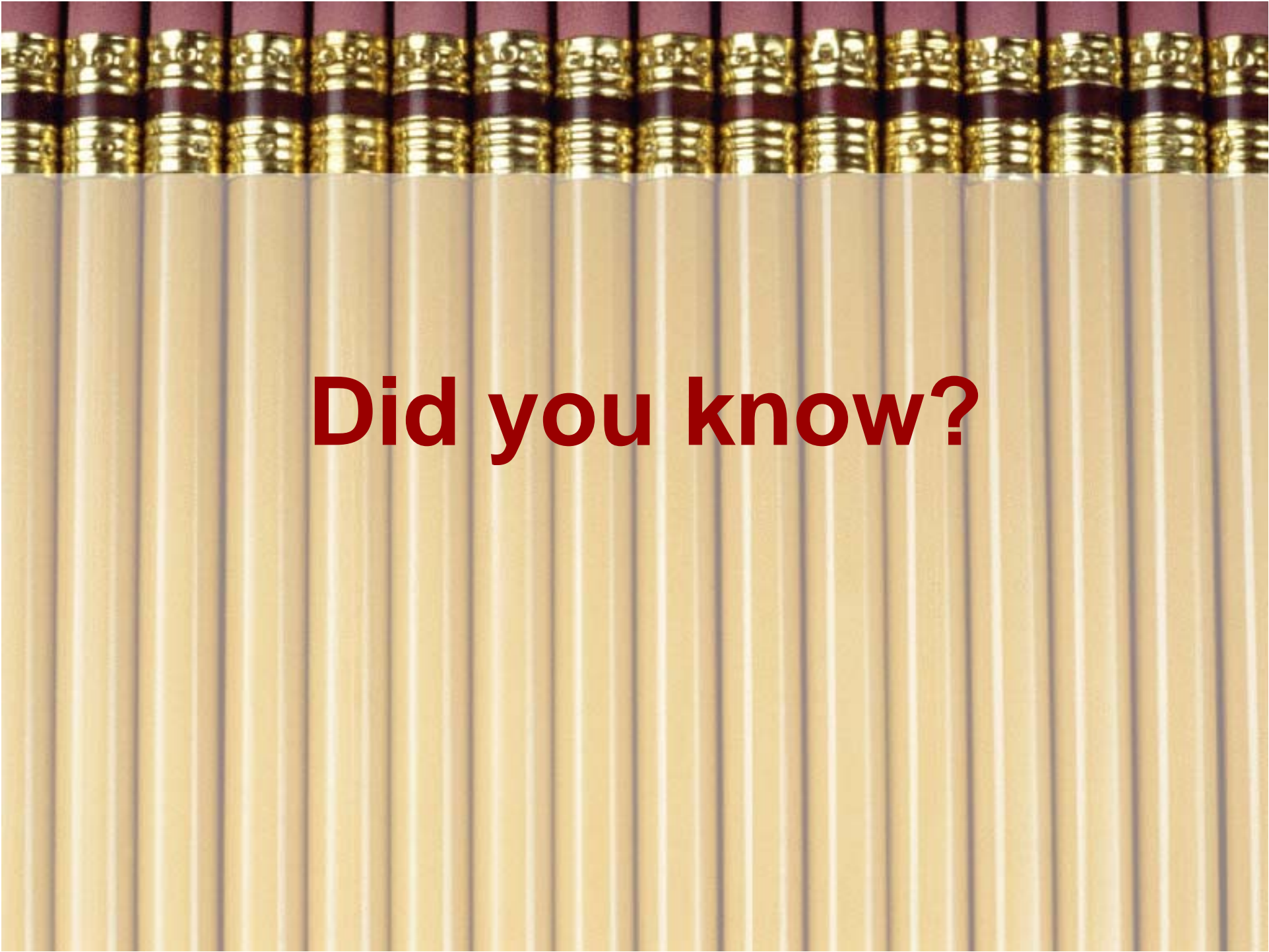




**Presenter:**

**Dr. Rosie P. Bingham**

A row of books with gold-colored spines and dark red covers. The text "Did you know?" is centered in red.

**Did you know?**

A row of books with gold-colored spines and dark red covers. The text "Sometimes size *does* matter." is overlaid on the books.

**Sometimes size *does* matter.**



If you're **one in a million** in China . . .

A row of books with gold-colored spines and maroon covers. The text is centered on the gold spines.

There are **1,300** million  
people just like you.

A row of books with gold-colored spines and maroon covers. The text is centered on the gold spines.

**In India, there are 1,100  
people just like you.**



**The 25% of the population  
in China with the **highest IQs** . . .**

A row of books with gold-colored spines and red covers. The text is centered on the gold spines.

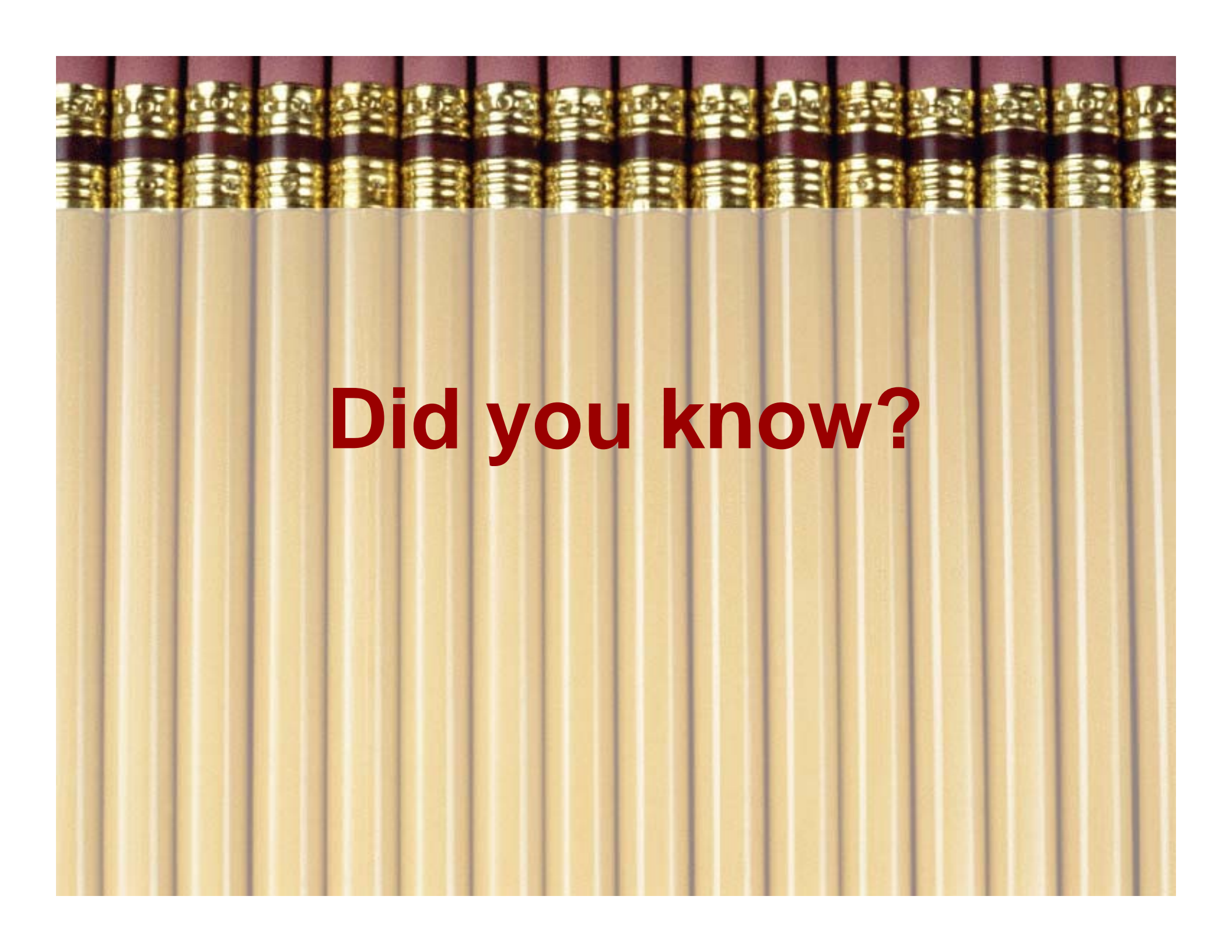
**is greater than the **total**  
**population** of North American.**

A row of books with gold-colored spines and maroon covers. The text "In India, it's the top 28%." is centered on the page.

**In India, it's the top 28%.**

A row of books with gold-colored spines and maroon covers. The text is centered on the gold spines.

**Translation for teachers:  
they have more honors  
kids than we have kids.**

A row of books with gold-colored spines and maroon covers. The text "Did you know?" is centered in red.

**Did you know?**



**China will soon become the number  
one **English-speaking country** in  
the world.**



If you took **every single job**  
in the U.S. and shipped it to China . . .

A row of books with gold-colored spines and maroon covers. The text "it would still have a labor surplus." is overlaid on the books.

it would still have a **labor surplus.**

A row of books with gold-colored spines and maroon covers. The text is centered on the gold spines.

**During the course of this  
presentation**



\* 60 babies will be born in the U.S.

\* 244 babies will be born in China.

\* 351 babies will be born in India.




**The U.S. Department of Labor  
estimates that today's learner  
will have **10 to 14 jobs** . . .**

A row of books with gold-colored spines and maroon covers. The text "by age 38." is centered on the spines.

**by age 38.**



**According to the  
U.S. Department of Labor**



**1 out of 4 workers today is  
working for a company for  
whom they have been  
employed **less than 1 year.****



**More than 1 out of 2 are working  
for a company for whom they  
have worked **less than 5 years.****



**According to former Secretary of  
Education Richard Riley . . .**



**the top 10 jobs that will be in demand  
in 2010 **didn't exist** in 2004.**



**We are currently preparing students  
for **jobs that don't yet exist** . . .**



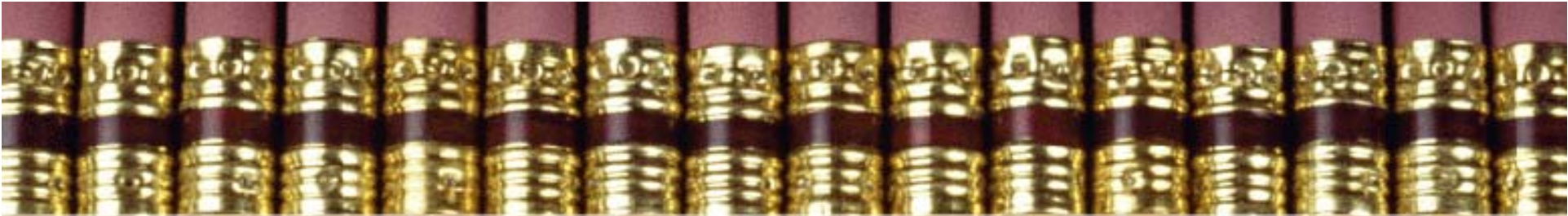
**using technologies that  
haven't yet been invented . . .**

A row of books with gold-colored spines and maroon covers. The text is overlaid on the books.

