# Course Description

Students will examine the role of psychology in career and vocational counseling by exploring the relationship between career choice and personality, the use of interest and aptitude assessment, and research related to vocational choice and career change.

# University Learning Outcomes (ULO)

* **ULO1:** Knowledge of Human Cultures and the Physical and Natural World
* **ULO2:** Intellectual and Practical Skills
* **ULO3:** Personal and Social Responsibility
* **ULO4:** Integrative and Applied Learning
* **ULO5:** Immersed in the Critical Concerns of the Sisters of Mercy of the Americas

# Program Learning Outcomes (PLO)

* **PLO1:** Analyze from different perspectives the impact of physiology, cognition, social interaction, group situations, interpersonal relations, attitudes, opinions, group conflicts, language, and communication on human behavior. (ULO1, 2, 4, 5)
* **PLO2:** Understand and articulate the application of psychological principles across professional settings, including mental health care, schools, general health care, social services, and corporate environments. (ULO2, 4)
* **PLO3:** Identify the impact of psychology on societal issues, including race, gender, religion, and social inequality, and articulate the role of advocacy to affect policy and societal change. (ULO1, 3, 5)
* **PLO4:** Understand key concepts in statistics and research methodology, and be able to use their acquired knowledge and critical-thinking skills to do the following: comprehensive and critical analysis of original research studies in the field, demonstrated through class discussion, presentations, and research papers. (ULO2, 4)
* **PLO5:** Engage in basic therapeutic counseling skills that allow students to interact appropriately across a variety of supervised professional settings. (ULO1, 2, 3, 4, 5)
* **PLO6:** Engage in critical thinking concerning the application of the discipline and ethical issues relevant to this evolving field of study. (ULO3, 5)

# Course Learning Outcomes (CLO)

* **CLO1:** Analyze the role of the counselor in vocational and career counseling. (PLO2, 3, 6)
* **CLO2:** Determine appropriate application of vocational or career techniques and theories to assist clients in suitable career goals. (PLO1, 5)
* **CLO3:** Evaluate the impact of diversity in career and vocational counseling. (PLO1, 3)

# Student Expectations

Students are expected to:

* Ask probing and insightful questions related to course content.
* Make meaningful and relevant connections and application to their own learning process.
* Be productive and contributing members of class discussions.

# Required Course Materials

# Gysbers, N. C., Heppner, M. J., & Johnston, J. A. (2014). *Career counseling: Holism, diversity, and strengths* (4th ed.). Alexandria, VA: American Counseling Association.

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# Suggested Point Values

|  |  |  |
| --- | --- | --- |
| **Assessment** | **Point Value** | **Due** |
| **Week 1** |  |  |
| Discussion: Vocational Counseling History | 30 |  |
| Journal: Family History | 70 |  |
| Assignment: Training for Counselors | 70 |  |
| **Week 2** |  |  |
| Discussion: Super and Holland Assessments | 30 |  |
| Discussion: Resume | 50 |  |
| Building the Working Alliance | 70 |  |
| Theories of Career Counseling | 60 |  |
| **Week 3** |  |  |
| Discussion: Progress Report | 30 |  |
| Discussion: Career Assessments | 30 |  |
| Life Career Assessment Framework | 70 |  |
| Assessment Interview | 100 |  |
| **Week 4** |  |  |
| Discussion: Racial Impacts | 30 |  |
| Discussion: Your Choice | 30 |  |
| Case Study: Client Examination | 100 |  |
| Resistant Clients | 70 |  |
| **Week 5** |  |  |
| Discussion: Social Media | 30 |  |
| Discussion: Self-Reflection | 30 |  |
| Case Study: Plan of Action | 100 |  |
| **Total Points** | **1000** |  |

**Grading Scale**

|  |  |
| --- | --- |
| **Grade** | **Range** |
| A | 93-100 |
| A- | 90-92 |
| B+ | 87-89 |
| B | 83-86 |
| B- | 82-80 |
| C+ | 77-79 |
| C | 73-76 |
| C- | 70-72 |
| D+ | 67-69 |
| D | 63-66 |
| D- | 60-62 |
| F | 59 |

