

**Career**

Career

CAREER

Paths

in

Psychology

# Careers in Psychology

## Path 1: Residential Care

### I. Definition:

Residences, e.g., halfway houses, community residences for mentally ill, group homes, shelters, and transitional living arrangements which provide a non-institutional, home-like setting for patients/clients with a variety of presenting issues.

General Statements:

- Residents participate, to some degree, in their own care and maintenance (chores, shopping, group decisions, personal care, etc.)
- Both short-term and long-term living situations are available.
- There is an attempt to duplicate, insofar as possible, home-like conditions
- Medical treatment is off-site
- Generally, staff do not wear uniforms
- A variety of therapies may be offered: generally counseling, milieu therapy, recreational therapy, expressive therapies, and in some specific situation such as substance abuse recovery, drug and alcohol abuse treatments are provided.

### II. Range of Duties

- Caring about clients
- Creating a therapeutic atmosphere
- Counseling
- Assisting with daily living
- Assisting with skill development
- Effecting transitions
- Integrating residents
- Responding to emergencies
- Handling public relations
- Supervising staff members
- Carrying out administrative duties

### III. Training and Qualifications

- Your motives must be healthy
- Expect extensive screening

### IV. Possible Employers

- Retirement communities
- Community mental health providers
- Substance abuse treatment programs
- Short-term youth shelters
- Schools for students with special education needs

## Possible Job Titles

There is a range of position titles that you will see as you conduct your search for these kinds of jobs. The title reflects the level of supervisory capability the job requires. Review the list shown below, and add to it as you identify sites at which you are interested in working

Activities coordinator  
Assistant manager  
Case manager  
Case worker  
Child care worker  
Counselor  
Crisis worker  
House manager  
House parent  
Mental health worker  
Program assistant

Program manager  
Psychiatric residence staffer  
Relief worker  
Resident services provider  
Residential clinical director  
Residential counselor  
Residential specialist  
Residential worker  
Special school counselor  
Support worker  
Youth service worker

There is a growing movement that considers the worker with a baccalaureate degree a professional. In the five career paths chosen for this book on *Great Jobs for Psychology Majors*, that is emphatically so. But be aware that the term paraprofessional is also used to indicate someone in the mental health field who has not had formal educational training beyond high school, so be sure to carefully review the required qualifications for each job listing you examine. You'll want to avoid gaining employment that underemploys you or that doesn't allow you to use your full range of knowledge and skills.

## **Path 2: Community and Social Services**

### **I. Definition:**

Social service involves seeking out the right information, the right resources for clients and connecting clients with the information, materials, and resources they require, and providing the assistance and support they might need to obtain such information and resources. It is a networking, communicating, bridge-building, role modeling, counseling, and mentoring partnership role that the social service worker plays in connecting clients with the many services and agencies providing assistance. The following are some of the most prominent populations receiving social services: Seniors, low income or indigent individuals, juvenile offenders, substance abusers, the mentally ill, pregnant teens, etc.

### **II. Range of Duties**

- Counseling
- Record keeping
- Assessing a wide range of conditions
- Networking
- Meeting immediate needs
- Referring
- Working with volunteers
- Interacting with a multidisciplinary team
- Building a knowledge base

### **III. Training and Qualifications**

- Concern for other
- Appropriate detachment
- Ability to work the system
- Flexibility
- Your degree
- Licensure/Certification
- Knowledge of Other Languages

#### IV. Possible Employers

- Nonprofit agencies
- Medical/health organizations
- Federal/state/local governmental agencies
- Corrections and rehabilitation
- Insurance companies
- Religious organizations
- Retirement homes/communities

#### **Possible Job Titles:**

You will see a wide variety of job titles associated with community and social services. Sometimes the word *counselor* is in the job title, and oftentimes these are considered entry-level positions. For those workers who have more experience, and for you that might mean part-time or summer employment, or an internship, the word coordinator might be used. Workers who have case management experience or who are responsible for supervision of their workers, facilities, or budgets will often have the word *manager*, *director* or *supervisor* in their job title. Review the titles below and look for job listings that match your level of experience.

Behavior specialist	Intensive case manager
Behavior therapist	Mental health clinician
Behavioral psychologist	Milieu counselor
Care manager	Parent counselor/educator
Case coordinator	Prevention counselor
Case management supervisor	Primary therapist
Case manager	Project manager
Child development specialist	Program coordinator
Clinical coordinator	Program director
Clinical director	Program manager
Clinical manager	Psychologist
Clinical supervisor	Psychotherapist
Clinician	Rehabilitation counselor
Community services specialist	Social Worker
Community support clinician	Substance abuse counselor
Consultant	Therapist
Counseling coordinator	Women's counselor
Day treatment clinician	Youth specialist
Family counselor	Mental retardation and mental health counselor

#### **Related Occupations:**

Many of the occupations that relate to community and social service work draw on the same talents and skills, but some also require a more specialized education than a bachelor's degree in psychology, or they may require certification or licensure. If any of the job titles shown below interest you, consult the *Occupational Outlook Handbook* for details.