**In order to solve problems we don't  
even know are problems yet.**

A row of books with gold-colored spines and maroon covers. The text "Name this country . . ." is centered on the gold spines.

**Name this country . . .**

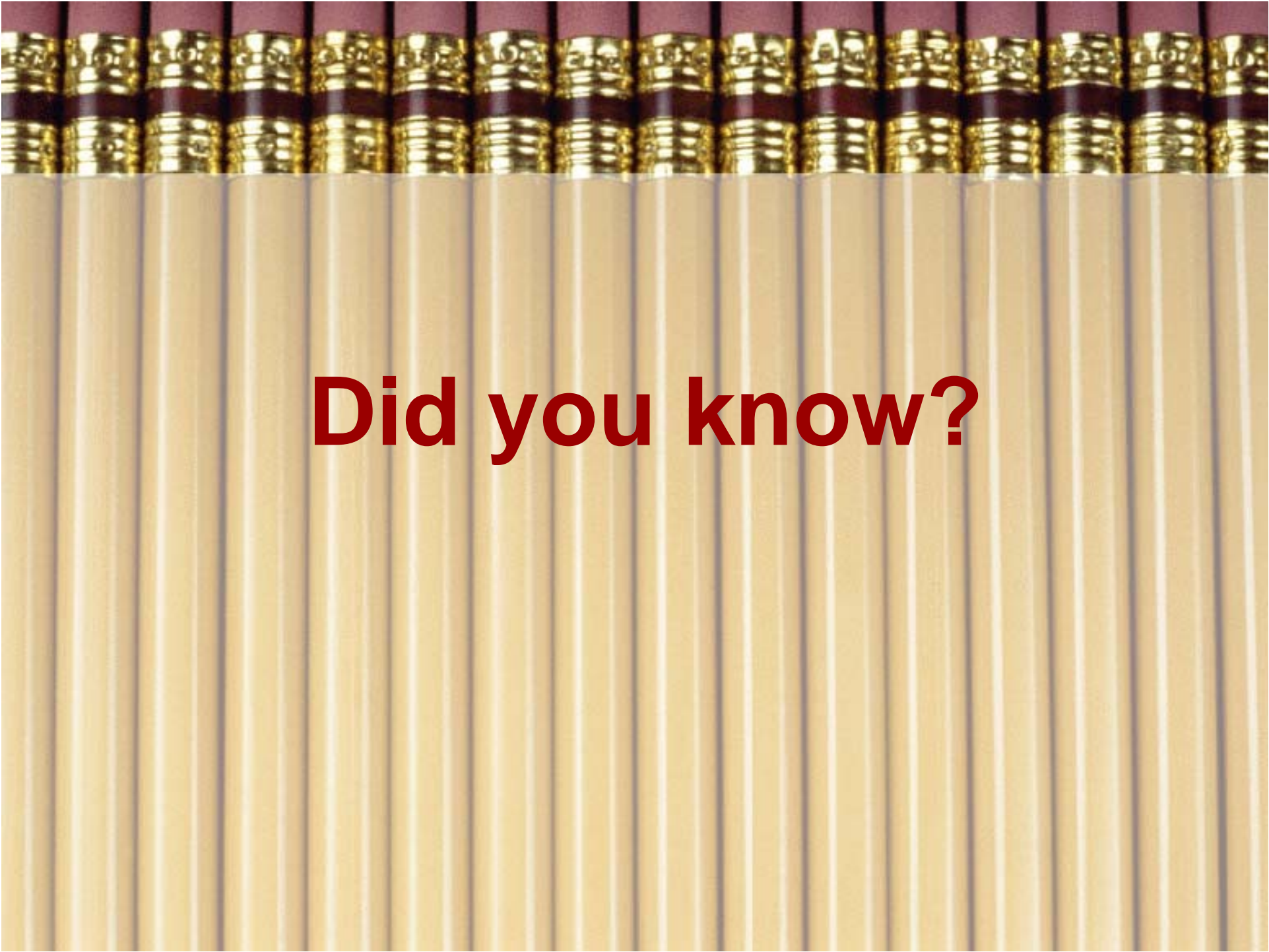
- 
- **Richest in the world**
  - **Largest military**
  - **Center of world business and finance**
  - **Strongest education system**
  - **World center of innovation and invention**
  - **Currency the world standard of value**
  - **Highest standard of living**

A close-up, horizontal view of a row of books. The spines are a light beige or cream color, and the covers are a dark red or maroon. Each book has a gold-colored metal clasp or band near the top. The word "England" is printed in a bold, red, sans-serif font in the center of the image.

**England**



in 1900.

A row of books with gold-colored spines and dark red covers. The text "Did you know?" is centered in red.

**Did you know?**



**The U.S. is 20<sup>th</sup> in the world in  
broadband Internet penetration  
(Luxembourg just passed us).**



**Nintendo** invested more than  
**\$140 million in research and  
development in 2002 alone.**



**The U.S. federal government spent  
less than half as much on research  
and innovation in education.**



**1 out of every 8 couples  
married in the U.S.  
last year met **online.****



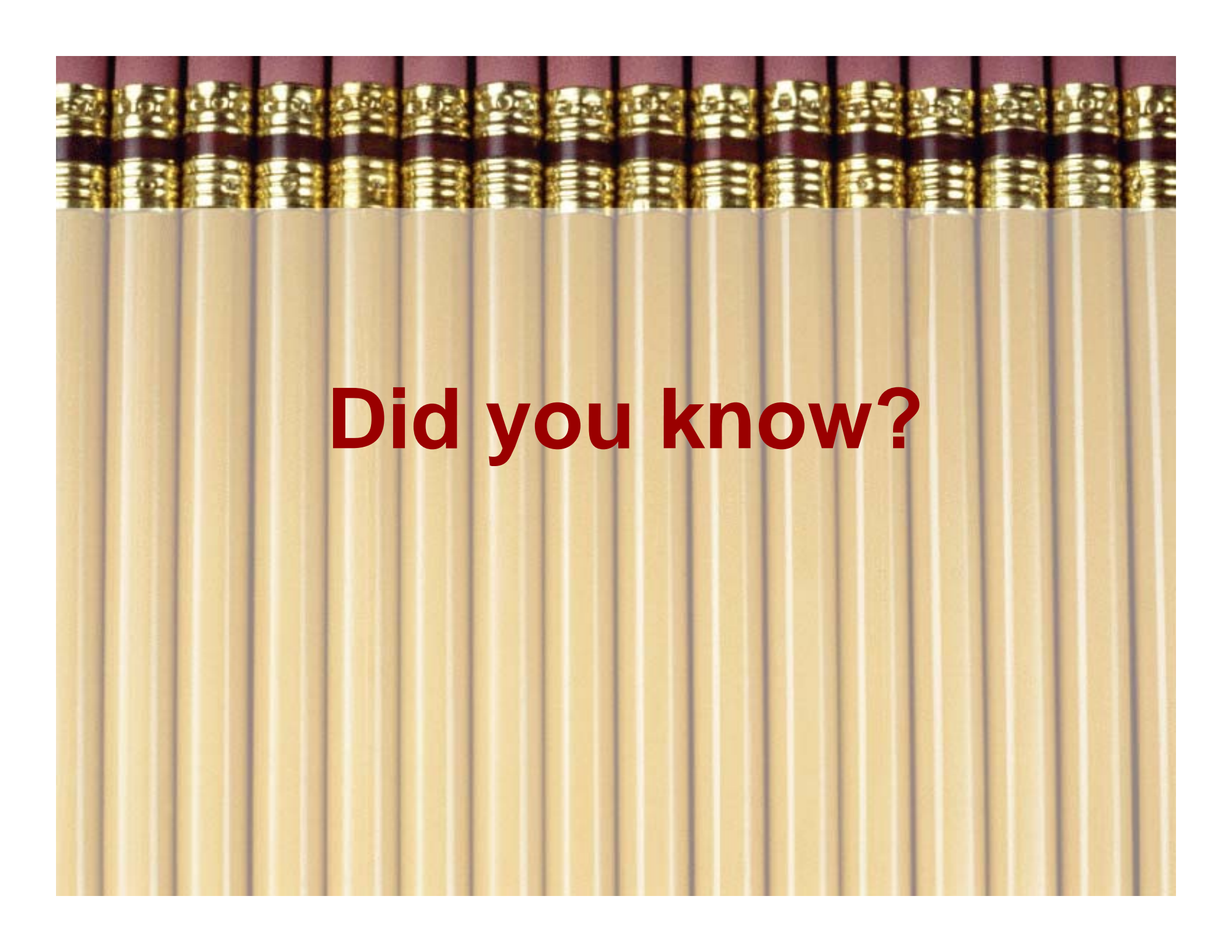
**There are over **106 million** registered  
users of MySpace  
(as of September 2006).**



