



## COUN 8020 | COUNSELING FOR WORK | SPRING 2026

### INSTRUCTOR CONTACT INFORMATION

**Instructor:** Dr. Abby Bjornsen, Ph.D., LP

**Contact:** abjornsen@unomaha.edu

**Office:** Roskens Hall 101

**Office Hours:** Mondays (12:30-2:30); Tuesdays (10:30-12:30)

### PREREQUISITES

Open to non-degree seeking students.

### COURSE DESCRIPTION AND CONTENT AREAS

#### COURSE PURPOSE

This course presents a theory-based, practice-focused approach to career counseling, covering the following content areas:

- 1.1 Relevance of career development in counseling
- 1.2 Intersection of career development and mental health
- 1.3 Career assessments and their role in the counseling process
- 1.4 Traditional counseling theories to career counseling, and career-specific theories
- 1.5 Unique work-related needs of specific diverse populations and related clinical interventions
- 1.6 Integration of mental health and career services: scope of practice
- 1.7 Ethical considerations for career and mental health support
- 1.8 Future directions in career counseling: trends, technology, and training

#### COURSE GOALS

After completing the course, successful students shall be able to demonstrate knowledge of:

- 2.1 The ways in which mental health counseling and career counseling are inextricably linked
- 2.2 The necessity of gaining and maintaining competence in providing work-related services to mental health clients, as well as scope of practice considerations
- 2.3 Seminal and trending work-related assessments and their utility in the counseling process
- 2.4 Career and mental health theories and their application to best practices with clients
- 2.5 Multicultural considerations in assisting clients with work-related issues
- 2.6 Ethical considerations when providing work-related counseling
- 2.7 Effective application of course material to real-world case scenarios



**COURSE WEBSITE**

Students will participate in this course using the [UNO Canvas learning management platform system](#). Once you are in the platform you can learn how to use Canvas effectively, by clicking the “Help” link on the top right of the course page on Canvas.

**KNOWLEDGE, SKILLS, AND LEARNING OUTCOMES AND CACREP STANDARDS CHART**

**CACREP Standards Chart**

Professional Identity Curriculum Standard(s)	Assignment/Learning Activity
F.4.a Theories and models of career development, counseling, and decision making	Chapter 4 and discussion board Career Theory and the News Project Quiz 2 Final Exam
F.4.b Approaches for conceptualizing the interrelationships among and between work, mental well-being, relationships, and other life roles and factors	Chapters 2, 6 and discussion boards Mock ACA Poster Project Quizzes 1 & 3 Final Exam
F.4.c Processes for identifying and using career, avocational, educational, occupational, and labor market information resources, technology, and information systems	Chapter 9 and discussion board Quiz 4 Final Exam
F.4.d Approaches for assessing the conditions of the work environment on clients’ life experiences	Chapter 1 and discussion board Quiz 1 Final Exam
F.4.e Strategies for assessing abilities, interests, values, personality, and other factors that contribute to career development	Chapter 3 and discussion board Quiz 2 Final Exam



F.4.f Strategies for career development program planning, organization, implementation, administration, and evaluation	Chapter 8 and case discussion boards Final Exam
F.4.g Strategies for advocating for diverse clients' career and educational development and employment opportunities in a global economy	Chapter 5 and discussion board Mock Poster Assignment Quiz 3 Final Exam
F.4.h Strategies for facilitating client skill development for career, educational, and lifework planning and management	Chapter 6 and discussion board Quiz 3 Final Exam
F.4.i Methods of identifying and using assessment tools and techniques relevant to career planning and decision making	Chapter 3 and discussion board Quiz 2 Final Exam
F.4.j Ethical and culturally relevant strategies for addressing career development	Chapter 7 and discussion board Mock Poster Project Quiz 4 Final Exam

**Key Performance Indicator**

Key Performance Indicator	Courses and Course Assignment	CACREP 2016 Standards
<p><u>KSPI 4</u> Students will demonstrate knowledge of effective and ethical career theory counseling to diverse clients.</p>	<p><i>Career Counseling Theory Assignment (formative and summative):</i> Students will demonstrate their knowledge of career counseling theory by applying career theory to a current news event.</p>	<p>2.F.4.a. theories and models of career development, counseling, and decision making 2.F.4.j. ethical and culturally relevant strategies for addressing career development</p>