Activity leader	Music therapist
Admissions evaluator	Occupational therapist
Art therapist	Physical therapist
Employment services worker	Regulatory administrator
Expressive therapist	Religious worker
Health club manager	Social worker
Labor relations manager	

### **Path 3: Human Resources**

#### **I. Definition:**

The workplace in general, and the human resources worker in particular, is primarily concerned with three types of development to create a cohesive workforce and achieve the overall organizational mission and goals: 1) training and development, or developing key competencies in workers that enable them to carry out their duties; 2) organization development, which primarily focuses on helping groups manage change; and 3) career development, which involves helping employees manage their careers within the organization.

#### **II. Typical Functions**

- Employment and placement
- Wage and salary administration
- Training and development
- Benefits administration
- Outplacement
- Research and information management

#### **III. Training and qualifications**

- Communication
- Public presentation skills
- Computer and software familiarity
- Data analysis

#### **IV. Possible Employers**

- Health care
- Service
- Education
- Manufacturing
- Finance and insurance
- Government
- Regular and temporary employment agencies

### **Possible Job Titles**

Because human resources worker can be generalists or specialists, depending on the size and complexity of the organization, you will see quite a range of job titles. Consider them all to decide which positions you're qualified to fill, or to determine an area in which you would like to specialize.

Affirmative action coordinator  
Arbitrator  
Benefits administrator  
Benefits manager  
Compensation manager  
Compensation specialist  
Education specialist  
Employee assistance plan manager  
Employee benefits manager  
Employee development specialist  
Employee relations representative  
Employee welfare officer/manager  
Employment interviewer

Job analyst  
Job classification specialist  
Labor relations specialist  
Management analyst  
Mediator  
Occupational analyst  
Personnel administrator  
Personnel consultant  
Personnel director  
Personnel management specialist  
Personnel officer  
Personnel staffing specialist  
Position classification specialist

Employment specialist  
Equal Employment Opportunity (EEO)  
representative  
Grievance officer  
Human resource information systems specialist  
Human resources coordinator  
Human resources manager  
Human resources specialist  
Industrial relations specialist  
International human resource manager  
Interviewer

Position classifier  
Position review specialist  
Recreation specialist  
Recruiter  
Salary administrator  
Service coordinator  
Test development specialist  
Trainer  
Training and development manager  
Training specialist

#### **Path 4: Therapy**

##### **I. Definition:**

Therapists treat and rehabilitate individuals who may present problems that are emotional, mental, physical or spiritual. The therapist works with a client to restore and develop function, to prevent the loss of capabilities, and to maintain an optimum lifestyle. An increasing number of therapy modalities are currently available to patients. Some frequently encountered therapies include cognitive, behavioral, interpersonal, psychodynamic, psychoanalysis, family and couples, and expressive. Contrary to popular belief, not all therapy positions require advanced degrees. However, although these positions are called “therapist”, they are more accurately described as pre-professional positions, under the supervision of a licensed therapist. They do work with patients, and they do participate in a variety of therapeutic modalities or treatment plans. Large populations requiring therapeutic services that can be provided with undergraduate psychology degrees include the severely emotionally disturbed, neurologically impaired, mentally retarded, and anti-social or acting-out populations.

##### **II. Working Condition-Characteristics**

- Teamwork
- Group Settings
- Family involvement
- Supervision
- Length of treatment

##### **III. Training and Qualifications**

- Advanced degree(s)-most
- Licensure and certification
- Work experience
- Flexibility
- Patience
- Record keeping
- Listening
- Effective communications
- Empathy
- Being Open
- Acceptance

##### **IV. Possible Employers**

- Medical institutions
- Schools
- Psychiatric facilities

- Private rehabilitation centers
- Public and private mental health providers
- Nonprofit providers
- Correctional facilities

## Possible Job Titles

Therapy job titles can range from generalist to specialist, depending on the modality that is used. Review the list provided here, and follow up on those that sound interesting by talking with a career counselor and a provider of the particular kind of therapy, and also contact the professional association serving that type of therapist.

Activity therapist	Horticultural therapist
Art psychotherapist	Light therapist
Art specialist	Manual arts therapist
Art therapist	Marriage therapist
Behavior therapist	Massage therapist
Clinician	Movement therapist
Creative arts therapist	Music therapist
Creative therapist	Occupational therapist
Dance therapist	Psychiatric rehabilitation counselor
Day treatment clinician	Psychomotor therapist
Drama therapist	Recreational therapist
Exercise therapist	Therapist
Expressive therapist	Voice therapist
Family therapist	Water therapist
Heat therapist	

## Path 5: Teaching

### I. Definition:

Both master's and doctoral degree students in Psychology can find employment teaching in a college setting; however, the doctorate is preeminently the degree of choice. The specialization possibilities at both levels are numerous. Here are a few:

Neuropsychology	Differential Diagnosis	Cross-Cultural Psychology
Forensic Assessment	Hypnotherapy	Industrial Psychology
Humanistic Psychology	Clinical Psychology	Medical Psychology
Counseling Psychology	Psychology of Aging	Community Mental Health
Adolescent Psychology	Developmental Psychology	History of Psychology
Psychotherapy	Child/Family Behavior Therapy	Psychology of Imagery
Psychiatric Rehabilitation	Physiological Psychology	Social Psychology
Systems of Psychology	Cognitive and Human Memory	Environmental Psychology
Applied Psychology	Developmental Psychobiology	Learning
Psychology of Self	Psychology of Language	Cognitive & Mathematical Psych.