**If MySpace were a country,  
it would be the **11th-largest**  
in the world (between Japan  
and Mexico).**



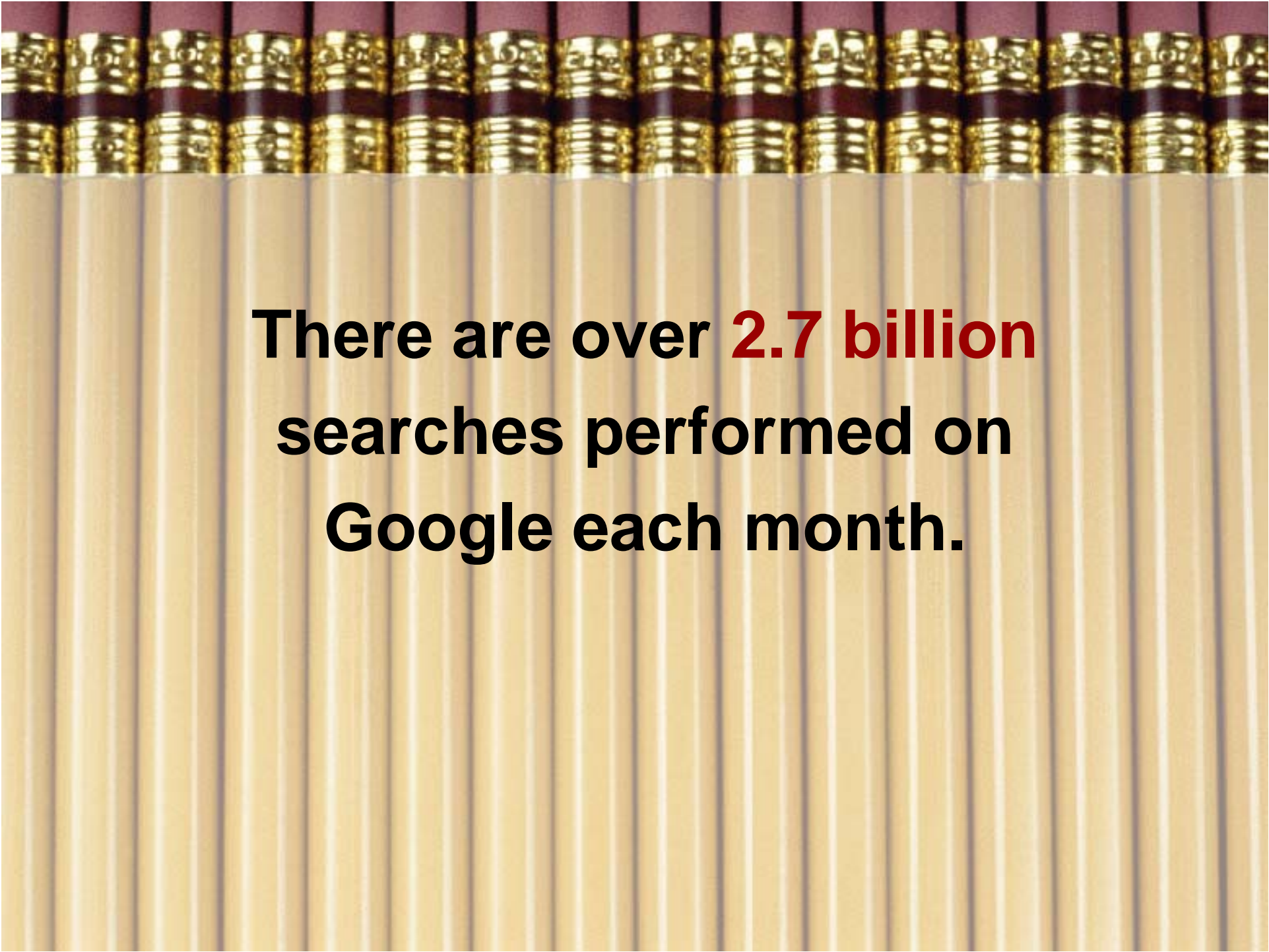
**The average MySpace page  
is visited **30** times a day.**

A row of books with gold-colored spines and red covers. The text "Did you know?" is centered on the page in a bold, red font.

**Did you know?**



**We are living in  
exponential times.**

A row of books with gold-colored spines and red covers. The text is centered on the gold spines.

**There are over 2.7 billion  
searches performed on  
Google each month.**



**To whom were these  
questions addressed  
B.G. (before Google)?**



**The number of **text messages**  
sent and received every day  
exceeds the population of the planet.**

A row of books with gold-colored spines and red covers. The text is centered on the gold spines.

**There are about 540,000 words  
in the English language . . .**



about **5 times** as many  
as during Shakespeare's time.



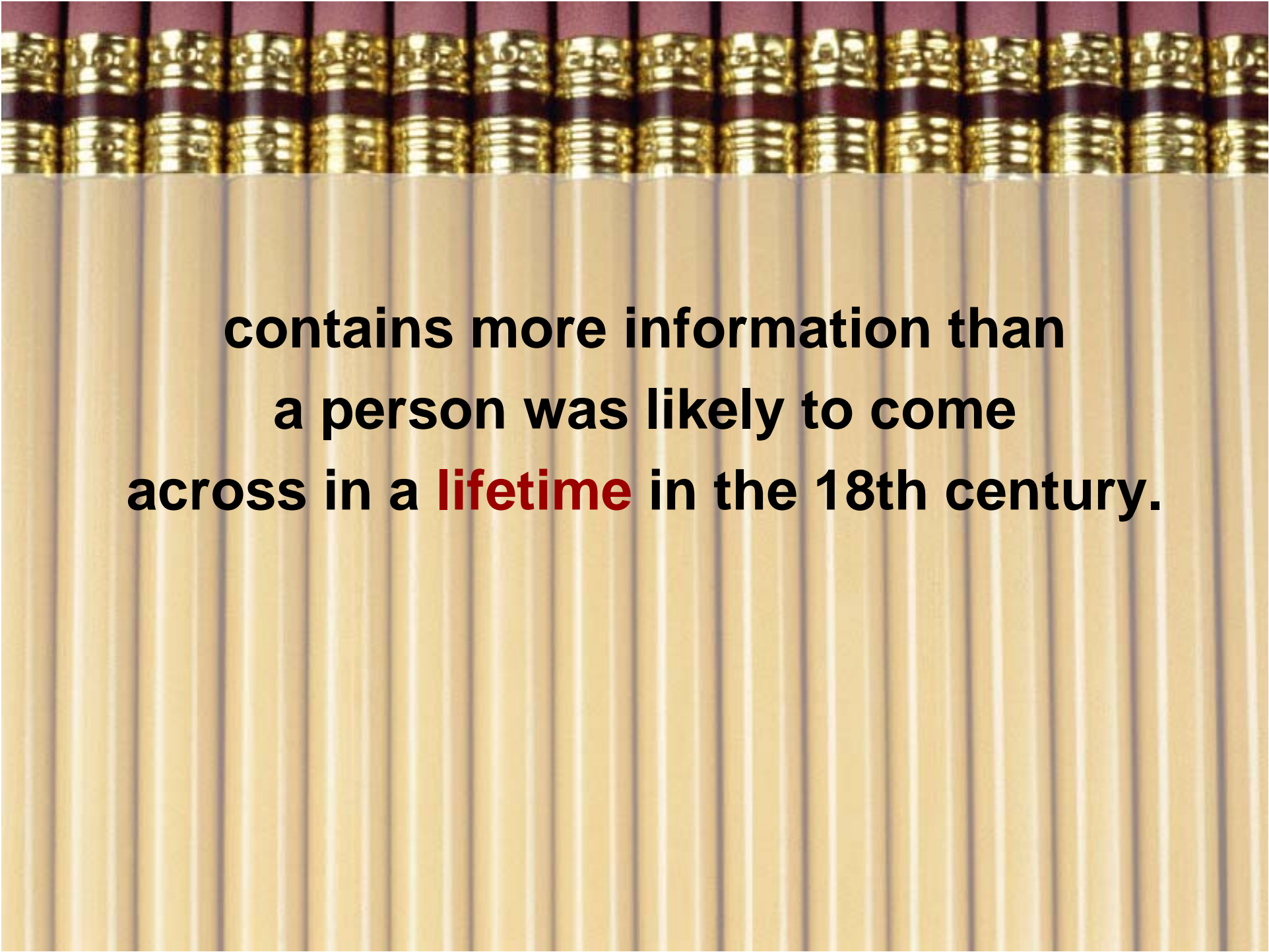
**More than 3,000 new books  
are published . . .**




**daily.**

A row of books with gold-colored spines and maroon covers. The text is centered on the gold spines.

It is estimated that a week's  
worth of *New York Times* . . .



**contains more information than  
a person was likely to come  
across in a **lifetime** in the 18th century.**



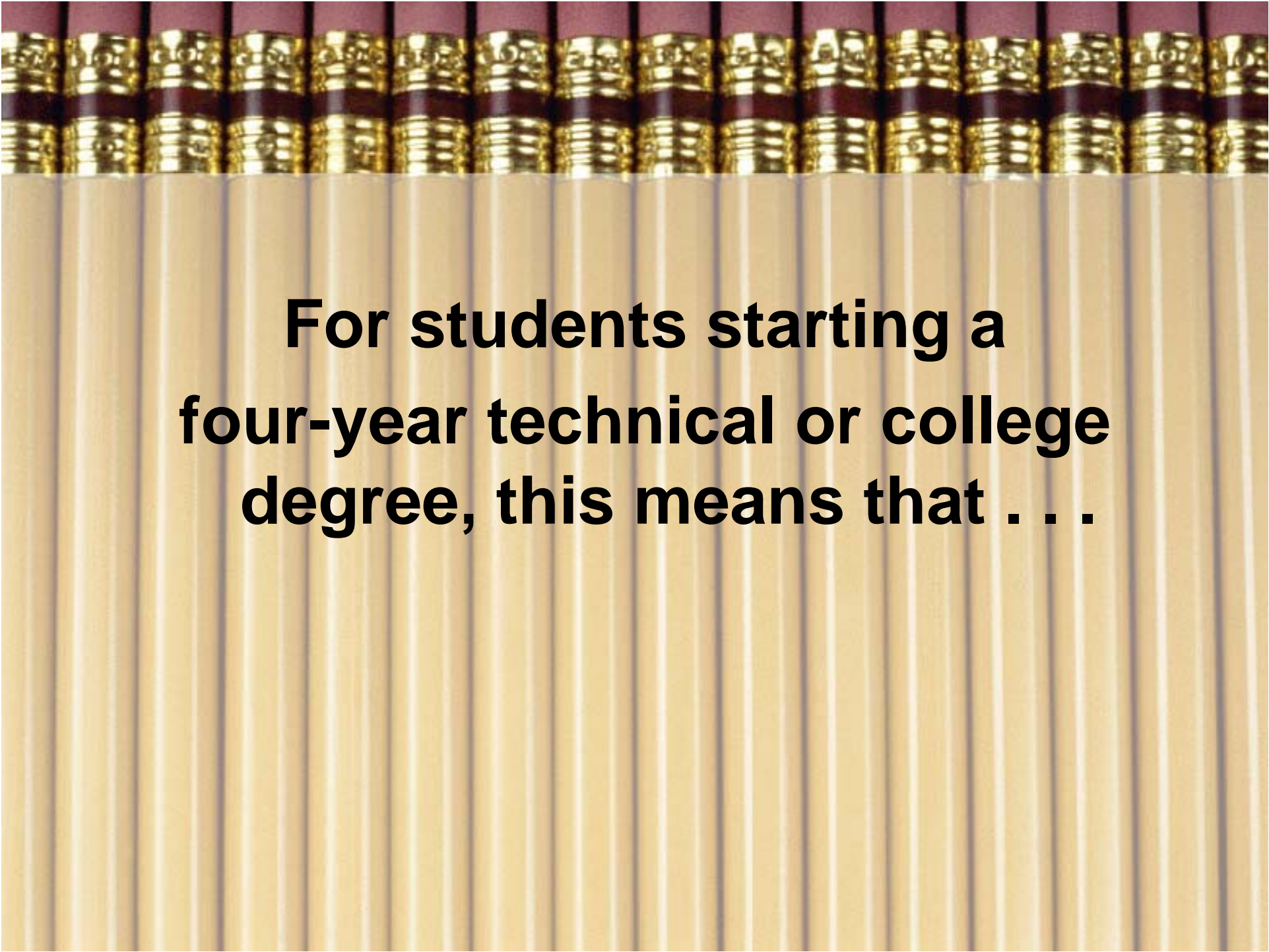
It is estimated that **1.5 exabytes**  
(1.5 by  $10^{18}$ ) of unique new  
information will be generated  
worldwide this year.