## COURSE OBJECTIVES AND RELEVANT ACCREDITATION STANDARDS

- F.4.a Theories and models of career development, counseling, and decision making
- F.4.b Approaches for conceptualizing the interrelationships between and between work, mental well-being, relationships, and other life roles and factors
- F.4.c Processes for identifying and using career, avocational, educational, occupational and labor market information resources, technology, and information systems
- F.4.d Approaches for assessing the conditions of the work environment on clients' life experiences
- F.4.e Strategies for assessing abilities, interests, values, personality, and other factors that contribute to career development
- F.4.f Strategies for career development program planning, organization, implementation, administration, and evaluation
- F.4.g Strategies for advocating for diverse clients' career and educational development and employment opportunities in a global economy
- F.4.h Strategies for facilitating client skill development for career, educational, and lifework planning and management
- F.4.i Methods of identifying and using assessment tools and techniques relevant to career planning and decision making
- F.4.j Ethical and culturally relevant strategies for addressing career development

## CACREP STATEMENT

This course is designed to develop competence identified by and in compliance with the CACREP for master's level standards relevant to this course. Additional standards addressed in COUN 8020 are included in the Standards Chart at the end of this course outline.

## COURSE REQUIREMENTS AND METHODS OF INSTRUCTION

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### REQUIRED TEXTS

**Hayden, S. C. W.** (2023). *Integrating career development and mental health in counseling*. Routledge.  
<https://doi.org/10.4324/9781003220060>

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### METHODS OF INSTRUCTION

#### Asynchronous Online Instruction

- Chapter Readings
- Asynchronous group instruction
- Weekly discussions
- Partner completion of two projects
- Chapter quizzes (Canvas)
- Final cumulative exam (Canvas)



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## TECHNICAL REQUIREMENTS

You will need the following to participate in this course:

- Computer
  - Reliable internet connection
  - Access to UNO email and Canvas
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## TECHNICAL SUPPORT

You may also receive support from

- Information Technology Services Technical Support (human support)  
[unohelpdesk@nebraska.edu](mailto:unohelpdesk@nebraska.edu)  
402-554-4347 (HELP)  
Eppley Administration Building, Room 104  
Monday – Friday 8:00 to 5:00 pm

## DESCRIPTIONS OF COURSE ACTIVITIES AND ASSIGNMENTS

### WEEKLY DISCUSSION FORUMS (20 POINTS)

Throughout the semester, you will contribute to interactive weekly discussion boards. Thoughtful responses to posts of peers other than the facilitator are appreciated. It is acceptable and encouraged to expand the ongoing discussion to different parts of the chapter or article to include additional content areas within the weekly discussion.

### INTEGRATING CAREER THEORY AND CURRENT NEWS (20 POINTS)

This partnered assignment will require you to review current newspapers/websites (e.g., CNN, MSNBC, New York Times, ABC News, USA Today, Gallup, etc.) to find a work-related article. Using Chapter 4 in your text as a guide, select a career theory that could be applied to the article you selected. You will be provided with questions that you and your partner must answer based on your conceptualization of how the theory you selected would be applied to explain and/or intervene in the news story of your choosing. You will discuss your project on one of our weekly boards.

### MOCK ACA POSTER PRESENTATION (20 POINTS)

In pairs, you will determine a work-related topic of interest. You will collect current research related to work issues and interventions. You will create a virtual poster summarizing your research. You will discuss your project on one of our weekly boards, and I will upload all posters to Canvas!



QUIZZES (20 POINTS)

You will complete 4 open-book quizzes covering content from your text. See course calendar for dates and content. Questions will be multiple choice format and will be completed on Canvas. Each quiz is worth 5 points. On quiz weeks, quizzes are available 6am Wednesday through 11pm on Thursday and must be completed within that time frame. Once you begin the quiz, you must finish (you cannot stop and come back to it later).

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FINAL EXAM (20 POINTS)

Your final exam will be cumulative in nature and will consist of multiple choice questions. Questions will be based off content in your textbook, which you should use to help you prepare for and complete the exam, which will be open book.

**OVERVIEW OF THE ASSIGNMENT GRADES**

Assignment	Points
Weekly Discussion Forums	20
Career Theory and the News	20
Mock conference poster	20
Quizzes	20
Final Exam	20
<b>Total</b>	<b>100</b>

Grade	% Range	Points Range
<b>A</b>	90-100	90-100
<b>B</b>	80-89	80-89
<b>C</b>	70-79	70-79
<b>D</b>	60-69	60-69
<b>F</b>	<60%	Less than 60

**UNIVERSITY POLICIES**

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ACCOMMODATIONS

The University of Nebraska at Omaha is committed to providing reasonable accommodations for all persons with disabilities. This syllabus is available in alternate formats upon request. Reasonable accommodations are provided for students who are registered with [Accessibility Services Center](#) (ASC) and make their requests sufficiently in advance. For more information, contact ASC (Location: 104 H&K, Phone: 402.554.2872, Email: [unoaccessibility@unomaha.edu](mailto:unoaccessibility@unomaha.edu).)