### II. Duties/Working Conditions

- Teaching responsibilities in a variety of areas, often at the introductory level
- Conduct scholarly research

- Perform advising
- Participate in committee work (shared governance) and attend to administrative duties
- Provide community service

### III. Training and Qualification

- Minimally, a master's degree, usually a doctorate
- Evidence of teaching effectiveness
- A track record of research, publications, presentations
- Demonstrated commitment to community service
- Cultural sensitivity

### IV. Possible Employers (Resources)

- Directories such as Peterson's Guides
- Posting at the Internship and Career Center
- *The Chronicle of Higher Education*
- Psychology Department contacts, posting, list serv, Web
- Professional Associations and Conferences

## Possible Job Titles

Job titles for positions relating to teaching and research in psychology will be fairly standard: teacher or researcher. Position descriptions will list areas of educational and research specialization required for the position. In both teaching and research, a specialization can be developed in one of the following fields:

Clinical Psychology  
 Community psychology  
 Counseling psychology  
 Developmental psychology  
 Educational psychology  
 Environmental psychology  
 Experimental psychology  
 Family psychology  
 Health psychology  
 Industrial and organizational psychology  
 Neuropsychology and psychobiology  
 Psychology of aging  
 Psychology and Law, and forensic psychology  
 Psychology of women  
 Psychometrics and quantitative psychology  
 School psychology  
 Social psychology

# PSYCHOLOGY

## WHAT CAN I DO WITH THIS DEGREE?

AREAS	EMPLOYERS	STRATEGIES
HUMAN SERVICES Counseling Advocacy Mental Health Service	Federal government, Departments of Health and Human Services Justice Veteran's Administration State government, Departments of Human Services Mental Health & Mental Retardation <ul style="list-style-type: none"> <li>Community mental health centers</li> <li>State psychiatric hospitals</li> <li>Facilities for mentally retarded</li> </ul> Justice: <ul style="list-style-type: none"> <li>Probation and parole</li> </ul> Local government <ul style="list-style-type: none"> <li>Senior citizens' centers</li> <li>United Way agencies/local branches of national nonprofit organization including: YMCA/YWCA, Goodwill Industries Boys and Girls Clubs</li> <li>Religiously-affiliated service organizations</li> </ul>	Obtain essential practical experience: <ul style="list-style-type: none"> <li>Find part-time or summer jobs, e.g., camp counselor, resident hall advisor</li> <li>Plan internship or practicum placements for academic credit</li> <li>Get volunteer experiences, e.g., hotline, Big Brother/Sister, Special Olympics, psychiatric hospital, service fraternity/sorority</li> <li>Pursue excellent academic record</li> <li>Become fluent in foreign language spoken by multi-cultural clients</li> <li>Be willing to relocate</li> <li>Obtain graduate degree for substantive counseling work</li> <li>Become familiar with government hiring procedures</li> </ul>
ADMINISTRATION	Federal, state and local government National headquarters and local branches of non-profit organizations	<ul style="list-style-type: none"> <li>Consider business minor or double major</li> <li>Get experience in counseling or advocacy</li> <li>Need masters in health care administration for advancement</li> </ul>
COMMUNITY RELATIONS	Federal state and local government Local branches of national non-profit organizations	<ul style="list-style-type: none"> <li>Obtain experience in counseling, advocacy, or administration</li> <li>Acquire knowledge of community problems and government resources</li> </ul>
PROGRAM DEVELOPMENT	Federal, state and local government National headquarters and local	<ul style="list-style-type: none"> <li>Acquire experience in counseling, advocacy or administration</li> </ul>

<b>AREAS</b>	<b>EMPLOYERS</b>	<b>STRATEGIES</b>
PROGRAM DEVELOPMENT (continued)	branches of non-profit organizations	<ul style="list-style-type: none"> <li>• Obtain graduate degree for advancement</li> </ul>
RESEARCH	Federal government: Dept. of Health and Human Services, National Institute of Education, Office of Naval Research, National headquarters of non-profit organizations	<ul style="list-style-type: none"> <li>• Develop strong quantitative and statistical skills</li> <li>• Obtain graduate degree for advancement</li> </ul>
HUMAN RESOURCES Employment and Recruitment Labor Relations Compensation and Benefits	Human Resources (Personnel) departments of companies Government personnel agencies and departments Employment agencies	Acquire related experience as: <ul style="list-style-type: none"> <li>• Resident Hall advisor, New Student Orientation Advisor, Admissions office tour guide or recruiter</li> <li>• Find committee work in policy making or settling disputes</li> </ul>
PUBLIC RELATIONS Research Programming Writing and editing Special events Media placement Public speaking Fund-raising	Public relations and advertising firms Companies with in-house public relations departments Trade associations Federal, state and local government College and universities Non-profit organizations	<ul style="list-style-type: none"> <li>• Develop strong writing and speaking skills</li> <li>• Obtain related experience with campus newspaper, TV, or radio, Admissions office as tour guide or recruiter, Student Activities office in planning</li> <li>• Serve as fund-raiser, political canvasser</li> <li>• Find internship through campus chapter of Public Relations Society of America</li> </ul>
ADVERTISING Creative Media Account Services Research	Advertising agencies Companies with in-house advertising agencies or departments	<ul style="list-style-type: none"> <li>• Obtain relevant experience with campus newspaper, TV, or radio</li> <li>• Work with student-run business</li> <li>• Find internship with member of American Advertising Federation or market research firm</li> <li>• Develop portfolio for creative positions</li> <li>• Plan business minor or double major for Account Services positions</li> </ul>
MARKET RESEARCH	Market Research firms Market Research departments of consumer goods manufacturing firms	<ul style="list-style-type: none"> <li>• Develop strong background in math/statistics</li> <li>• Become involved in American Marketing Association</li> <li>• Obtain related experience: Get part-time or summer field service experience with market research firm (see "Marketing Services in Yellow Pages)</li> <li>• Obtain business research practicum experience</li> <li>• Become reporter for campus newspaper</li> <li>• Serve as canvasser/phone interviewer for charity or political campaign</li> </ul>