# Course Schedule

|  |  |  |
| --- | --- | --- |
| **Week** | **Start** | **End** |
| One | <insert start date> | <insert end date> |
| Two |  |  |
| Three |  |  |
| Four |  |  |
| Five |  |  |

# Weekly Learning Modules

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| --- | --- | --- |
| **Week One: History and Structure** | | |
| ***Learning Objectives*** | ***Alignment*** | |
| * 1. Review the history of the guidance-vocational movement evolving into career lifespan counseling. | CLO1 | |
| * 1. Examine the six tenets and definitions of life career development and how it influences professional achievement. | CLO2 | |
| * 1. Explain the changing landscape of the workplace and its effect on employees, employers, and consumer lifestyle. | CLO2, 3 | |
| ***Resources, Activities, and Preparation***  *Utilize these resources and complete these activities in preparation for your graded assignments.* | ***Alignment*** | ***AIE*** |
| **Tutorials**  During this course, you will be asked to use and participate in various technologies to complete activities and assignments.  **Review** the tutorials available on Blackboard as needed.  **Click** the **Student Resources** button from the menu on the left. | N/A | N/A |
| **Weekly Participation and Discussion**  The purpose of the weekly discussions is to provide you with a way to synthesize the concepts presented in this course. Each week, you will respond to the discussion questions with a substantive post of 200 to 250 words that addresses all the prompts for the question by 11:59 p.m. EST of the listed due date. By the conclusion of each week, Sunday at 11:59 p.m. EST, you will make at least one substantive comment of 100 to 150 words to three of your classmates’ posts for each assigned discussion question. Your comments must further the discussion by following the RISE Model for meaningful feedback. It is recommended that you check in periodically throughout the week to ensure that you are meeting the participation requirement.  **Review** the [RISE Model for Peer Feedback](http://elwray.squarespace.com/feedback). |  |  |

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| **Week 1 Readings**  **Read** Ch. 1, 3, & 7 of*Career Counseling*.  **Read** the following articles:   * "The Counselor as Prophet: Frank Parsons, 1854–1908" * "The 100th Anniversary of Vocational Guidance"   **Post** any questions or comments to the General Questions & Discussion forum. | | 1.1, 1.2, 1.3 | Lecture Activity = **2 hour** |
| ***Supplemental Resources and Activities***  *Explore these optional resources to deepen your understanding.* | | ***Alignment*** | ***AIE*** |
| **Adobe Connect Live Discussion**  **Review** [Adobe Connect Resources](https://sites.gmercyu.edu/student-resources/adobe-connect-resources/).  **Participate** in the scheduled live session with the course instructor. This session will provide an overview of the class and discuss the major assignments in the course.  **Prepare** to ask questions concerning the content of the week and the course as a whole.  *Note:* A recorded lecture will be made available to those who are unable to attend the live session. | |  | Live Discussion: lecture and discussion = **1 hour** |
| ***Graded Assignments***  *Complete these graded assessments by the end of the week unless specified otherwise.* | | ***Alignment*** | ***AIE*** |
| **Discussion: Vocational Counseling History**  **Pos**t a clear and logical response in 150 to 200 words to the following, providing specific examples to support your answers.   * Based on the two article readings involving Parsons and the "100th Anniversary of Vocational Guidance," what are the major historical developments in vocational counseling? Why are these important? Provide one example from each article.   *Note*: Initial answers to the questions are due by 11:59 p.m. (Eastern time) on Thursday.  **Respond** to at least threestudents in a manner that is thought provoking and appropriately challenges or elevates the discussion. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | 1.1, 1.3 | Discussion: one post and replies to three other posts = **1.5 hour** |
| **Journal: Family History**  **Consider** your family’s job history or someone close to you. For your grandparents or someone of that same age group, what does their job history look like?  **Compare** this career lifespan to your parents (or someone of the same age group) and then compare these to your own potential or current career. How does the job line up with what you know about career lifespan?  **Detail** your findings into a journal entry of 200 to 250 words. | | 1.1, 1.3 | Journal entry = **1.5 hour** |
| **Assignment: Training for Counselors**  In this scenario, you are a vocational counselor and the company you work for has hired new counselors to satisfy market needs. Recently, you have been tasked with training and providing professional development for the new counselors.  **Create** a visual presentation (8–12 slides) of the six tenets using keys terms described in Ch. 3 of *Career Counseling*. Explain how understanding all the tenets would make you an effective counselor. Be creative in your presentation by including illustrations and diagrams, etc.  **Submit** your presentation. | | 1.1, 1.2, & 1.3 | Presentation = **2 hour** |
| **Total** |  |  | **8** |