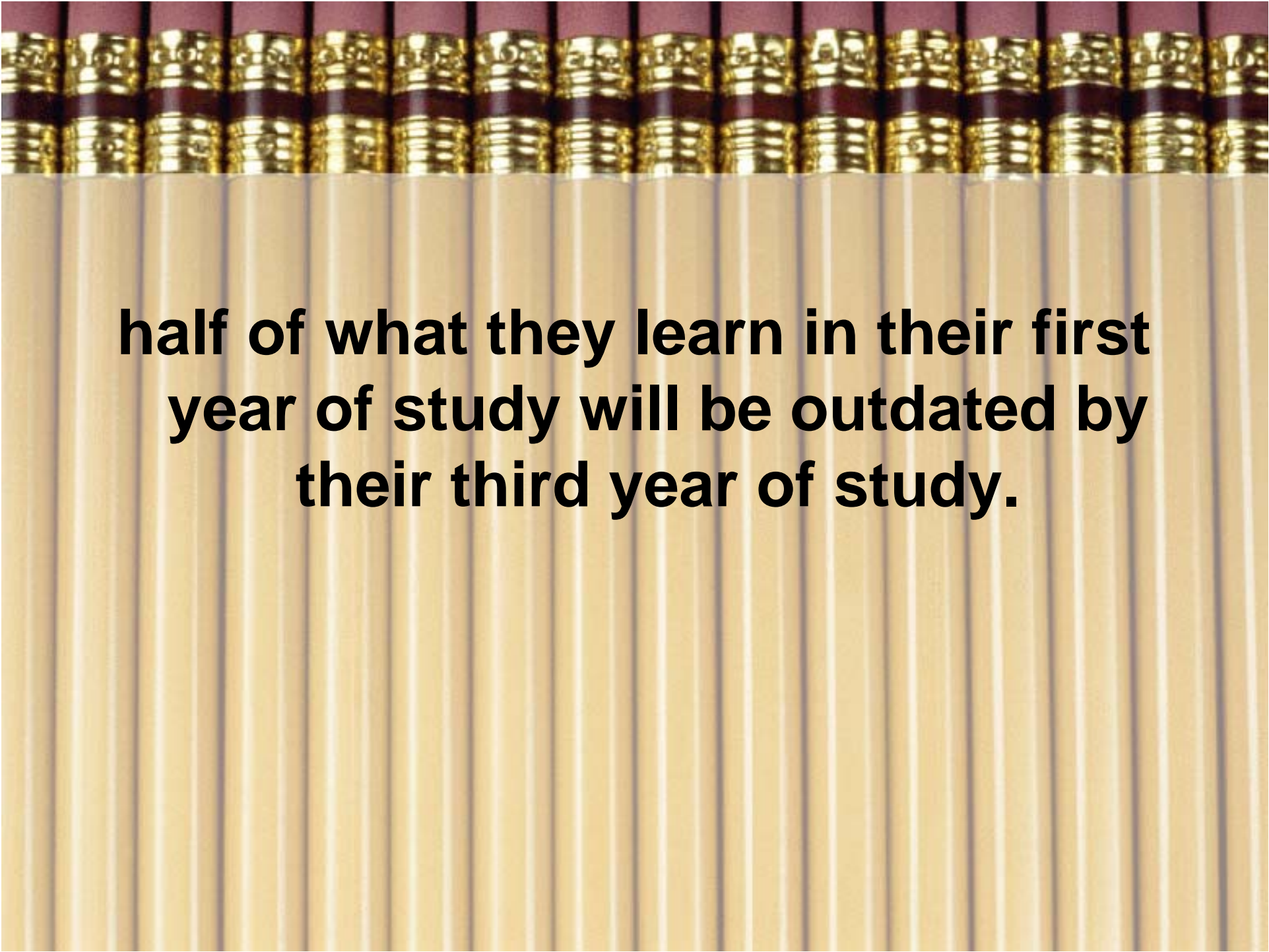
**That's estimated to be more  
than in the previous **5,000 years.****



**The amount of technical information  
is doubling Every 2 years.**



**For students starting a  
four-year technical or college  
degree, this means that . . .**

A row of books with gold-colored spines and maroon covers. The text is centered on the gold spines.

**half of what they learn in their first  
year of study will be outdated by  
their third year of study.**



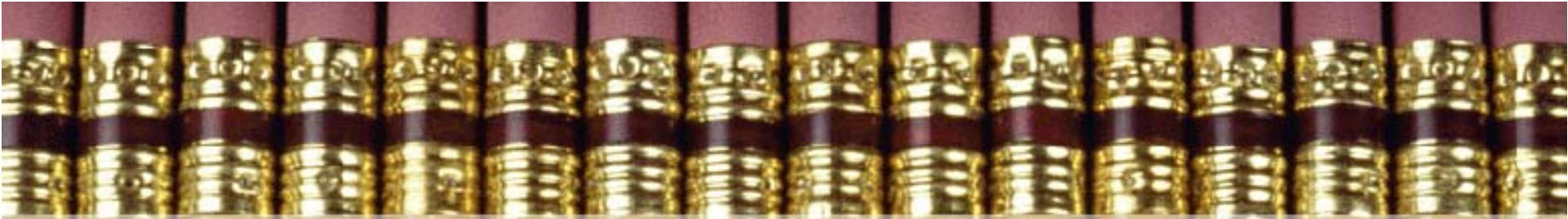
**It is predicted to double  
every 72 hours by 2010.**



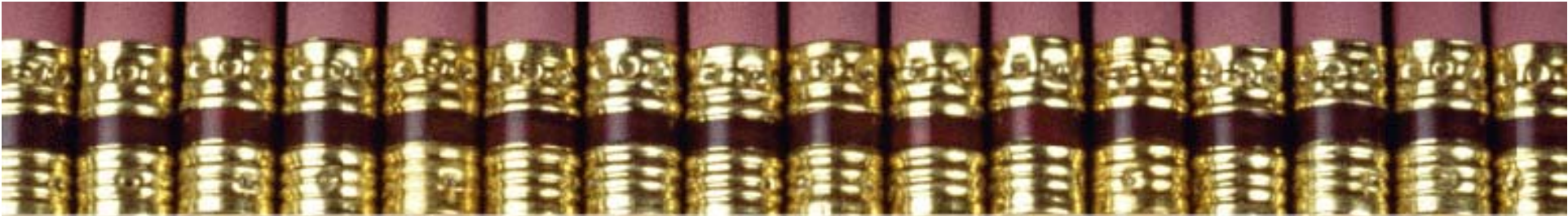
**Third-generation fiber optics**  
has recently been tested  
by both NEC and Alcatel . . .



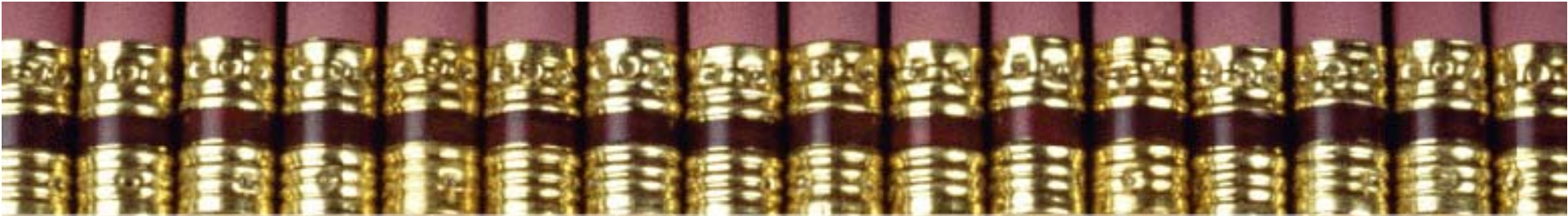
that pushes **10 trillion** bits per second down one strand of fiber.



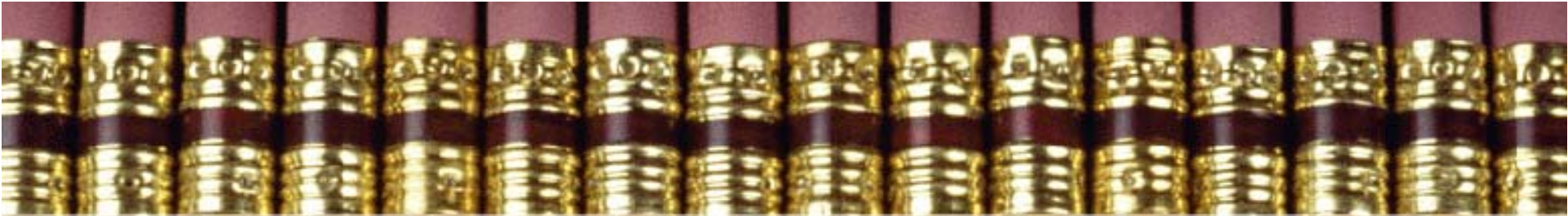
**That's 1,900 CDs, or 150 million simultaneous phone calls, every second.**



**It's currently **tripling** about every  
6 months and is expected  
to do so for at least the  
next 20 years.**




**The fiber is already there.  
They're just improving the  
switches on the ends, which  
means the marginal cost of  
these improvements is  
effectively \$0.**



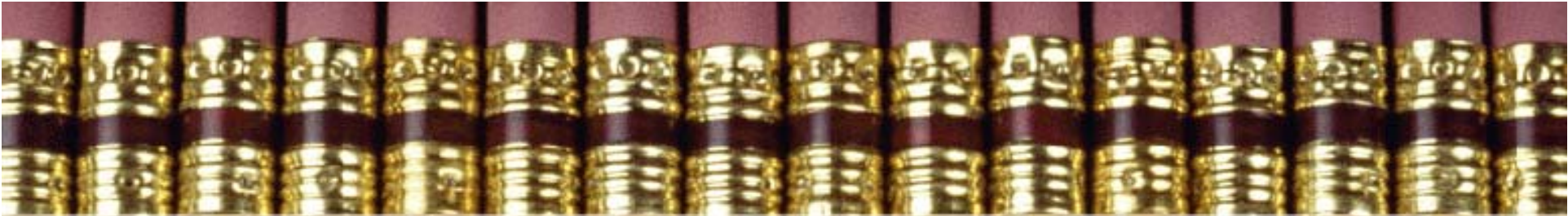
**Predictions are that e-paper  
will be cheaper than real paper.**

A row of books with gold-colored spines and maroon covers. The text is centered on the page.