## PREGNANT AND PARENTING STUDENTS

Students that are pregnant or parenting may request reasonable accommodations through university procedures. Requests for medically-related accommodations should be made through the Accessibility Services Center (ASC) by contacting them at 402.554.2872, or by emailing at [unoaccessibility@unomaha.edu](mailto:unoaccessibility@unomaha.edu). ASC can also assist with medical supervision, which allows students to regain lost attendance points, makeup assignments, and exams that were missed during excused absences. For all other accommodations, or questions about pregnancy and parenting, please contact the Title IX Coordinator at 402.554.2120 or by email to [sweil@unomaha.edu](mailto:sweil@unomaha.edu). Additional information about pregnancy and parenting can be found on the following links (updated 04/2022):

<https://www.unomaha.edu/office-of-equity-access-and-diversity/title-ix-information/pregnancy-parenting.php>

<http://www.nwlc.org/resource/pregnant-and-parenting-students-rights-faqs-college-and-graduate-students>

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## ACADEMIC INTEGRITY

Plagiarism and cheating of any kind on an examination, quiz, or assignment will result at least in an "F" for that assignment (and may, depending on the severity of the case, lead to an "F" for the entire course) and may be subject to appropriate referral to the [Office of Academic and Student Affairs](#) for further action. I will assume for this course that you will adhere to the University of Nebraska at Omaha policies and will maintain the highest standards of academic integrity. In other words, don't cheat by giving answers to others or taking them from anyone else. I will also adhere to the highest standards of academic integrity, so please do not ask me to change (or expect me to change) your grade illegitimately or to bend or break rules for one person that will not apply to everyone.

## STATEMENT ON ARTIFICIAL INTELIIGENCE

In this course, we recognize and embrace the evolving role of Artificial Intelligence (AI) in enhancing educational experiences and outcomes. AI tools may be utilized as supplementary resources for various educational purposes, including but not limited to research assistance, data analysis, problem-solving, and augmenting creative processes. This will apply to your projects for this course. However, it is important to use these tools responsibly and ethically. Students are expected to adhere to the following guidelines when using AI:

- Transparency: Clearly disclose the use of AI tools in your assignments, projects, or any course-related work. When AI-generated content is submitted, it must be properly cited and acknowledged.
- Integrity: AI should be used to support your learning, not replace it. You are expected to engage critically with AI-generated content, ensuring that your submissions reflect your own understanding and synthesis of the course material.



- Ethical Use: Abide by the ethical standards of academic integrity and intellectual property rights.

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## TITLE IX SEXUAL MISCONDUCT

As your instructor, one of my responsibilities is to help create a safe learning environment on our campus. Title IX and our own Sexual Misconduct policy prohibit sexual misconduct. If you have experienced sexual misconduct, or know someone who has, the University can help. I encourage you to visit [Title IX website](#) to learn more. If you are seeking help and would like to speak to someone confidentially, you can contact the [Counseling and Psychological Services](#) (CAPS) or [Gender and Sexuality Resource Center](#).

It is also important that you know that federal regulations and University policy require me to promptly convey any information about potential sexual misconduct known to me to UNO's Title IX Coordinator. In that event, they will work with a small number of others on campus to ensure that appropriate measures are taken, and resources are made available to the student who may have been harmed. Protecting a student's privacy is of utmost concern, and all involved will only share information with those that need to know to ensure the University can respond and assist.

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## CODE OF STUDENT RIGHTS, RESPONSIBILITIES, AND CONDUCT

Students at the University of Nebraska Omaha are expected to maintain standards of personal integrity in accordance with institutional goals for the success of all students. This means students are expected to assume responsibility for their actions; observe national, state, and local laws; follow university policies; and respect the rights and property of all people. For more information see [Student Conduct and Community Standards](#).

