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Infusing Trauma-Informed Care in Career Counseling: Promising Practices and a Proposed Framework

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Abstract

The impact of trauma on career development is well-documented and includes effects on career decision, stability, and unemployment. However, literature on trauma-informed interventions in the career counseling setting is scarce and a universal model for providing career counseling with a trauma-informed lens does not currently exist. Therefore, the authors discuss existing literature on trauma-informed care and application for career counseling. An integrated framework for trauma-informed career counseling, the HEART model, is proposed and includes five components: (a) instilling hope, (b) establishing safety, (c) recognizing and responding to chronic stress, (d) building resilience, and (e) the importance of engaging in ongoing training. Practical application recommendations are offered for licensed counselors to utilize the HEART model in the career counseling setting with clients who have experienced trauma. Additional recommendations are discussed for counselor education training programs, professional counseling organizations, and future research efforts to further integrate evidence-based trauma-informed practices in career counseling.

KEYWORDS

trauma, trauma-informed care, career development, career counseling, career practitioners

Approximately 70% of adults have experienced a traumatic event (Benjet et al., 2016), although this may be an underrepresented estimate considering recent events, such as the COVID-19 pandemic and racially targeted violence within the United States. The Substance Abuse and Mental Health Services Administration (SAMHSA) refers to trauma as “an event, series of events, or set of circumstances that

is experienced by an individual as physically or emotionally harmful or threatening and that has lasting adverse effects on the individual’s functioning and physical, social, emotional, or spiritual well-being” (2012, p. 2). Trauma has a profound effect on functioning across multiple domains (Prescod & Zeligman, 2018); however, career is one that has had less attention. In addition,

career counselors lack a framework to implement with clients who have experienced trauma despite the extensive research linking the connection between trauma and career development.

In the following sections, we will address the effects of trauma on career development related to childhood trauma and specific issues of trauma on career development. We will present the concept of trauma-informed care and discuss its application in treating a range of trauma-related diagnoses. We will introduce the application of trauma-informed care in career counseling and demonstrate the need for a universal framework. A proposed framework for trauma-informed care, the HEART model, will be proposed and discussed. Finally, we will offer recommendations for counselor training, the counseling profession and future research.

IMPACT OF CHILDHOOD TRAUMA ON CAREER

Children that experience trauma have an increased risk of having challenges obtaining occupational wellness within adulthood and face obstacles, such as career indecision, chronic unemployment, and job security (Tang et al., 2021). Further, SAMHSA (2022) estimates that more than two-thirds of children have experienced at least one traumatic event by the age of 16, such as abuse, assault, school violence, witnessing domestic violence, or neglect. There has been an emphasis in the literature on exploring trauma resulting specifically from adverse childhood experiences (ACEs) and its impact on career development. Liu et al. (2013) estimated that this discrepancy in employment status could account for a \$57 billion dollar loss of salary collectively among survivors of ACEs in the United States. Increased rates of unemployment, poverty, and Medicaid usage among survivors of childhood maltreatment have been noted (Zielinski, 2009) as well as lower levels of career adaptability (Kim & Smith, 2021).

SPECIFIC ISSUES OF TRAUMA ON CAREER DEVELOPMENT

Researchers found that specific aspects of career development, such as developmental work personality, career thoughts, and vocational identity, to be negatively impacted by trauma symptoms (Strauser et al., 2006). Likewise, the impact of domestic violence and its relationship to career development has been studied. According to Lantrip et al. (2015), domestic abuse disrupted survivors' job search and career planning and therefore made it difficult to build professional credibility and employment history. Survivors found safety and stability in their work environments, but this security was often eroded due to ongoing trauma, such as violent partners threatening and demoralizing them (Lantrip, 2015). Limited career opportunities, decreased confidence, and damaged professional reputation were also noted among the study participants (Lantrip, 2015).

More recently, literature exists regarding mass trauma events, such as the COVID-19 pandemic, the events of 9/11, and racially targeted violence, as well as these events' impact on individuals' career development. In a study of teachers impacted by Hurricane Maria, increased employment insecurity and job dissatisfaction were noted (Guth et al., 2021). Researchers have demonstrated that racial trauma can negatively impact individuals' career outcomes, such as career adaptability, career decision making, and postsecondary attainment (Edwin & Daniels, 2022). The COVID-19 pandemic has had a profound impact on individuals' career development. Due to the recent nature of the pandemic, the full extent of its impact remains understudied, but early research indicates that unexpected job loss, sudden transition to working in a virtual environment, increased social isolation, burnout and disruption to education resulted in trauma symptoms in some cases. (Linnekaste, 2021).