<b>AREAS</b>	<b>EMPLOYERS</b>	<b>STRATEGIES</b>
TEACHING	Public and private schools	<ul style="list-style-type: none"> <li>• Obtain teaching certificate for public school positions</li> <li>• Seek guidance from education department of your school</li> <li>• Secure strong personal recommendations</li> <li>• Volunteer as a tutor</li> </ul>
RETAILING Management Buying	All major retail including: Drug Specialty Variety Department store chains	<ul style="list-style-type: none"> <li>• Obtain related sales experience with part-time summer retailer, campus yearbook or newspaper</li> <li>• Secure leadership positions in campus organization</li> <li>• Find internship with individual or chain store</li> </ul>
SALES	Retailers Wholesalers Manufactures Insurance companies Real estate companies	<ul style="list-style-type: none"> <li>• Obtain sales experience</li> </ul>

**Career related books can be found in room 114 South Hall – Graduate Study and Career Resource Room:**

<b>Title</b>	<b>Author</b>
Great Jobs for Liberal Arts Majors	Blythe Camenson
The Liberal Arts Advantage	Gregory Giangrande
America's Top Medical, Education, & Human Services Jobs	J. Michael Farr
Planning Your Career in Alternative Medicine	Dianne J.B. Lyons
Hot Health Care Careers	Margaret McNally, Phyllis Schneider
Peterson's Job Opportunities in Health Care	Peterson
Non-Profits & Education Job Finder	Daniel Lauber
Real People Working in Helping Professions	Blythe Camenson
Jobs and Careers with Nonprofit Organizations	Ronald & Caryle Krannich
Careers for Caring People and Other Sensitive Types	Adrian Pardis
Great Jobs for Psychology Major	Julie DeGalan
Good Works Guide to Careers in Social Change	Donna Colwin
Careers in Social Work	Leon H. Ginsberg
The Career Guide for Creative and Unconventional People	Carol Eikelberry, Ph.D.
Making a Living While Making a Difference	Melissa Everett
Occupational Outlook Handbook – 2000/2001	Dept. of Labor, Alexis Herman
Peterson's Hidden Job Market	Peterson

## Planning for the Future

The following is a chart of career objectives taken from *The Career Development Manual* at University of Waterloo, Canada. It can help you prepare for your future. Your own ideas can be added to the list. Put an *x* on each point you feel you would like to commit to.

### Year 1

	Select courses of interest that you think will be good background for you.
	Think about what makes you special or unique, e.g., personality traits, attitudes, special skills. Use some assessment instruments to help you with details.
	Visit Internships & Career Center to find helpful resources.
	Join campus organizations for recreation and social activities.
	Decide what type of job you would like to have for your next work experience (co-op, casual, summer, contract, on-going (permanent), work-study, internship, volunteer).

### Year 2

	Evaluate your academic program to decide if you need to make some changes based on your studies and work experiences to date.
	Begin to look at occupations and fields you find interesting.
	Decide if you want/need to go to graduate school immediately after your Bachelor's program.
	Plan time for and participate in on-campus activities.
	Look for a work experience to enable you to check out career options you are considering.
	Begin networking

### Year 3

	Narrow the field you are considering for your career by researching and speaking with people.
	Join a professional organization in your field, as a student member, to keep up-to-date and network.
	If planning for Graduate School, keep your grades high. Check out which schools have the programs you are considering.
	Use Internships & Career Center and attend their programs.
	Take on some leadership roles in your extracurricular activities to broaden your skills.
	Locate a work experience that will give you good transferable qualifications.
	Find a mentor who can help you with advice and possibly open doors for you in your career.

### Year 4

	Try to keep your grades within the range typically expected by employers you want interviews with. If your grades were lower in the first year or two but are higher now, that upward direction is what employers are interested in.
	Prepare your applications for Graduate School. Be sure you are going for a positive reason that is career-related, rather than a negative reason as an avoidance of something.
	Begin your job search. Check out advertisements in the visible job market and opportunities in the hidden job market. Apply for any positions that you feel are a good fit for you.
	Continue with your commitments to on-campus organizations.

## GRADUATE SCHOOL

Are you wrestling with the question of whether you should go to graduate school or get a job? Don't decide to go only because you don't want to look for a job. Years of commitment in a Master's or Ph.D. program require a strong interest in the subject area. You need to feel the activity is an investment in your future. You may also find that you become overqualified for the job you eventually would like to do. Some of the positions you might be interested in require advanced level education, e.g., Psychology, Scientific Research. Make sure you have adequate experience in the work world. Some graduate schools require work experience prior to enrolling in their programs. Also some employers will not hire anyone without experience especially when having to pay a higher salary for an educational level they do not want. Part-time study is always an option. Some employers partially fund costs for employees continuing their education. Your studies may seem more interesting and relevant, especially if your projects can have a real-world application.

