

## Cultural Competency in Working with Students and Employment: Implementation Support

This is a checklist of steps that supervisors can take to teach this Practice to their VR counselors\*. The steps follow adult learning principles and are designed to support counselors in learning about and implementing this new practice.

1. **First, determine the learning goals related to this practice: What do you want VR counselors to know or know how to do with regards to this Practice?**
  
2. **Adult learners need to 1) understand the content; 2) figure out how its relevant, useful, and feasible to apply; 3) identify the skills they will need to use; and 4) practice implementing it, ideally in their setting. Review the Practice with these questions:**
  - a. **Knowledge: What is the best practice?**

Review the Case Example for Cultural Competency, or the Module “[title of student module here]”
  - b. **Attitudes: How possible is it to implement in our program? How will it help our clients? Review these requirements and discuss how feasible it is to implement.**
    - Setting requirements
      - N/A
    - Other clients
      - N/A
    - Other resources
      - Access to devices for text, email, phone communication with students and their families
    - Barriers to implementation
      - Lack of communication channels that reach family members, e.g. no email or smart phone access
      - Counselor comfort with exploring student’s environmental and situational factors
      - Counselor comfort with communicating with families
    - Opportunities for implementation
      - Regular appointments with clients that could include communication with family members
  - c. **Skills: What do will the counselors need to do?**
    - Talk with students about their home and family situations to identify logistical challenges to employment
    - Talk with families to understand cross-cultural issues affecting their student’s employment
  - d. **Practice: How would we do it here? Talk through steps to implementation together, from identifying clients to conducting practice interviews.**
    - Can you eliminate any of the barriers you identified above?

- How will you or the counselor identify clients to engage with this practice?
- What support does the counselor want in order to use this practice with his/her first client?
- What does the counselor need to do next?
- What do you need to do to provide support for your counselor?
- What is a realistic timeline for engaging the first client in this new practice?
- How/when will you and the counselor continue to problem solve any implementation challenges?

\*counselor can also mean vendor, as some sites may contract out for the services described