The impact of trauma on executive functioning has also been studied and has relevance in this realm. Executive functioning is “a multifaceted construct that includes the constellation of higher order cognitive processes that involve reasoning and problem solving, as well as planning, organization, and successful execution of behavior” (Williams & Thayer, 2009, para. 2). Such processes are critical to functioning in the workplace. However, when an individual is exposed to trauma, this constellation of processes becomes disrupted. According to Smith (2018), the neocortex area of the brain, which controls executive functioning, is affected when an individual experiences trauma, causing sense-making and thought functions to decrease. Powers and Duys (2020) cautioned counselors about mistakenly attributing a client’s challenges with focusing, prioritizing, or other executive functioning as poor habits or work ethic, rather recognizing it as a symptom of dysregulated brain function.

Despite existing research on the complex impact of trauma on career development and executive functioning, there continues to exist a perceived gap between clinical mental health counseling and career counseling in the literature and in practice. Recent articles continue to support the need for an integrated and holistic approach to addressing career issues and mental health concerns (Lindo et al., 2019; Schmidt, 2019; Tang et al., 2021). Yet, an integrated approach has not yet been fully realized. Specifically in regard to trauma, there currently exists a growing body of research on strategies for mitigating the effects of trauma on mental health; however, studies that highlight effective strategies for addressing trauma’s impact on career development are scarce. Further, a universal model for providing career counseling with a trauma-informed lens does not currently exist.

TRAUMA-INFORMED APPROACH TO CAREER COUNSELING

Literature addressing best practices for counseling clients impacted by trauma is well-established. Trauma-informed care (TIC) is a concept that emerged post-9/11 in response to addressing the immediate effects of trauma following a traumatic event. Although definitions and models vary, SAMHSA describes a trauma-informed approach as one that “incorporates three key elements: (1) realizing the prevalence of trauma; (2) recognizing how trauma affects all individuals involved with the program, organization, or system, including its own workforce; and (3) responding by putting this knowledge into practice” (SAMHSA, 2012, p. 4). Later SAMHSA publications emphasized the importance of avoiding retraumatization in TIC efforts (SAMHSA, 2014). Unlike trauma-specific treatments, TIC counselors do not aim to achieve a diagnosis or treat the psychological consequences following a traumatic event (Powers & Duys, 2020). Rather, counselors aim to understand the extent of trauma, while emphasizing recovery and resilience (Ibrahim & Kamsani, 2022).

Since its conception, TIC has been applied broadly in a wide range of counseling, medical, and community settings and with many different client populations affected by trauma. A literature search conducted in EBSCOhost databases yielded 565 articles containing the term “trauma informed care” and 80 articles containing the term “trauma informed approach” in the title field, published between 2011 and 2022. Most of the identified articles (468 of 641, or 73%) have been published since 2018, thus demonstrating its relevance to address trauma. Studies discuss the application of TIC in working with diverse populations experiencing severe trauma, including victims of human trafficking (Lanehurst, et al., 2022), homeless youth (Beach, 2022), individuals diagnosed with COVID-19 (Mirman, 2022), refugees (Smith et al., 2019), inmates (Visscher,

2022), victims of gender-based violence (Gutowski, 2022), and children affected by ACEs (Outlaw et al., 2021). Further, recent literature examines the knowledge of and perceptions about TIC among helping professionals, such as counselors, teachers, school personnel, and medical professionals, and its impact on the care of individuals with trauma (Blazejewski, 2022; Killian, 2022; Kokokyi, 2021; Levenson, 2022; Navarro, 2022; Roberson & Lund, 2022). Finally, TIC has been applied to preventative and psychoeducational counseling initiatives, such as youth suicide prevention (Insoe et al., 2022), substance abuse prevention (Baden et al., 2022), and intimate partner violence prevention (Zhang, 2022) programs.