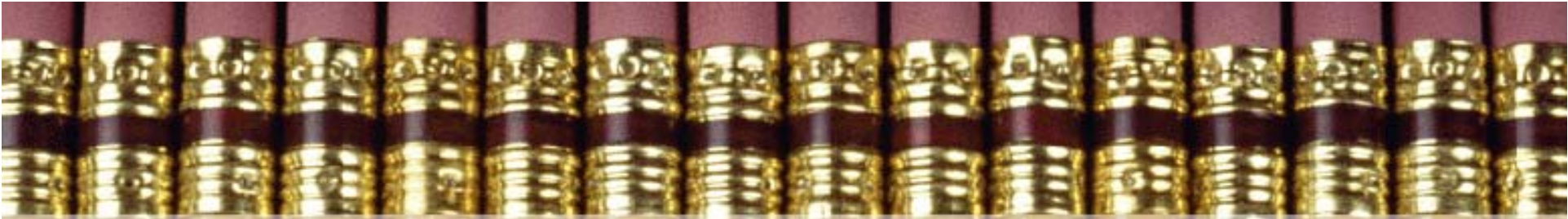
**47 million laptops** were shipped worldwide last year.



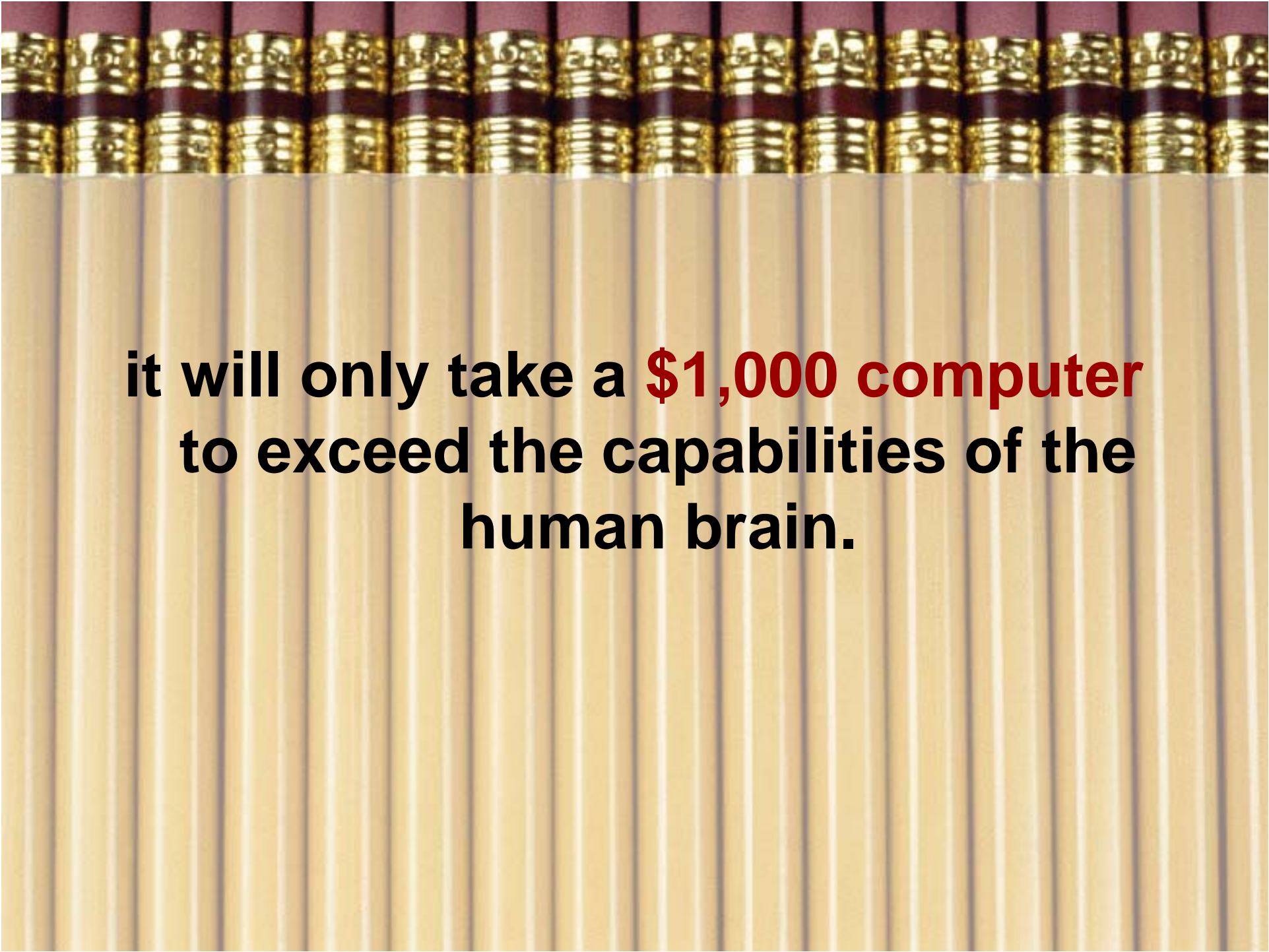
**The \$100 laptop project is expecting to ship between 50 to 100 million laptops a year to children in underdeveloped countries.**



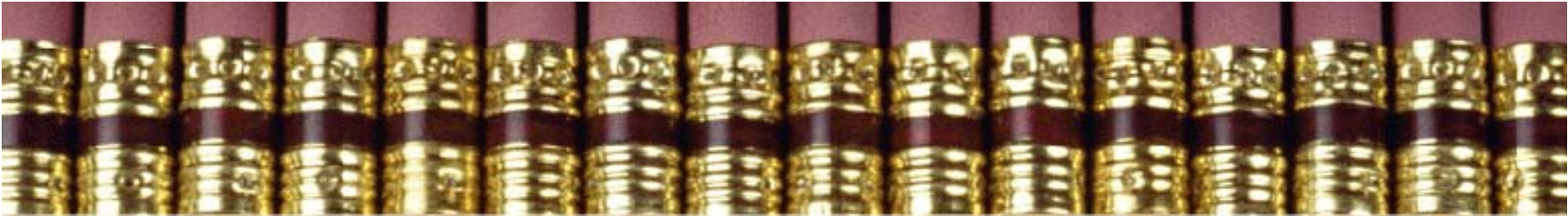
**Predictions are that by 2013  
a **supercomputer** will be built  
that exceeds the computation  
capability of the human brain.**



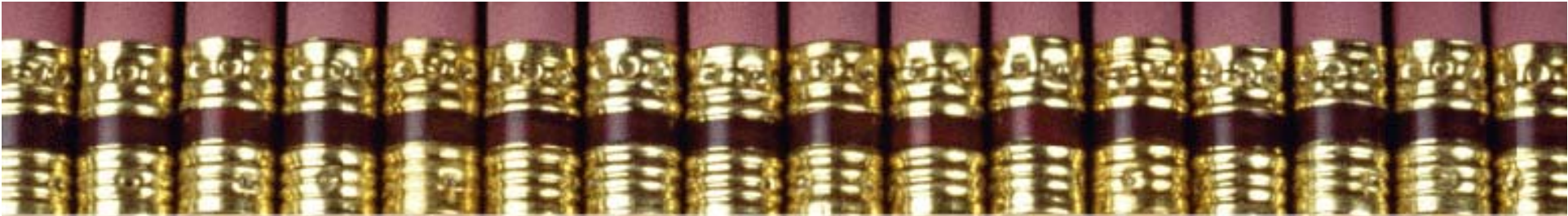
**By 2023, when 1st-graders will  
be just 23 years old and  
beginning their (first) careers . . .**

A row of books with gold-colored spines and maroon covers. The text is centered on the page.

**it will only take a \$1,000 computer  
to exceed the capabilities of the  
human brain.**



**And while technical predictions  
farther out than about 15 years  
are hard to make . . .**



**predictions are that by 2049 a  
\$1,000 computer will exceed  
computational capabilities of  
the **human race.****

A row of books with gold-colored spines and dark red covers. The text "What does it all mean?" is centered on the page.

**What does it all mean?**

A row of books with gold-colored spines and maroon covers. The text "Shift happens" is centered on the gold spines.

**Shift  
happens**



**Now *you* know . . .**

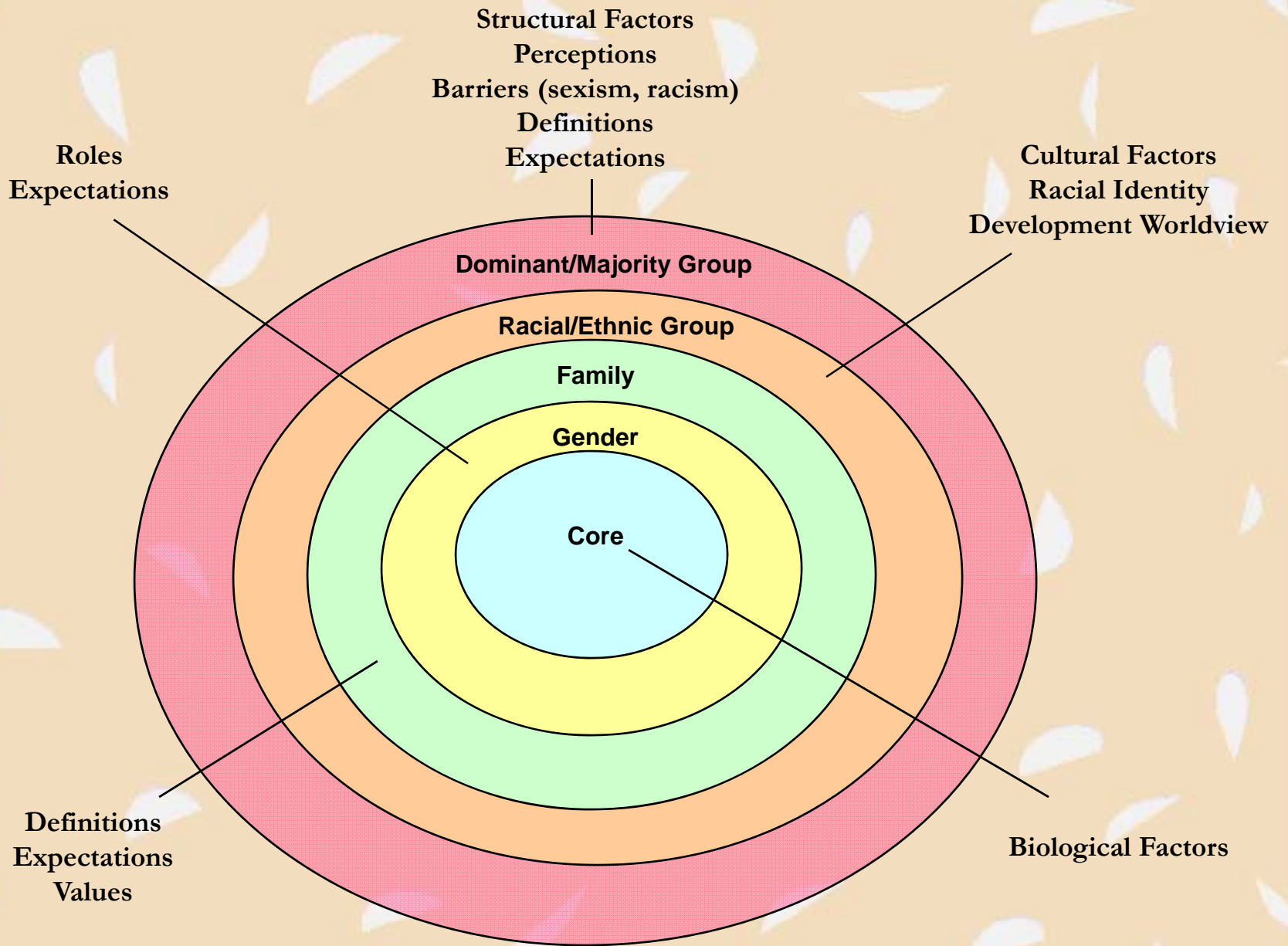
**<http://www.glumbert.com/media/shift>  
Link for State Workforce Development**