When it comes time to consider graduate school, research information and speak with knowledgeable people. Entering the wrong program or the wrong school can also derail your career. If you want to work with a particular company and you know they hire graduates from only 1 or 2 schools, then you need to get your credentials from that institution. If the work you would love to do requires a special graduate program, but it is offered in an area you don't want to move to, are you prepared to settle for second-best type work in your career by choosing an alternate program and school? Your reputation upon graduation is as good as your adviser's. Therefore, choose your school, program and adviser very carefully. What debt level are you prepared to carry at the end of your studies? Are you able to find studies that will also fund you? What is the record for graduates in obtaining their desired employment? For those interested in obtaining an academic position, how many years of post-doctoral study have they had to undertake? Job markets fluctuate. It is very difficult to predict what positions will be available in 5 to 10 years. You need to keep a balance between the work you care very deeply about and the probability of earning a living in that field.

## ADDITIONAL KNOWLEDGE AND EXPERIENCE

Go back to your Planning for the Future - *career objectives* section, and copy the information you had for your immediate goals and add your, 2-5 year, and 5 year goals into the sections below:

Work I would like to be doing in 5 years:

Work I would like to be doing in 2-5 years:

Work I would like to be doing now:

For each career objective, begin to think about the additional preparation required to add to your current credentials.

- Courses - university, technical, grades required
- Skills - level of proficiency
- Training - equipment, procedures
- Personal Qualities - enhancement
- Other Experience or Activity - through summer, co-op, internship
- Positions, by volunteering, or by taking interim (or stepping stone)
- Employment

Ask yourself:

How much time and money will it take?

When would you like to acquire the prerequisites you would need for the work defined in your Career Objectives section?

# Career Planning Web Sites

## Career Assessment Exercises

**Review.com** [www.princetonreview.com/cte/default.asp](http://www.princetonreview.com/cte/default.asp)

Princeton Review links how to information on resumes, cover letters, books and software and discussion groups.

**Character and Temperament Test** [www.keirsey.com](http://www.keirsey.com)

Questionnaire providing feedback on personality type and suitable jobs

## Career 911

[www.assessment.com/MAPPMembers/Welcome.asp?accnum=06-5407-000.00 /](http://www.assessment.com/MAPPMembers/Welcome.asp?accnum=06-5407-000.00/)

The MAPP Assessment reveals the real you: your natural motivations, interests and talents for work.

**Career Search** [www.collegeboard.com/csearch/majors\\_careers/profiles/index.html](http://www.collegeboard.com/csearch/majors_careers/profiles/index.html)

Career questionnaire that matches to possible careers with links to the Department of Labor's *Occupational Outlook Handbook*

**Test Junkie** [www.queendom.com/tests/alltests.html/index.html](http://www.queendom.com/tests/alltests.html/index.html)

Many on-line tests, look under Career choice and preparation

## Career Planning and Occupational Information

**Career Planning Process-Bowling Green** [www.bgsu.edu/offices/sa/career/](http://www.bgsu.edu/offices/sa/career/)

Links to information on career planning

**Career Development Manual** [www.cdm.uwaterloo.ca/](http://www.cdm.uwaterloo.ca/)

Covers topics; self assessment, occupational research, decision making, employment contact, career/life planning

**Planning a Career** [www.mapping-your-future.org/](http://www.mapping-your-future.org/)

Discusses steps in career planning, links to career information

**Washingtonpost.com** [www.washingtonpost.com/](http://www.washingtonpost.com/)

Timely articles and links to a job search, job matrix and job resources, post a resume

**America's Career InfoNet** [www.acinet.org/acinet/](http://www.acinet.org/acinet/)

Wages and trends, job bank, America's Learning Exchange

**California Occupational Information Coordinating Committee** [californiacareers.info](http://californiacareers.info)

**The Riley Guide** – employment trends and links to government reports, industry surveys [www.rileyguide.com](http://www.rileyguide.com)

**O\* Net Occupational Information Network** [online.onetcenter.org\](http://online.onetcenter.org)

## Non Profit Employment

[www.nonprofitresourcectr.org](http://www.nonprofitresourcectr.org)

[www.idealists.org](http://www.idealists.org)

[www.nonprofitjobs.org](http://www.nonprofitjobs.org)

[www.opportunitynocs.org](http://www.opportunitynocs.org)

[www.philanthropy.org](http://www.philanthropy.org)

## **Career and Labor Market Information**

### **Occupation Outlook Handbook** [www.bls.gov/oco/](http://www.bls.gov/oco/)

Developed by the U.S. Department of Labor. Includes nature of work, working conditions, employment statistics, training required, job outlook, earnings, related occupations and sources of additional information.

### **California Occupational Guide**

[www.labormarketinfo.edd.ca.gov/cgi/career/?PAGEID=3&SUBID=139](http://www.labormarketinfo.edd.ca.gov/cgi/career/?PAGEID=3&SUBID=139)

A sample of a series of about 300 information sheets covering individual occupations or groups of related occupations providing statewide information about job duties, working conditions, employment outlook, wages, benefits, entrance requirements, and training.