Despite abundant research on the broad application of trauma-informed care in a wide range of settings, the concept of approaching career counseling with a trauma-informed lens is still a new phenomenon. Powers and Duys (2020) advocated that it is the responsibility of each helping profession to apply TIC in practical ways within their respective field. However, there are few articles that discuss the application of trauma-informed care in addressing career-related issues, and of those published, most focus exclusively on individuals affected by COVID-19 (Linnekaste, 2021; Wright & Chan, 2021) or adverse childhood experiences (ACEs) (Kim & Smith, 2021; Powers & Duys, 2020). Barrow et al. (2019) advocated that approaching career counseling with a trauma-informed lens is necessary for fostering healthy career development among clients affected by trauma. Therefore, it is vital to explore practical skills related to trauma-informed career counseling.

The term “trauma-informed career counseling” has been referenced in the literature but not clearly defined. According to Barrow et al. (2019), “trauma-informed career counseling and services address the unique career development and vocational issues that individuals with complex experiences of adversity and trauma might face” (p.

99). Powers and Duys (2020) explained that “trauma-informed practice in career counseling” involves gaining a deeper understanding of the biological effects of trauma on the brain, toxic stress, and resilience, and leveraging that understanding to support clients in building self-regulation. Linnekaste (2021) discusses goals of trauma-informed career counseling, such as integrating conscious and unconscious insights, understanding how trauma symptoms affect career decision-making and career adaptability, promoting resilience, and minimizing risk for re-traumatization. Smith (2021) proposed a trauma-informed existential career development group model based on evidence-based principles of trauma-informed care outlined by the National Center for Trauma Informed Care in 2018. Wright and Chan (2022) highlight aspects of TIC, specifically “recognition of chronic stress from traumatic experiences, social and contextual factors, and identifying opportunities for resilience,” and advocate for their application in the career counseling setting (pp. 93–94). The aforementioned descriptions address appropriate considerations for working with trauma survivors in the career counseling setting, but the need for a comprehensive trauma-informed approach to career counseling exists.

THE HEART MODEL: A FRAMEWORK FOR CAREER COUNSELORS

The prevalence of trauma among adults in the U.S. necessitates a thoughtful integration of trauma-informed principles into all counseling approaches. A notable void exists in the form of a universal model for applying trauma-informed practices to career counseling, posing a challenge for career practitioners. As the demand for trauma-sensitive career counseling continues to rise, it becomes imperative to bridge this gap in the literature. This undertaking not only acknowledges the inherent connection between trauma and career

development but also underscores the need for a cohesive guide that equips career counselors with the tools and insights required to effectively navigate the nuanced challenges presented by trauma-impacted clients. The proposed model seeks to contribute a valuable resource that not only recognizes the prevalence of trauma but also empowers career counselors to approach their work with a trauma-informed lens.