**Indicate the probability you think each person below has to be elected  
President of the United States, using a percentage between 0-100%**

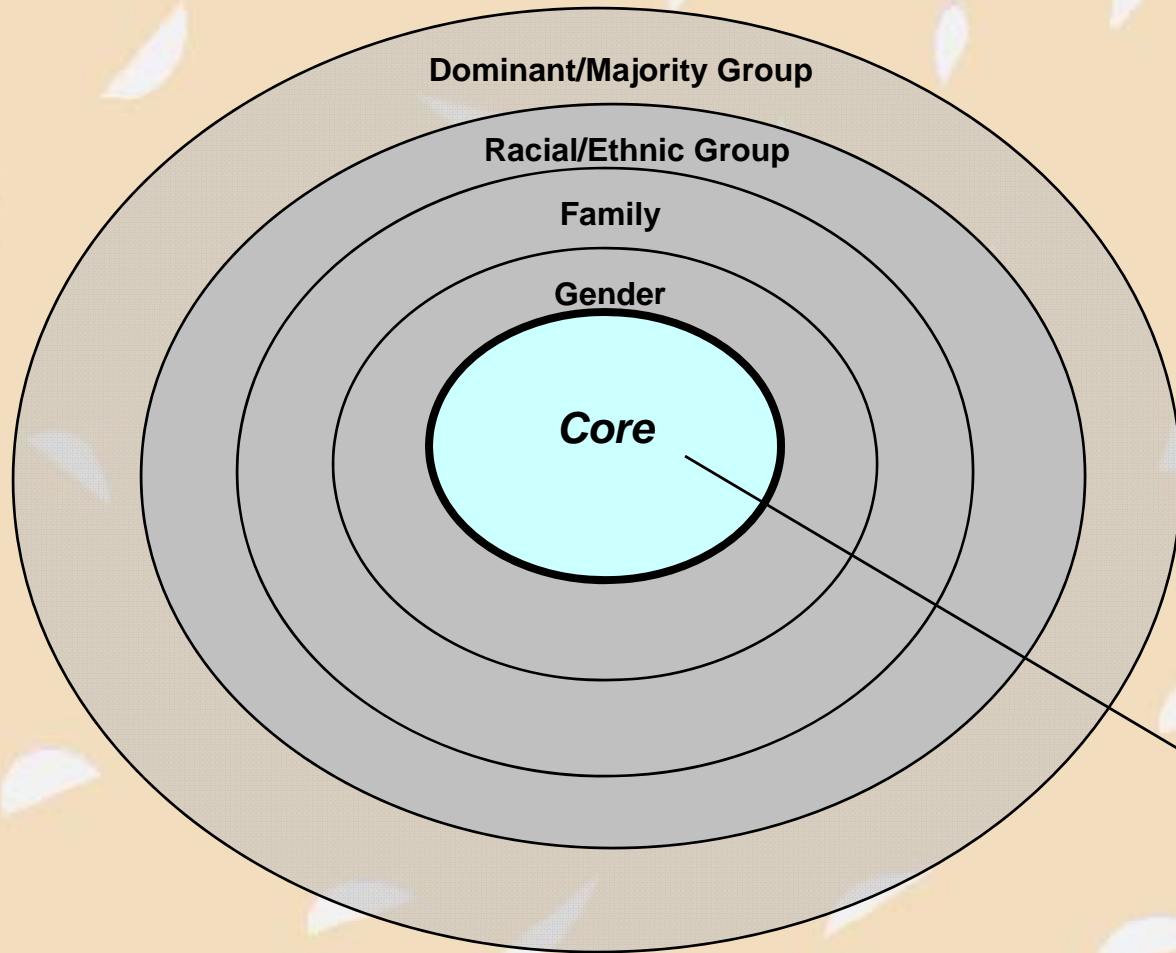
- 1. Caucasian Male \_\_\_\_\_
- 2. Caucasian Male in a wheelchair \_\_\_\_\_
- 3. Caucasian Male in a wheelchair and who is gay \_\_\_\_\_
- 4. Asian Female \_\_\_\_\_
- 5. Asian Female who is bisexual \_\_\_\_\_
- 6. Asian Female who is bisexual and has Cerebral Palsy \_\_\_\_\_
- 7. Middle Eastern Man \_\_\_\_\_
- 8. Middle Eastern Man in a wheelchair \_\_\_\_\_
- 9. Middle Eastern Man in a wheelchair and who has family in Iraq \_\_\_\_\_
- 10. African American Male \_\_\_\_\_
- 11. African American Male who is deaf \_\_\_\_\_
- 12. African American Male who is deaf and gay \_\_\_\_\_
- 13. Caucasian Female \_\_\_\_\_
- 14. Caucasian Female who is a lesbian \_\_\_\_\_
- 15. Caucasian Female who is a lesbian and who is deaf \_\_\_\_\_
- 16. African American Female \_\_\_\_\_
- 17. African American Female with a speech impediment \_\_\_\_\_
- 18. African American Female who is a lesbian and  
has a speech impediment \_\_\_\_\_
- 19. Hispanic Male \_\_\_\_\_
- 20. Hispanic Male who uses a wheelchair \_\_\_\_\_
- 21. Hispanic Male who uses a wheelchair and  
is married to an African American female \_\_\_\_\_
- 22. A person who is obese \_\_\_\_\_
- 23. A person who is an atheist \_\_\_\_\_

## Can You Be President of the United States?

	Mean	Median	Mode
Caucasian Male	93.19	100	100
Caucasian Male in a wheelchair	49.50	50	50
Caucasian Male in a wheelchair and who is gay	15.38	5	0
Asian Female	17.39	10	0
Asian Female who is bisexual	7.46	1	0
Asian Female who is bisexual and has Cerebral Palsy	3.77	0	0
Middle Eastern Man	8.78	1	0
Middle Eastern Man in a wheelchair	7.48	0	0
Middle Eastern Man in a wheelchair and who has family in Iraq	4.69	0	0
African American Male	55.10	60	50
African American Male who is deaf	13.69	2.5	0
African American Male who is deaf and gay	6.93	1	0
Caucasian Female	59.98	62.5	50
Caucasian Female who is a lesbian	20.00	10	0
Caucasian Female who is a lesbian and who is deaf	7.85	1	0
African American Female	35.51	37.5	50
African American Female with a speech impediment	12.37	2	0
African American Female who is a lesbian and has a speech impediment	4.46	0	0
Hispanic Male	32.62	25	50
Hispanic Male who uses a wheelchair	19.85	10	0
Hispanic Male who uses a wheelchair and is married to an African American female	18.57	10	0
A person who is obese	20.81	10	0
A person who is an atheist	39.53	30	50