### **Career Counseling Library** [uhs.berkeley.edu/students/careerlibrary/index.shtml](http://uhs.berkeley.edu/students/careerlibrary/index.shtml)

Career exploration links provided by UC Berkeley

### **Monster.com** [content.monster.com/](http://content.monster.com/)

Monster career center

### **Career Builder** [www.careerbuilder.com/](http://www.careerbuilder.com/)

Includes a salary calculator

### **Job relocation database** [www.homefair.com/homefair/calc/salcalc.html](http://www.homefair.com/homefair/calc/salcalc.html)

### **U.S. Office of Personnel Management** [www.usajobs.opm.gov](http://www.usajobs.opm.gov)

### **Government Employment Listings**

### **International Opportunities** [www.cie.uci.edu/iop/work.html](http://www.cie.uci.edu/iop/work.html)

### **Action without Borders** [www.idealists.org/](http://www.idealists.org/)

### **Non-profit database search** [www.opportunitynocs.org/](http://www.opportunitynocs.org/)

### **United Way** [www.uw211.org/](http://www.uw211.org/)

### **Yolo County** [www.co.yolo.ca.us](http://www.co.yolo.ca.us)

### **Sacramento County** [www.cosacramento.ca.us](http://www.cosacramento.ca.us)

### **Solano County** [www.co.solano.ca.us](http://www.co.solano.ca.us)

## SOME OF THE SUBFIELDS IN PSYCHOLOGY

Psychologists specialize in a host of different areas within the field and identify themselves by many different labels. A sampling of those focal areas is presented below to give you an idea of the breadth of psychology's content as well as the many different settings in which it is found. Additionally, many psychologists teach psychology in academic institutions from high schools to graduate programs in universities.

The field of psychology encompasses both research through which we learn fundamental things about human and animal behavior, and practice through which that knowledge is applied in helping to solve human problems. In each of the sub fields there are psychologists who work primarily as researchers, others who work primarily as practitioners, and many who do both (scientist-practitioners). Indeed, one of psychology's most unique and important characteristics is its coupling of science and practice, which stimulates continuous advancement of both.

**Clinical psychologists** assess and treat mental, emotional, and behavioral disorders. These range from short-term crises, such as difficulties resulting from adolescent rebellion, to more severe, chronic conditions such as schizophrenia.

Some clinical psychologists treat specific problems exclusively, such as phobias or clinical depression. Others focus on specific populations: youngsters, ethnic minority groups, gays and lesbians, and the elderly, for instance.

**Counseling psychologists** help people to accommodate to change or to make changes in their lifestyle. For example, they provide vocational and career assessment and guidance or help someone come to terms with the death of a loved one. They help students adjust to college, and people to stop smoking or overeating. They also consult with physicians on physical problems that have underlying psychological causes.

**Developmental psychologists** study the psychological development of the human being that takes place throughout life. Until recently, the primary focus was on childhood and adolescence, the most formative years. But as life expectancy in this country approaches 80 years, developmental psychologists are becoming increasingly interested in aging, especially in researching and developing ways to help elderly people stay as independent as possible.

**Educational psychologists** concentrate on how effective teaching and learning take place. They consider a variety of factors, such as human abilities, student motivation, and the effect on the classroom of the diversity of race, ethnicity, and culture that makes up America.

**Engineering psychologists** conduct research on how people work best with machines. For example, how can a computer be designed to prevent fatigue and eye strain? What arrangement of an assembly line makes production most efficient? What is a reasonable workload? Most engineering psychologists work in industry, but some are employed by the government, particularly with the department of Defense. They are often known as human factor specialists.

**Forensic psychologists** apply psychological principles to legal issues. Their expertise is often essential in court. They can, for example, help a judge decide which parent should have custody of a child or evaluate a defendant's mental competence to stand trial. Some forensic

psychologists are trained in both psychology and the law.

**Health psychologists** are interested in how biological, psychological, and social factors affect health and illness. They identify the kinds of medical treatment people seek and get; how patients handle illness; why some people don't follow medical advice; and the most effective ways to control pain or to change poor health habits. They also develop health care strategies that foster emotional and physical well-being. Psychologists team up with medical personnel in private practice and in hospitals to provide patients with complete health care. They educate medical staff about psychological problems that arise from the pain and stress of illness and about symptoms that may seem to be physical in origin but actually have psychological causes.

**Industrial/organizational psychologists** apply psychological principles and research methods to the work place in the interest of improving productivity and the quality of work life. Many serve as human resources specialists helping organizations with staffing, training, and employee development and management in such areas as strategic planning, quality management, and coping with organizational change.

**Neuropsychologists** explore the relationships between brain systems and behavior. For example, neuropsychologists may study the way the brain creates and stores memories, or how various diseases and injuries of the brain affect emotion, perception, and behavior. Neuropsychologists frequently help design tasks to study normal brain functions with new imaging techniques, such as positron emission tomography (PET single photon emission computed tomography SPECT, and functional magnetic resonance imaging FMRI). Neuropsychologists also assess and treat people. And with the dramatic increase in the number of survivors of traumatic brain injury over the past 30 years, neuropsychologists are working with health teams to help brain-injured people resume productive lives.