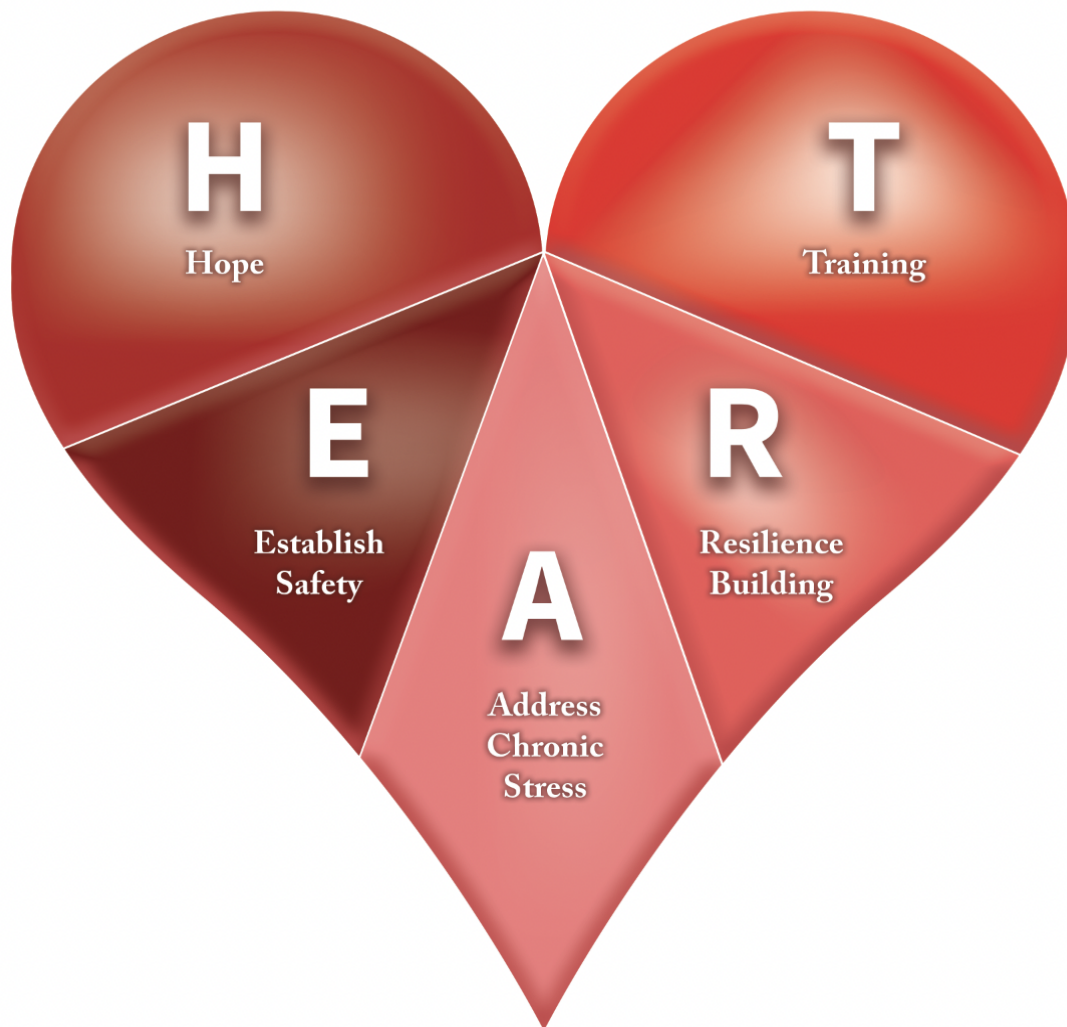
To develop a practical approach for trauma-informed career counseling, the authors conducted a systematic review of existing literature on trauma-informed care. We aimed to discern patterns and insights relevant to the integration of trauma-informed principles into the domain of career counseling. Further, we examined a limited number of studies (i.e., Barrow et al., 2019; Kim & Smith, 2021; Linnekaste, 2021; Powers & Duys, 2020; Wright & Chan, 2021) that specifically referenced trauma-informed approaches within career counseling contexts. Through this focused analysis,

nuanced themes and commonalities began to surface, guiding the formulation of our proposed definition and model.

The proposed definition of trauma informed career counseling and corresponding HEART model (see Figure 1) are a culmination of insights gleaned from our exploration of robust literature on trauma-informed care, coupled with a focused examination of the limited but impactful research specifically addressing trauma-informed approaches within the realm of career counseling. We define trauma-informed career counseling as an approach that incorporates five key elements: the promotion of hope, establishment of safety, recognition of and response to chronic stress, resilience building, and emphasis on counselor training. These five prominent themes were incorporated into a practical approach, the HEART model, uniquely tailored to address the complexities of trauma within the context of career counseling.

Figure 1

HEART Model of Trauma-Informed Career Counseling



The HEART model framework emphasizes the importance of hope in the recovery process after trauma, citing evidence that links optimism and hope to favorable post-trauma outcomes. The significance of establishing safety and transparency in the counseling relationship and the role of resilience are underscored, emphasizing a strengths-based approach in a diverse and contextualized manner. The model calls attention to the impact of chronic stress on clients, urging career counselors to recognize symptoms and address

them holistically. Finally, training is highlighted as essential for career counselors to effectively adopt trauma-informed practices and adapt their approach based on evolving knowledge in the field. The sections below discuss supporting literature and practical considerations in each of these five areas to support counselors' efforts in providing trauma-informed career counseling.

Hope

There exists compelling evidence for hope as a crucial factor for recovery following a traumatic event. Hobfoll et al. (2007) describes the importance of hope in the recovery process, making the connection that optimism is closely linked to favorable outcomes post trauma. Optimism and hope have been associated with decreased trauma symptoms (Weinberg et al., 2016), post-traumatic growth (Henson et al., 2021), and psychological flourishing following trauma (Munoz, 2020). Hope can also promote safety and trust in the counseling relationship (Linnekaste, 2021) as well as build client resilience (Powers & Duys, 2020).

Career counseling is well-positioned to foster hope. While some attention may be devoted to understanding past challenges and behaviors in the workplace, career counseling is largely present- and future-focused. Client stories of perseverance may provide insight into strengths that can leverage growth and recovery (Anderson, 2020). Career counselors can support clients by employing a strengths-based approach, such as encouraging possibilities-thinking (i.e., “thinking about how the future, as opposed to the past, can impact the present”) as well as building on existing strengths and developing a clear action plan (Anderson, 2020, para. 40).