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## COUNSELING FOR THE COUNSELOR

Counseling and Psychological Services (CAPS) are free and confidential resources for enrolled students. For more information about individual or group counseling, or to set up an appointment, contact CAPS at 402.554.2409, H&K 101, Monday – Friday, 8a.m. - 5p.m. Please also visit our website: <https://caps.unomaha.edu> to learn more. If you are in crisis or dealing with thoughts of suicide, please call 402.554.2409 (and press "2" after-hours) to speak to a counselor immediately.

## GRADING POLICIES

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### GRADE APPEAL

Individuals who believe that their grade in a particular course does not properly reflect their performance or that the instructor acted in an arbitrary or capricious manner in determining the grade should first contact the instructor to determine the rationale for the grade or if there was an error in reporting. Consultation with the instructor should take place before taking any formal action regarding



a grade appeal. You will find the Department of Counseling grade appeal policy in the Student Handbook:<https://www.unomaha.edu/college-of-education-health-and-human-sciences/counseling/student-resources/student-handbook-fall-2022.pdf>

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### DROPPING A COURSE

A class can be dropped from your schedule via MavLINK up until the last day to withdraw. The last day to withdraw can be found on the [Academic Calendar](#). If you are currently enrolled, you can click on the "refund" link next to each class in your schedule. You can also contact the Office of the University Registrar to verify the last day to withdraw. Drops can only be completed in the 100% refund period of your course. If you drop the course from your schedule during this period, it will not be listed on your academic transcript. Withdraws can be completed up until the last day to withdraw for the semester. If you withdraw from a course, a grade of "W" is given for that course, and this will be listed on your academic transcript. "W" grades have no impact on your academic GPA.

## COURSE EXPECTATIONS

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### CLASSROOM CIVILITY

It is important to build a classroom climate that is welcoming and safe for everyone. Please display respect for everyone in the class. You should avoid racist, sexist, homophobic, or other negative language that may exclude members of our campus and classroom community.

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### CEHHS FAIRNESS STATEMENT:

We respect the worldviews of racially and ethnically diverse individuals and encourage multiple perspectives in fostering a global community dedicated to teaching, learning, service, and scholarly activity, while actively engaging in antiracist and inclusive practices. The College of Education, Health and Human Sciences is dedicated to ensuring that all individuals have access to the resources, support, and opportunities to succeed in their academic and professional careers. Through its faculty, staff, community partners, strategic plan, curricular, and extra-curricular offerings, the College is committed to preparing our students to engage equitably with all persons regardless of race, ethnicity, cultural beliefs, socioeconomic status, geographical perspective, gender identity and expression, age, religion, sexual orientation, or other identities. (Adopted August 2020)

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### PROFESSIONAL COMMUNICATION

It is expected that professionalism will be utilized in all written and oral communications with peers and instructor and throughout the duration of the semester. This includes appropriate email salutations. You may have your instructor for more than one course at a time, so please always include the course number (e.g., COUN 8020) in your communications.



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### SELF-DISCLOSURES AND LIMITS TO CONFIDENTIALITY

The nature of the discussion board component to this course dictates that students routinely share personal information about themselves, which can be sensitive in nature. It is expected that the class will function as a confidential group: personal information shared within the group is to remain within the group. That said, confidentiality on the part of your peers cannot be guaranteed by your instructor (like a therapy group). Please uphold the ethics of our profession in this regard.

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### LATE WORK

Late work will not be accepted, and makeup work will not be permitted. If an emergency arises, please ensure that you notify your instructor PRIOR to missing an assignment, discussion board, quiz, or test. Prior notification enables your instructor to work with you on creating a plan for completion.

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### FAIR USE POLICY

Copying or recording synchronous classes and course materials without prior instructor approval is prohibited. All copies and recordings remain the property of UNO and your instructor. UNO and your instructor reserve the right to retrieve, inspect, or destroy the copies and recordings after their intended use. These policies are not intended to affect the rights of students with disabilities under applicable law or UNO policies.

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### RIGHT OF REVISION

The instructor reserves the right to revise or adjust the course syllabus to best accommodate the pace and needs of the students.

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### ESSENTIAL COURSE OBJECTIVES

The following course elements constitute as essential course objectives. Removing or modifying essential course objectives results in fundamental alteration to the course.

1. Ongoing active participation on weekly discussion boards
2. Ongoing active collaboration with a peer for the Theory and Poster assignments
3. Timely completion of all course quizzes and exams
4. Consistent online access to Canvas and UNO email for asynchronous course instruction, connection with faculty and students, and submission of course assignments.

If you anticipate difficulty meeting these objectives, communicate with your instructor immediately.