- Supervision training schedule
- Supervision training checklist
- Supervisor evaluation form
Discussion

- Reactions?

- Thoughts on how this information connects with your work in supervising and training career practitioners?

- Areas for Growth?

- Questions?
Thank you!

- Contact us if you would like to connect further
- Sample materials available for review
- References and resources handout available
- Enjoy the rest of the conference!