Modeling can also be a powerful tool in fostering hope with clients. For example, by modeling the use of positive affirmations, career counselors can help clients build a more positive self-image and increase a sense of hope (Wood et al., 2009). Gratitude has been linked to emotional and psychological wellbeing (Emmons & McCullough, 2003). Therefore, demonstrating strategies for cultivating gratitude, such as expressing thanks to others or focusing on the positive aspects of the client’s life, promotes optimism and a hopeful outlook. Identifying and reframing negative self-talk during the counseling session may also empower clients to identify

negative thoughts and focus on their strengths (Hughes et al., 2011)

Because some trauma survivors are affected by posttraumatic stress disorder, depression, and other mental health disorders (Webber et al., 2018), it may be difficult for these clients to maintain a positive outlook for the future. Therefore, it is important that career counselors promote optimism in the counseling process. Displaying warmth, empathy, and a genuine positive outlook during the counseling process are particularly important for clients who struggle with despair or hopelessness (Linnekaste, 2021). In addition, SAMHSA (2014) emphasizes the importance of conveying an attitude that growth and recovery are possible, which in turn fosters a safe environment for clients to explore demanding situations and uncomfortable feelings.

Establishing Safety

Establishment of safety is critical to rapport and trust-building in the career counseling process, particularly in working with survivors of trauma. Clients affected by traumatic events are more likely to experience a perceived loss of control (Rothschild, 2021), feeling of disempowerment (SAMHSA, 2014), and burnout (Barrow et al., 2019), all of which may erode the client’s sense of trust. An absence of safety in the career counseling process may cause clients affected by trauma to become mistrustful, damaging the development of the counseling relationship which is necessary for growth and healing (Barrow et al., 2019). Therefore, establishing safety at the onset of the counseling relationship and ensuring that a sense of safety is maintained throughout the process is paramount (Linnekaste, 2021; SAMHSA, 2014).

Transparency in the career counseling process is a key factor in promoting trust and safety. Linnekaste (2021) advocated that the career counselor’s role must be clearly defined to minimize confusion and ambiguity. Transparent conversations should take place as part of the intake process, as well as throughout the duration of career counseling (Schmidt, 2019) with an attempt to

define career counselors' roles and potential situations where they may need to refer out (Linnekaste, 2021). Research supports the importance of providing transparent and clear communication about the career counseling process (i.e., Chiesa et al., 2020) which correlated clients' initial expectations of career counseling with career counseling outcomes.

Career counselors are responsible for clearly defining and maintaining appropriate client roles to empower the client and promote a sense of control. Linnekaste (2021) asserts that clients should understand the voluntary nature of disclosure within sessions, as well as the power and free will they hold to dictate the pace of sessions. An additional strategy to promote client empowerment and autonomy is to seek permission. Schmidt (2019) suggests that career counselors notify clients about utilization of career assessments and interventions, the purpose and rationale for selection, and to obtain their permission for use prior to implementation. Essentially, the career counseling process should be highly collaborative, with the client serving as an active participant in designing and evaluating the process (Schmidt, 2019).

To avoid retraumatization, TIC encourages counselors to examine treatment strategies, ensuring that they do not solicit distress or mirror traumatic experiences (SAMHSA, 2014). Similarly, a trauma-informed approach to career counseling prioritizes safety through critically evaluating processes and interventions to ensure an environment of healing and recovery (Barrow et al., 2019). Such an environment is necessary to foster mindful thinking and development of skills. According to Wright and Chan (2022), client safety also refers to being supportive of diverse client narratives, values, and intersecting identities.

Finally, career counselors should consider the physical space of the career counseling setting. The career counseling office should be in a private location, allowing for clients to remain anonymous

when they access services (Barrow et al., 2019). It may also be helpful to place career counseling services in a location that offers concurrent services and virtual counseling options, with assessment to determine appropriateness to influence a sense of calm and safety (Barrow et al., 2019). In settings such as college career counseling centers, counselors may have limited flexibility regarding their physical office space. Career counselors should take additional precautions to ensure privacy, such as refraining from discussing personal information in the waiting rooms and greeting students in the lobby without saying the client's name.