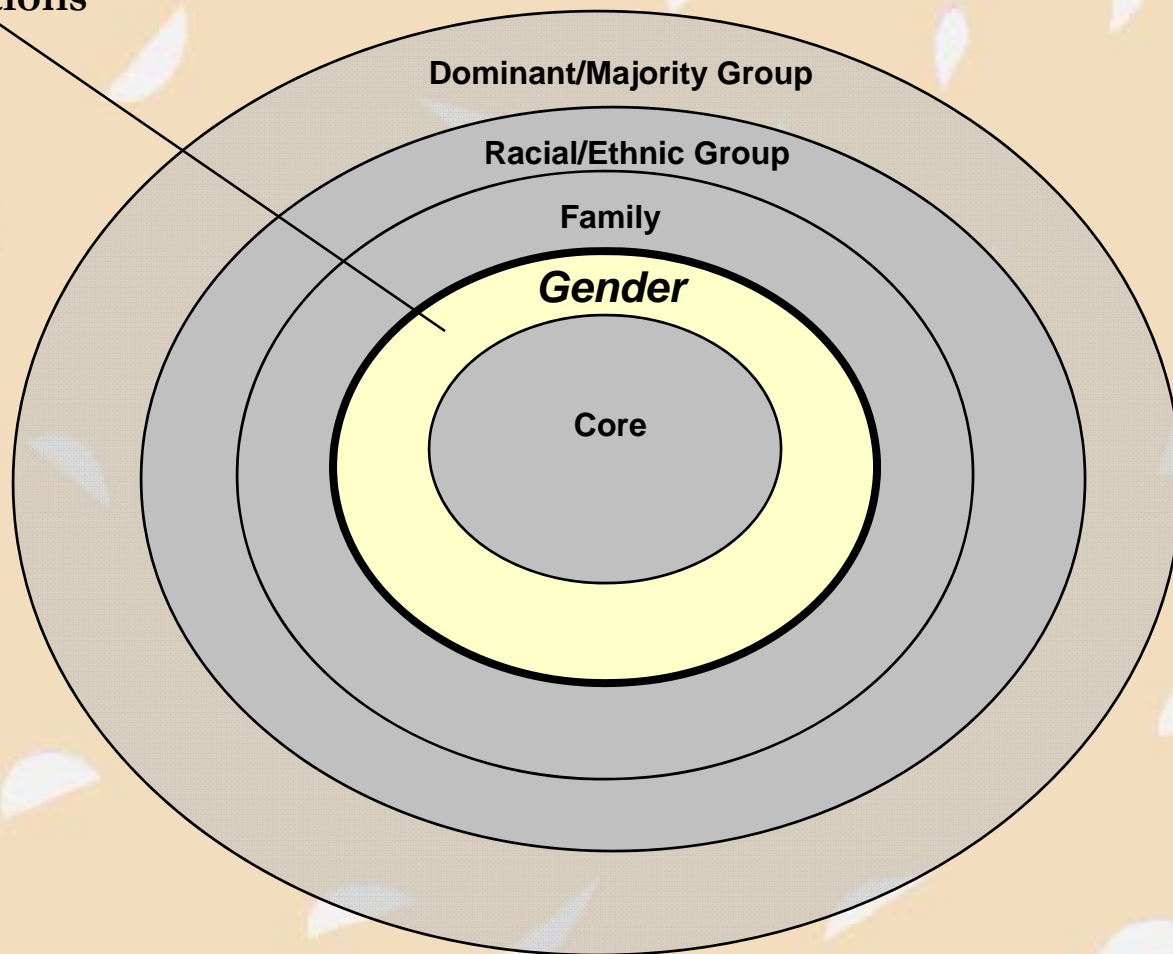
# Spheres of Influence



**Biological  
Factors**

# **Spheres of Influence**

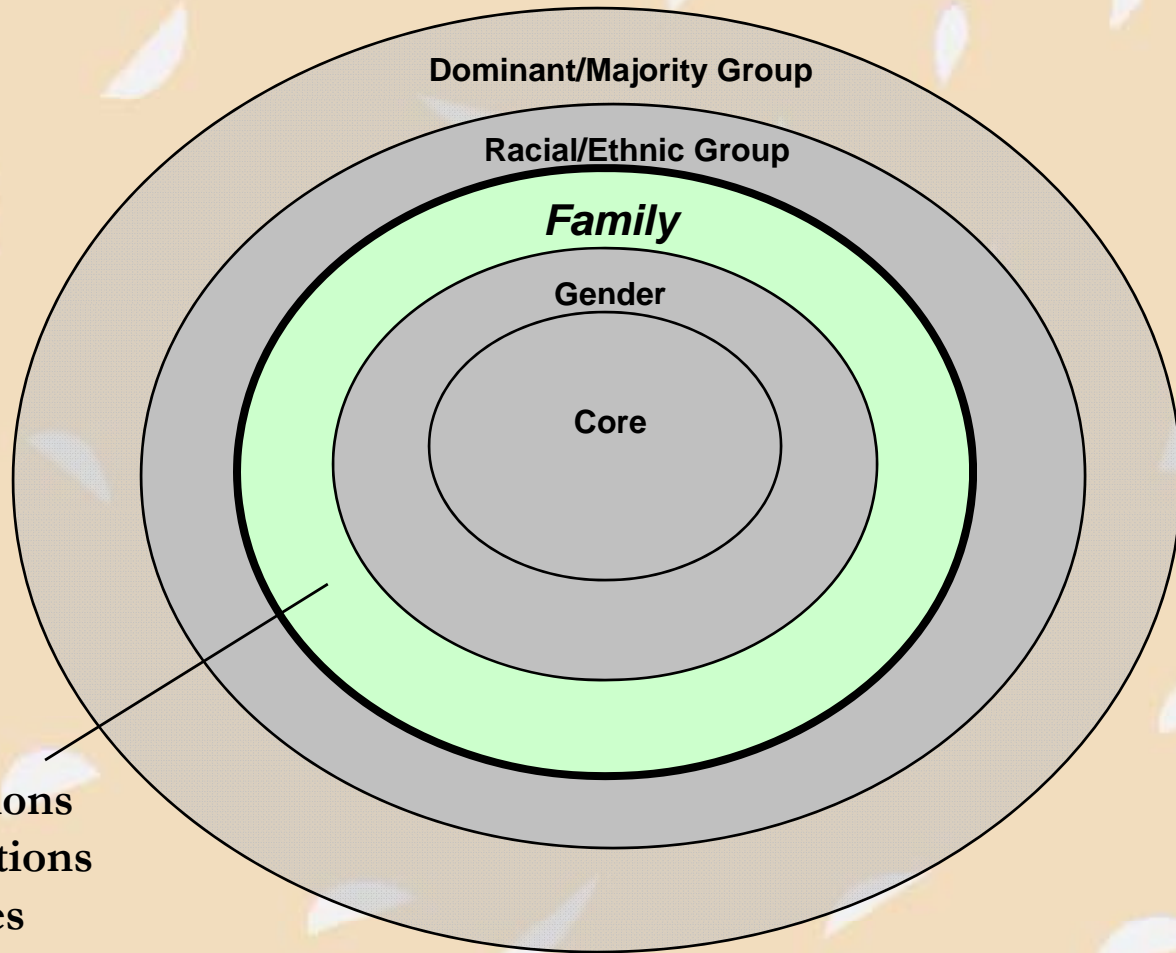
**Roles  
Expectations**



**Spheres of Influence**

# Median Income Levels 2005

	<u>Female</u>	<u>Male</u>
• High School	21,117	32,085
• Bachelors	36,532	52,265
• Professional	66,055	100,000
• Doctorate	54,666	78,324



Definitions  
Expectations  
Values

# Spheres of Influence

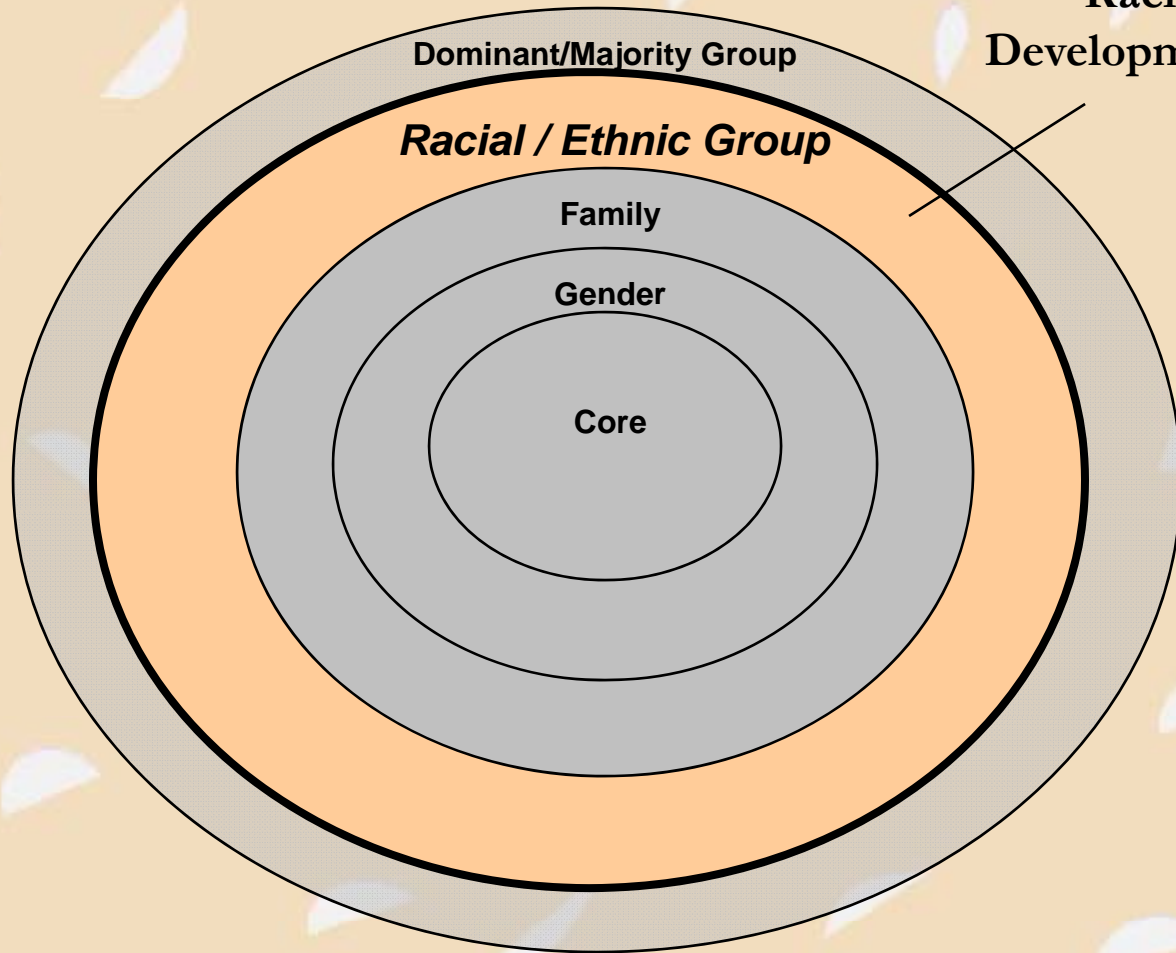
# A Career Checklist

The following statements are designed to help you think more thoroughly about your career concerns and to help your assessment counselor begin to understand you better. Please try to answer them as honestly as possible. Check all of the items that are **TRUE** for you.

1. I feel obligated to do what others want me to do and these expectations conflict with my own.
2. I have lots of interests, but I do not know how to narrow them down.
3. I am afraid of making a serious mistake with my career choice.
4. I do not feel confident that I know in which areas my true interests lie.
5. I feel uneasy with the responsibility for making a good career choice.
6. I lack information about my skills, interests, needs and values with regard to my career choice.
7. My physical ability may greatly influence my career choice.
8. I lack knowledge about the world of work and what it has to offer me.
9. I know what I want my career to be, but it doesn't feel like a realistic goal.
10. I feel I am the only one who does not have a career plan.
11. I lack knowledge about myself and what I have to offer the world of work.
12. I do not really know what is required from a career for me to feel satisfied.
13. I feel that problems in my personal life are hindering me from making a good career decision.
14. My ethnicity may influence my career choice.
15. No matter how much information I have about a career, I keep going back and forth and cannot make up my mind.
16. I tend to be a person who gives up easily.
17. I believe that I am largely to blame for the lack of success I feel in making a career decision.
18. I have great difficulty making most decisions about my life.
19. My age may influence my career choice.
20. I expect my career decision to take care of most of the boredom and emptiness that I feel.
21. I have difficulty making commitments.
22. I don't have any idea of what I want in life, who I am, or what's important to me.
23. I have difficulty completing things.
24. I am afraid of making mistakes.
25. Religious values may greatly influence my career choice.
26. At this point, I am thinking more about finding a job than about choosing a career.
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28. My orientation to career is very different from that of the members of my family.
29. I have worked on a job that taught me some things about what I want or do not want in a career, but I still feel lost.
30. Some classes in school are much easier for me than others, but I don't know how to use this information.
31. My race may greatly influence my career choice.
32. My long-term goals are more firm than my short-term goals.
33. I have some career-related daydreams that I do not share with many people.
34. I have been unable to see a connection between my college work and a possible career.
35. I have made a career choice with which I am comfortable, but I need specific assistance in finding a job.
36. I feel stuck in my current career, and I do not know what else there is for me.
37. My gender may influence my career choice.
38. I have undergone a change in my life which necessitates a change in my career plans.
39. My fantasy is that there is one perfect job for me, if I can find it.
40. I have been out of the world of work for a period of time and I need to redefine my career choice.
41. Making a great deal of money is an important career goal for me, but I am unsure as to how I might reach it.
42. My immigration status may influence my career choice.