# Faculty Notes

**Adobe Connect:** Consider posting an announcement asking students to submit any questions or topics they'd like addressed ahead of time. The instructor can then utilize those questions that come up in the first part of the week to tailor the live Adobe Connect class session that would be scheduled toward the later part of the week. That 1-hour synchronous session will allow students the opportunity to go over any questions they had with the homework and clarify any misconceptions they have about the course content. All Adobe Connect sessions should be recorded and a link to the recording be posted to the course page so any student who misses the session can review it later in the week.

*Note:* It is the instructor’s choice as to what day they will schedule the Adobe Connect Live Session, but it is recommended that they schedule this session for Wednesday of the week so students have plenty of time to review their homework prior to the deadline on Sunday.

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| Week Two: Theories | |  |  |
| ***Learning Objectives*** | | ***Alignment*** | |
| * 1. Recognize the importance of strength-based theory in aligning with client needs. | | CLO1, 2 | |
| * 1. Examine how Super’s Life-Span, Life-Space, and Holland’s vocational assessment help to focus the client’s professional choices and preferences. | | CLO2 | |
| * 1. Differentiate among the various modern and postmodern theories of vocational counseling. | | CLO2 | |
| ***Resources, Activities, and Preparation***  *Utilize these resources and complete these activities in preparation for your graded assignments.* | | ***Alignment*** | ***AIE*** |
| **Week 2 Readings**  **Read** Ch. 2, 8, 9, & 14 of *Career Counseling*.  **Post** any questions or comments to the General Questions & Discussion forum. | | 2.1, 2.2, 2.3 | Lecture Activity = **1 hour** |
| **Preparation: Assessment Interview**  In Week 3, you are expected to interview one other person to perform at least two assessment techniques from the chapter readings.  **Post** any questions or comments to the General Questions & Discussion forum. | |  | Lecture Activity = **1 hour** |
| ***Graded Assignments***  *Complete these graded assessments by the end of the week unless specified otherwise.* | | ***Alignment*** | ***AIE*** |
| **Discussion: Super and Holland Assessments**  **Choose** either Super or Holland’s assessment.   * If you chose Super’s assessment, **create** a life roles worksheet. Review the article on "[Super Activity](https://oitecareersblog.wordpress.com/2016/02/02/super-activity-life-roles-worksheet/)" for examples and details. * If you chose Holland’s assessment, complete the [RIASEC test](https://openpsychometrics.org/tests/RIASEC/).   **Pos**t a clear and logical response in 150 to 200 words to the following, providing specific examples to support your answers.   * After completing the assessment, what did you learn about yourself? How might this influence your career choices? Were there any surprises? Any disappointments?   *Note*: Initial answers to the questions are due by 11:59 p.m. (Eastern time) on Thursday.  **Respond** to at least threestudents in a manner that is thought provoking and appropriately challenges or elevates the discussion. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | 2.2 | Discussion: one post and replies to three other posts = **2 hour** |
| **Discussion: Resume**  From the readings regarding the assessment, envision what your resume might look like if you were interested in working as a career counselor.  **Create** a career counselor resume.  **Include** a profile, skills set, theoretical foundations, relevant classes or course work, work experience, or volunteer activities.  **Post** your resume to the discussion forum by 11:59 (Eastern time) on Friday.  **Respond** to at least threestudents providing feedback or new insight into skills needed for counselors. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | 2.1, 2.2 | Discussion: one post and replies to three other posts = **2 hour** |
| **Building the Working Alliance**  An important aspect of being a vocational counselor is to be able to build a working alliance. **Reflect** on the activity Discussion: Resume. Based on the resume activity, **reflect** on skills needed for the vocational counselor and items of improvement. Are you lacking items in your resume to show your ability to build a working alliance? What would be needed to develop and encourage such a relationship?  **Write** a self-assessment of your counseling skills based on your reflection. **Include** the following items:   * Skills * Strengths and weaknesses * Working alliance * Discussion feedback   **Incorporate** at least one scholarly resource in your self-assessment on career counseling.  **Submit** your completed self-assessment. | | 2.1, 2.2 | Self-Assessment = **1 hour** |
| **Theories of Career Counseling**  **Complete** the Theories of Career Counseling activity.  **Submit** the PDF copy at the end of the activity as proof of completion. | | 2.2, 2.3 | Interactive Multimedia = **1 hour** |
| **Total** |  |  | **8** |