**Quantitative and measurement psychologists** focus on methods and techniques for acquiring and analyzing psychological data. Some develop new methods for performing analysis; others create research strategies to assess the effect of social and educational programs and psychological treatment. They develop and evaluate mathematical models for psychological tests. They also propose methods of evaluating the quality and fairness of the tests.

**Rehabilitation psychologists** work with stroke and accident victims, people with mental retardation, and those with developmental disabilities caused by such conditions as cerebral palsy, epilepsy, and autism. They help clients adapt to their situation, frequently working with other health care professionals. They deal with issues of personal adjustment, interpersonal relations, the work world, and pain management. Rehabilitation psychologists have also become more involved in public health programs to prevent disabilities; especially those caused by violence and substance abuse. And they testify in court as expert witnesses about the causes and effects of a disability and a person's rehabilitation needs.

**School psychologists** work directly with public and private schools. They assess and counsel students, consult with parents and school staff, and conduct behavioral intervention when appropriate. Some school districts employ psychologists full time.

**Social psychologists** study how a person's mental life and behavior is shaped by interactions with other people. They are interested in all aspects of interpersonal relationships, including both individual and group influences, and seek ways to improve such interactions. For example, their research helps us understand how people form attitudes toward others, and when these are harmful, as in the case of prejudice, and suggests ways to change them. Social psychologists are found in a variety of settings, from academic institutions (where they

teach and conduct research), to advertising agencies where they study consumer attitudes and preferences, to businesses and government agencies (where they help with a variety of problems in organization and management).

**Sports psychologists** help athletes refine their focus on competition goals, become more motivated, and learn to deal with the anxiety and fear of failure that often accompany competition. The field is growing as sports of all kinds become more and more competitive and attract younger children than ever.

## **Careers at the Associate, Bachelor's, and Master's Levels**

### ***Career Options With an Associate Degree***

People with an associate degree in psychology work in a variety of settings and perform an array of tasks. Options for employment are variable from state to state and are affected by the state's economy, the number and kind of mental health professionals seeking employment, the types of mental health facilities, and the credentials required for various jobs, among other factors.

If you are considering a career at this level, it is very important, therefore, to contact the person in charge of human resources at the state department of mental health in whatever states you might like to work. Also check with the directors of the academic programs that interest you to see how many of their graduates are placed in jobs and the kind of jobs they obtain. Terminal associate degree programs are often designed to meet the needs of employers in the community served by the college, but some programs are more effective than others at integrating students into the local job market.

Some typical occupational programs are described here, but title and job descriptions will vary among schools and among states:

**Human Services**—training to work in social welfare agencies, correctional facilities, or agencies serving special populations such as the elderly, the physically handicapped, and the mentally handicapped. Employment settings may include child welfare agencies, juvenile detention centers, vocational rehabilitation services, and group homes.

**Mental Health**—training for employment in mental hospitals, mental health clinics, community mental health centers, counseling centers, and crisis intervention units.

**Drug and Alcohol Rehabilitation Counseling**—training to work under supervision as a counseling aide or paraprofessional counselor to people under treatment for abusing drugs or alcohol.

**Early Childhood Education**—training for a job as a teacher's aide or a child care assistant in a preschool, day-care center, Head Start program, or other service for young children.

People employed in these settings with associate degree training are supervised by a psychologist, social worker, or teacher. Their responsibilities may include screening and evaluating new clients, keeping records, advocating clients needs, and working with parents and teachers. Working with the elderly or children may mean organizing social and recreational activities such as games and field trips, helping with personal tasks like dressing, and teaching new skills like drawing. Those who work with the mentally ill may teach survival skills such as cooking or using public transportation.

## ***Career Options With a Bachelor's Degree***

Although a bachelor's degree in psychology will not prepare you to become a professional psychologist, an undergraduate major can mean that a student graduates with both a strong liberal arts education and adequate preparation for entry-level employment in one of many career paths. The undergraduate years are an excellent time for exploring careers through courses, have conversations with people who have careers that interest you, internships and part-time jobs.

Summer work and part-time jobs not only provide you with exposure to different fields, they also give you practical experience that can be attractive to employers. And sometimes these jobs can lead directly to employment after graduation. As part of the undergraduate curriculum there are often opportunities for field experience, independent study, and research. Any of these may give you excellent work experience. By the time you graduate with a bachelor's degree, it is possible to have assembled a resume with work experience attractive to employers.

Besides the requirements for a major in psychology, take courses that relate to your vocational interests. Some colleges have formal, structured emphases for majors. Examples of these are courses in industrial organizational psychology, mental health services, developmental psychology-disabilities, management, applied psychology, behavior modification, and biopsychology. The first option could require taking psychology electives such as industrial psychology, personnel psychology, educational psychology, sensation and perception, and interviewing, supplemented with courses in economics or marketing. The vocational goal of a student in this type of program is obviously to work in business.

A closely related alternative is the double major or major-minor combination. Psychology and management is a route similar to the industrial/organizational option just described. Psychology and education is a combination that could prepare a student to teach psychology in a high school or to teach special populations, such as those with mental or physical disabilities. But the student whose college or university does not offer a formal route that matches his or her career interests can fashion his or her own program. Talk to your advisor, psychology department faculty, and campus career counselor about ways to increase the attractiveness of your degree to prospective employers through health psychologists also investigate issues that affect a large segment of society, and develop and implement programs to deal with these problems. Examples are teenage pregnancy, substance abuse, risky sexual behaviors, smoking, lack of exercise, and poor diet.