# Abbreviated Career Counseling Checklist

- I have no idea about which career I might want to consider.
- My family has decided which career is best for me.
- My race/ethnicity will influence my career decisions.
- I secretly know and dream about what I want to do.**
- I am afraid that I do not have the ability to do what I want to do.
- I have prayed about my career.
- I want a career that will help my race.
- I have a physical disability that will limit my ability to get certain jobs.
- I do not have the kind of personality that will fit the career I want.
- My gender will be a barrier in getting the job I want.



Cultural Factors  
Racial Identity  
Development Worldview

# Spheres of Influence

# U. S. CENSUS 2003

## Baccalaureate Degrees

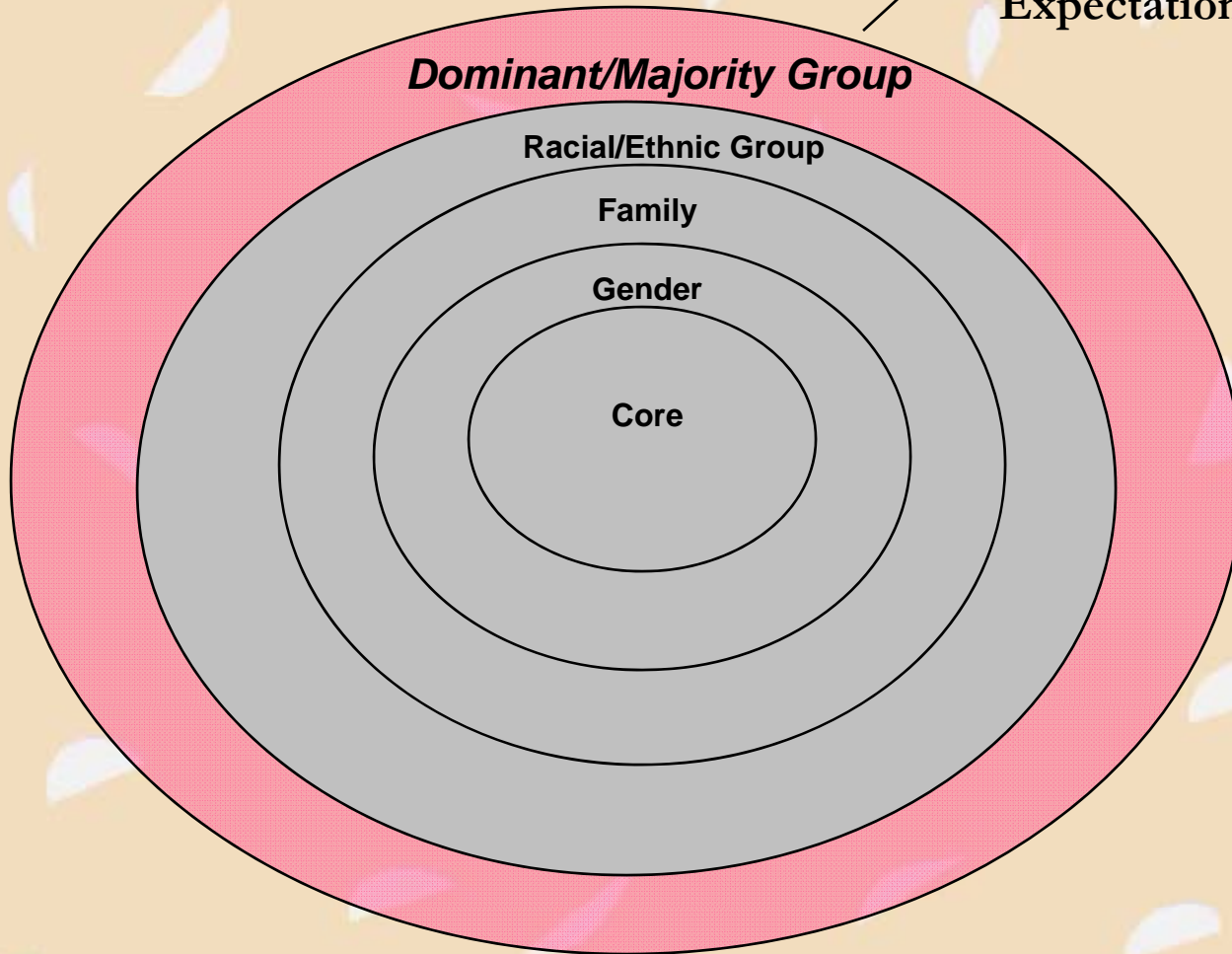
<b>Blacks</b>	<b>14.3%</b>
<b>White</b>	<b>26.1%</b>

# Median Household Income by Race

2006 U.S. Census

- **Asian** 57,518
- **White** 48,977
- **Hispanic** 34,241
- **Black** 30,134

**Structural Factors**  
**Perceptions**  
**Barriers (sexism, racism)**  
**Definitions**  
**Expectations**



# **Spheres of Influence**

## Can You Be President of the United States?

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# Abbreviated Career Counseling Checklist

- I have no idea about which career I might want to consider.
- My family has decided which career is best for me.
- My race/ethnicity will influence my career decisions.
- I secretly know and dream about what I want to do.**
- I am afraid that I do not have the ability to do what I want to do.
- I have prayed about my career.
- I want a career that will help my race.
- I have a physical disability that will limit my ability to get certain jobs.
- I do not have the kind of personality that will fit the career I want.
- My gender will be a barrier in getting the job I want.

## MULTICULTURAL CAREER COUNSELING CHECKLIST

The following statements are designed to help you think more thoroughly about the racially or ethnically different client to whom you are about to provide career counseling. Check all the statements that apply.

### **I. Counselor Preparation**

- I am familiar with minimum cross-cultural counseling competencies.
- I am aware of my client's cultural identification.
- I understand and respect my client's culture.
- I am aware of my own worldview and how it was shaped.
- I am aware of how my SES influences my ability to empathize with this client.
- I am aware of how my political views influence my counseling with a client from this ethnic group.
- I have had counseling or other life experiences with different racial/ethnic groups.
- I have information about this client's ethnic group's history, local sociopolitical issues, and attitudes toward seeking help.
- I know many of the strengths of this client's ethnic group.
- I know where I am in my racial identity development
- I know the general stereotypes held about my client's ethnic group.
- I am comfortable confronting ethnic minority clients.
- I am aware of the importance that the interaction of gender and race/ethnicity has in my client's life.

### **II. Exploring and Assessment**

- I understand this client's career questions.
- I understand how the client's questions may be complicated with issues of finance, family, and academics.
- The client is presenting racial and/or cultural information with the career questions.
- I am aware of the career limitations or obstacles the client associates with race or culture.
- I understand what the client's perceived limitations are.
- I know the client's perception of the family's ethnocultural identification.
- I am aware of the client's perception of the family's support for the client's career.
- I know which career the client believes the family wants the client to pursue.
- I know whether the client's family's support is important to the client.
- I believe that familial obligations are dictating the client's career choices.
- I know the extent of exposure to career information and role models the client had in high school and beyond.
- I understand the impact the high school experiences (positive or negative) have had on the client's confidence.
- I am aware of the client's perception of his or her competence, ability, and self-efficacy.
- I believe the client avoids certain work environments because of fears of sexism or racism.
- I know the client's stage of racial identity development.

### **III. Negotiations and Working Consensus**

- I understand the type of career counseling help the client is seeking (career choice, supplement of family income, professional career, etc.)
- The client and I have agreed on the goals for career counseling.
- I know how this client's gender role in the family influences the client's career choice.
- I am aware of the client's perception of the role of work in the family and in the culture.
- I am aware of the client's understanding of the role of children in his or her career plans.
- I am aware of the extent of exposure to a variety of career role models the client has had.
- I understand the culturally based career conflicts that are generated by exposure to more careers and role models.
- I know the client's career aspirations.
- I am aware of the level of confidence the client has in his or her ability to obtain his or her aspirations.
- I know the client understands the relationship between type of work and educational level.
- I am aware of the negative and/or self-defeating thoughts that are obstacles to the client's aspirations and expectations.
- I know if the client and I need to renegotiate goals as appropriate after exploring cultural and family issues.
- I know the client understands the career exploration process.
- I am aware of the client's expectations about the career counseling process.
- I know when it is appropriate to use a traditional career assessment instrument with a client from this ethnic group.
- I know which instrument to use with this client.
- I am aware of the research support for using the selected instrument with clients of this ethnicity.
- I am aware of nontraditional instruments that might be more appropriate for use with clients from this ethnic group.
- I am aware of nontraditional approaches to using traditional instruments with clients from this ethnic group.
- I am aware of the career strengths the client associates with the client's race or culture.

# **The Multicultural Career Counseling Quick-Check Form**

- Worldviews**
- Racial/ethnic identity development**
- Multicultural counseling competencies**
- Family role in the client's life**
- Social and economic status of the client**
- The actual career question and possible underlying culturally related questions**
- The agreed-upon goals for counseling**
- Culturally appropriate interventions**

# Steps to Multicultural Career Assessment

IV

## **Traditional Career Factors**

Interests, Abilities, Values,  
World of Work, Decision Making

III

## **Efficacy Variables**

Career, Academic Self

II

## **Gender Variables**

Gender-Role Socialization, Work/Home  
Salience, Family, Relationships

I

## **Cultural Variables**

Worldviews, Identity Development,  
Family, Structure of Opportunity

# So What Are the Take-Aways?

- Understand that all people have multiple identities
- Career development and career decision making take place in a cultural context
- Develop a model that helps you keep the cultural complexities at the forefront of your clinical processing.
- Remember that the world is changing and the “Shifts” will effect the development of our identities.
- Finally remember that every person and every career is important.

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