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CHAPTER 2: STARTING FROM THE BEGINNING: AN EXPLORATION THROUGH CAREER COUNSELING

1. Which of the following is NOT the three key steps identified to aid in choosing a career by Frank Parsons?

   A. A clear understanding of self, abilities, and resources
   B. An understanding of the job or career requirements to achieve success
   *C. Knowing your results from the alpha and beta tests
   D. An understanding of the relationship between one's traits and the factors related to the details of the job

Rationale: C. Alpha and beta tests may be helpful in identifying potential strengths but were used specifically for military placement.

2. The Holland Code SEA stands for:

   A. Social, Enthusiastic, and Artistic.
   B. Societal, Enterprising, and Ambitious.
   *C. Social, Enterprising, and Artistic.
   D. Societal, Enterprising, and Ambitious.

Rationale: C. Social, Enterprising, and Artistic are all part of the RIASEC framework, whereas Societal, Enthusiastic, and Ambitious all may be reflective adjectives that can help a person think about a job search, but are not part of the RIASEC framework.

3. True or False

   Holland's theory continues to be used and underscores several career assessments used today.

Rationale: True. Holland's theory has influenced other assessments that remain popular and respected today, including the Strong Interest Inventory and Self-Directed Search.

4. What is the objective of the Vocational Rehabilitation Act of 1918?

   *A. Initiate vocational rehabilitation training for honorably discharged World War I veterans
   B. Provide healthcare services to honorably discharged World War I veterans at a lower cost
   C. Provide substance abuse training to hospitals to better aid patients
   D. Provide career opportunities for soldiers returning from World War I, regardless of their injury status

Rationale: A. The word "rehabilitation" have multiple meanings depending on the context. The Vocational Rehabilitation Act of 1918 was created to specifically assist those who were honorably discharged from World War I for medical reasons.

5. What is an effective way to engage with first-generation college students?

   A. Tailor resources to this population

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B. Bring career services to the areas they already engage in (scholar's office, clubs, affinity groups)
C. Help students use their alumni network to build social capital
*D. All of the above

Rationale: D. All of the above-listed reasons are effective to engaging with first-generation college students. It is important to let these students know that career services offices are a place *for* them, no matter what their level of career knowledge or the size of their network when entering college. This population can be underengaged, making them to bring career services to the areas where they *do* engage particularly effective. Tailored resources tend to help population, particularly those who may be more marginalized and feel seen, safe, and valued.

6. True or False

Approximately one-fifth of Americans live in rural areas, and though these areas are thriving, deep poverty, high unemployment, and high underemployment persist across many rural communities (Ajilore & Willingham, 2019).

Rationale: True. The importance of understanding and considering the impacts on rural communities as we work within career development and counseling spaces is imperative. Clients living in rural areas may have particular and specific needs, and as counselors, we need to address and attend to these needs to support and work with the population.

7. A population to focus on within the college setting is first-generation college students. First-generation college students make up _____ of the total college population and about _____ of the population at the 4-year institutions.

*A. 50%, 34%
B. 30%, 20%
C. 15%, 50%
D. 60%, 20%

Rationale: A. First-generation college students make up 50% of the total population and about 34% of the population at the 4-year institutions.

8. International students are the vital population to consider within the college setting. In 2019, there were over _____ international students in the United States (Institute of International Education, 2020; Silver, 2021).

A. 100,000
B. 500,000
C. 800,000
*D. 1,000,000

Rationale: D. There are over a million international students in the United States, according to the Institute of International Education (2020). Enrollment declined by 15% in the 2020 to 2021 school year due to the COVID-19 pandemic (Silver, 2021).

9. True or False

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Income and expected income replacement (e.g., Social Security, investments, savings, pensions) play an important role in retirement decisions as people plan for their financial future (Career Research, n.d.).

Rationale: True. As career counselors work with clients, it is important to discuss financial considerations and impacts particularly as each individual develops a plan for the future, including the potential for retirement planning.

10. Retirement for many is an opportunity for a new career phase and to reimagine work and life rather than being the end point of career development. The U.S. Bureau of Labor Statistics cited that _____ of people aged 65 years and older were work working at least part time in 2020 and projected that the figure will grow to _____ by 2030 (Bureau of Labor Statistics, 2021).

A. 15.5%, 22.7%
*B. 35.5%, 43.7%
C. 45.5%, 33.7%
D. 55.5%, 15.7%

Rationale: B. The U.S. Bureau of Labor Statistics cited that 35.5% of people aged 65 years and older were working at least part time in 2020 and projected that the figure will grow a whopping 43.7% by 2030.

References

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