The following are some of the fields that graduates with bachelor's degrees in psychology have entered. For more information about specific careers in these fields, check with your advisor, local library, and people working in these fields:

- administration and management
- business and industry
- casework
- child care
- employment interviewing
- gerontology
- health services
- marketing and public relations
- personnel
- probation and parole
- psychiatric assisting
- research or laboratory assisting
- sales
- teaching
- technical writing

## ***Career Options With a Master's Degree***

People with master's degrees in psychology work in a variety of settings including schools, business, community mental health care centers, public and private institutions, and community colleges, among others. However, career advancement in most areas is limited without obtaining a doctoral degree, and persons at the master's level often work under the supervision of a doctoral-level psychologist. In general, career possibilities at the master's level depend in part on whether the person obtained a general master's degree or a professional terminal degree. These two types of programs are described:

People who obtain a general, research-oriented degree usually enter doctoral programs after graduation. Graduates who do not pursue further study often obtain jobs in teaching, research, or service, with some limitations that exist without a doctoral degree. Teachers at the master's level usually work in community colleges and, often on a temporary basis, at some of the smaller four-year colleges. Researchers at the master's level may work in either university-based or private company research programs as research and development officers at pharmaceutical companies or in military research programs, for example. They are usually employed at the research associate level or as a middle manager who reports to a doctoral-level person.

Persons who do not obtain the doctoral degree in psychology will encounter some limitations in their career development. They will probably not be able to obtain a permanent position in most four-year colleges and universities, be the principal investigator on research grants or provide psychological services without supervision.

Persons who obtain a professional/terminal master's degree are prepared for immediate subdoctoral employment in applied settings. Graduates of professional/terminal master's programs in applied psychology are often employed in community mental health settings and public and private institutions. Those with master's degrees may provide assessment and intervention services in community-based programs particularly in rural areas and with other traditionally underserved populations. They may also work in programs dealing with special problems such as substance abuse, spouse abuse, crisis intervention, and vocational rehabilitation. In institutional settings they may work as behavior change specialists designing and implementing programs to serve special populations.

In industrial/organizational psychology, professional/master' program graduates are employer in the selection and training of employees in private industry and government organizations. They may focus on human resource development and employee assistance programs. Graduates sometimes work on the design and validation of assessment instruments and determine the fairness of these tests, particularly for minority applicants. They may also create work environments in public and private settings that maximize employee satisfaction.

The training of most people in school psychology consists of a specialist's degree, which requires a minimum of 60 semester hours of graduate education. Most professionals in school psychology with this level of training work primarily in schools. Among other activities, they may evaluate students with special needs and assist with the planning of appropriate education programs for such students, work with other students, provide on-the-job training for teachers in classroom management, consult with parents and teachers on ways to support children's and youths' efforts in the schools, and work with administrators on a variety of psychological and educational issues.

Opportunities in psychology at the master's degree level vary considerably. Further information about employment in specific areas can be obtained from people who work in the areas that interest you from academic advisors, and from the specific psychology departments to which you are applying.

## EMPLOYMENT OPPORTUNITIES FOR THE PSYCHOLOGY GRADUATE

If you are interested in employment related to psychology, but do not intend to pursue a graduate degree, you may want to consider the following:

**Community Relations Officer:** works either for business or government in promoting good relations with the local community.

**Counselor:** there are a few "counselor" positions available in social work service and mental health agencies for students with a bachelor's degree. Most such positions, however, require graduate training.

**Affirmative Action Officer:** works for recruitment and equal opportunities for women and minorities; employed by business, industries, schools, and government.

**Recreation Worker:** plans and supervises community recreation facilities.

**Personnel Administrator:** works with management and employees on selection, promotion, etc.

**Advertising Copywriter:** researches audience and media, writes text of advertisements.

**Health Educator:** gives public information about health and disease.

**Psychiatric Assistant:** administers routine tests, helps with patients under supervision of psychiatrist.

**Director of Volunteer Service:** responsible for volunteers--recruits, supervises, trains, and evaluates volunteers.

**Customs Inspector:** serves at international borders and airports in investigations and inquiries.

**Probation and Parole Officer:** psychology background often preferred for such positions, especially with adolescent parolees.

**Technical Writer:** researches and writes material dealing with social science issues for magazines, newspapers and journals.

**Sales Representative:** major publishers of psychology books and manufacturers of psychological equipment often seek psychology majors for sales representatives.

**Opinion Survey Researcher:** helps conduct opinion polls.

**Laboratory Assistant:** helps conduct behavioral research in university or industrial settings.

**State Government:** Employment opportunities for psychology graduates will vary from state to state. Education, experience, and examination performance will determine merit ratings for state jobs. For information concerning opportunities in California contact: State Personnel Office, Recruitment Supervisor, State Personnel Board, 801 Capitol Mall, Sacramento, CA 95814

**Federal Government:** There are extensive opportunities at the federal government level as well, For information contact: Federal Job Information Center, Federal Building, 650 Capitol Mall, Sacramento, CA 95814