Addressing Chronic Stress

Ongoing emotional stress can have a significant negative impact on the body and brain (Smith, 2018). Potential consequences are wide-ranging but may include cognitive disturbances such as changes in decision-making and mood (McEwen, 2017), physical symptoms such as headaches and difficulty sleeping (Smith, 2018), and harmful behaviors such as unhealthy eating and substance abuse (McEwen, 2017). Chronic stress has been linked to more severe conditions, such as cardiovascular illness, stroke, heart attack, and early death (Smith, 2018).

Wright and Chan (2022) advocated that effective use of trauma-informed practices in career development requires career counselors to recognize the long-term effects of stress. In the career counseling setting, clients may not initially disclose mental health issues or traumatic experiences. Instead, clients may verbalize job performance issues (i.e., increased distraction, absenteeism, conflicts with coworkers), dissatisfaction with job responsibilities (i.e., task avoidance, disengagement) or failed attempts at securing or maintaining employment (Barriga, 2022; Strauser et al., 2006). Career counselors must be skilled in recognizing these symptoms as potential results of chronic stress and address these issues in a holistic manner.

Similarly, career counselors must consider that chronic stress experienced by clients may be stemming from, or exacerbated by, the workplace itself. The prevalence of workplace trauma is unknown due to unreliable data (Tehrani, 2004); however, it is likely that many individuals will be exposed to situations in the workplace, potentially causing chronic stress or other trauma-related disorders. Individuals from marginalized backgrounds may be at higher risk for experiencing workplace trauma such as microaggressions and discrimination (Barriga, 2022). The nature of work and exposure to traumatic events may also increase the likelihood of chronic stress among certain worker populations such as first responders and healthcare providers (Tehrani, 2004). By having a basic understanding of chronic stress and its effect on the brain, career counselors can effectively provide psychoeducation to clients which may promote empowerment and self-advocacy. Powers and Duys (2020) suggested that a trauma-informed care approach aids counselors in understanding what *happened* to clients as opposed to what is *wrong* with them.

Resilience Building

Resilience is defined as the process and outcome of persevering through challenges in life experiences, including mental, emotional, and behavioral aspects, while regulating external and internal demands (American Psychological Association, 2022). Trauma-informed approaches to counseling have been shown to foster and promote resilience among clients affected by trauma (Barlett & Steber, 2019; Earls, 2018; Leitch, 2017). While literature on trauma-informed care within the career counseling realm remains limited, published studies (i.e., Kim & Smith, 2021; Powers & Duys, 2020; Prescod & Zeligman, 2018; Wright & Chan, 2022) highlight resilience as a key element of this approach. Resilience has the potential to positively impact career development and may increase career adaptability and buffer against symptoms of trauma affecting one's career (Prescod & Zeligman, 2018)

as well as increase work engagement (Nishi et al., 2016).

To promote resilience-building, career counselors must adopt a strengths-based approach to counseling (Linnekaste, 2021). Career counseling is well-suited to such approaches, since client strengths, capacity to change, and focus on the future are common characteristics of the counseling process. Career counselors can support clients in building resilience by focusing on assets, resources, and protective factors, such as self-regulation skills and social capital (Kim & Smith, 2021). Narrative approaches may be utilized to promote insight and encourage clients to create personal narratives that focus on strengths and goals (Wright & Chan, 2021).

Resilience in career counseling is complex and dynamic (Powers & Duys, 2020). Family, community, social networks, culture, and other contextual factors impact career development and how clients construct meaning and personal narratives (Wright & Chan, 2022). Strategies for building resilience cannot be approached with a narrow lens. Powers and Duys (2020) noted: "Career counselors must not oversimplify their approach by merely facilitating adjustments to client perspective or mindset" (p. 176). Rather, career counselors must support the client in examining the role of contextual factors and leverage cultural and community strengths to build resilience (Wright & Chan, 2022).

Training

As awareness of trauma continues to increase, career counselors will undoubtedly encounter clients affected by trauma in their practice. Given this likelihood, career counselors cannot rely on referring clients to trauma specialists. Instead, career counselors must familiarize themselves with the signs and symptoms of trauma, considerations for avoiding retraumatization, and the potential for post-traumatic growth (Prescod & Zeligman, 2018). Career counselors are encouraged to learn the science behind chronic stress and resilience,

including these conditions' impact on the brain. Furthermore, they challenged career counselors to make necessary adjustments to their practice based on this knowledge, to provide trauma-informed counseling (Powers & Duys, 2020). For some career counselors, this may require a shift in their practice and acquisition of new skills.

Training is critically important for career counselors in understanding how to approach their practice with a trauma-informed lens. Research on trauma-informed practice is growing rapidly and evidence-based practices continue to be identified and discussed in the literature. Trauma-informed career counseling is an emerging approach; therefore, ongoing professional development will be important for career counselors to ensure they are providing the best care based on current literature. Supervision for partially licensed counselors and consultation for licensed counselors are also important in ensuring competent practice.

SUMMARY AND RECOMMENDATIONS

The impact of trauma on career development is complex and well-documented. Due to the prevalence of clients affected by trauma, the need for a holistic trauma-informed approach to career counseling is evident. Published studies on trauma-informed career counseling are scarce and descriptions of the approach vary. Based on these limited articles as well as previously published literature on trauma-informed care, a model for trauma-informed career counseling is proposed in this paper. We offer a model and recommendations for practicing career counselors regarding training and professional development. Additional recommendations for counselor training, professional organizations, and future research are discussed next.

While this paper represents an initial endeavor to offer a practical approach to trauma-informed career counseling by leveraging insights from

existing literature, it is important to acknowledge certain limitations. As a pioneering effort, the proposed model is subject to refinement based on future empirical investigations and practical applications. The inherent nature of this study, reliant on a literature review rather than empirical validation, underscores the need for subsequent research to rigorously assess the efficacy and applicability of the proposed approach in real-world counseling settings. These efforts will ensure its relevance and effectiveness in addressing the nuanced intersection of trauma and career development. In addition, career practitioners may find the need to incorporate differing variations of the elements within their work, depending on the nature and extent of trauma within their diverse client base.

Recommendations for Counselor Training

Trauma-informed career counseling is an emerging phenomenon and therefore is likely absent from graduate-level counseling curricula. Recognizing the increasing number of trauma-impacted clients, counselors-in-training must be knowledgeable about trauma-informed care and be able to apply such practices when working with clients with career-related issues. Lara et al. (2011) found that application-oriented skills practice is particularly effective in increasing confidence of counselors-in-training in preparing to work with clients in the career counseling setting. Further, the 2024 standards of the Council for the Accreditation of Counseling and Related Educational Programs (CACREP) require counselor education programs to address the interrelationship between work and trauma (CACREP, 2023). Thus, the inclusion of trauma-informed practices in career counseling courses through interactive instruction and skills practice is needed.

Given the interwoven relationship between clinical mental health counseling and career counseling, training on trauma-informed career counseling should not be limited to career counseling courses but rather incorporated

throughout program curricula. Clients affected by trauma may not initially disclose traumatic experiences to their counselor. Instead, they may present work-related issues such as career dissatisfaction or chronic unemployment. Counselors-in-training must be equipped to recognize signs of potential trauma and employ a trauma-informed approach with clients presenting a wide range of concerns, including career issues, in all counseling settings. Therefore, training in trauma-informed care and simulated practice in applying this approach to cases involving clients with career-related concerns should be incorporated throughout graduate-level counseling curricula.

Recommendations for Professional Organizations

National, regional, and state career counseling associations have a responsibility to offer training opportunities related to trauma-informed career counseling; however, these opportunities are currently scarce. A review of annual meeting itineraries and professional development programs of the largest career counseling professional organizations, including the National Career Development Association (NCDA), yielded few offerings related to trauma, trauma-informed

practice, or strategies for career counseling with clients affected by trauma. This lack of offerings may speak to a presumed lack of experts in this area. Therefore, career counseling organizations may need to leverage the expertise of professionals outside of the career counseling realm to bridge this gap and offer needed training opportunities.

Recommendations for Future Research

Of the few articles published on trauma-informed practice in career counseling, most have focused on clients impacted by adverse childhood experiences or the COVID-19 pandemic (Kim & Smith, 2021; Linnekaste, 2021; Powers & Duys, 2020; Wright & Chan, 2022). There exists vast opportunity to expand the research and examine the use of such practices with clients affected by a wide range of trauma, such as acute, chronic, and complex trauma; personal and mass trauma; natural and human-caused trauma; and individual, group, community, and mass trauma (Webber & Mascari, 2018). Further, the efficacy of specific interventions for trauma-informed career counseling are unknown. Studies that isolate single interventions and evaluate their effectiveness with clients affected by trauma would be valuable.

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