# Faculty Notes

**Preparation: Assessment Interview:** Students are expected to interview someone using at least two assessment techniques. Emphasize to students the importance of organizing their time for this interview. Students should designate a time and place for an interview and begin research on the types of assessments they plan to use.

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| Week Three: Assessments | |  |  |
| ***Learning Objectives*** | | ***Alignment*** | |
| * 1. Explain how using formal assessments and progress reports enable the counselor to build alliances with the client. | | CLO1, 2 | |
| * 1. Investigate various techniques that enhance the assessment process of a client, such as genograms, card sorts, and theme analysis. | | CLO1, 2 | |
| * 1. Apply the Life Career Assessment process. | | CLO1, 2, 3 | |
| ***Resources, Activities, and Preparation***  *Utilize these resources and complete these activities in preparation for your graded assignments.* | | ***Alignment*** | ***AIE*** |
| **Week 3 Readings**  **Read** Ch. 10, 11, 12, & 13 of *Career Counseling*.  **Post** any questions or comments to the General Questions & Discussion forum. | | 3.1, 3.2, 3.3 | Lecture Activity = **1 hour** |
| **Articles**  **Read** the following articles:   * [How to Use Self Assessment Tools to Help You Choose a Career](https://www.thebalance.com/self-assessment-tools-choose-a-career-526172) * [My Complete List of Career Assessments](http://www.marthabowman.info/my_complete_list.htm) | | 3.2 | Lecture Activity = **1 hour** |
| ***Graded Assignments***  *Complete these graded assessments by the end of the week unless specified otherwise.* | | ***Alignment*** | ***AIE*** |
| **Discussion: Progress Report**  **Pos**t a clear and logical response in 150 to 200 words to the following, providing specific examples to support your answers.   * You have seen the same client at least three times and have conducted a life career assessment and at least one other assessment. How would you measure this client’s progress? How would you know the client is doing well? How do you know if you have done an accurate assessment?   *Note*: Initial answers to the questions are due by 11:59 p.m. (Eastern time) on Thursday.  **Respond** to at least threestudents in a manner that is thought provoking and appropriately challenges or elevates the discussion. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | 3.1 | Discussion: one post and replies to three other posts = **1 hour** |
| **Discussion: Career Assessments**  **Pos**t a clear and logical response in 150 to 200 words to the following, providing specific examples to support your answers.   * After reviewing the various career assessments, do you have a preference on certain tools or techniques? Do you think there is one assessment that you feel is more effective in evaluating a client?   *Note*: Initial answers to the questions are due by 11:59 p.m. (Eastern time) on Thursday.  **Respond** to at least threestudents in a manner that is thought provoking and appropriately challenges or elevates the discussion. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | 3.2 | Discussion: one post and replies to three other posts = **1 hour** |
| **Life Career Assessment Framework**  **Refer** to p. 182 of *Career Counseling*. **Use** the Life Career Assessment structure to create your own work story.  **Write** a brief paragraph on each section of the framework. The framework should include the following sections:   * Career Assessment   + Work Experience   + Education or Training Progress and Concerns   + Relationships and Friendships * Typical Day   + Dependent – Independent   + Systematic – Spontaneous * Strengths and Obstacles   + Three Main Strengths   + Three Main Obstacles * Summary   **Submit** a 2- to 3-page writing of your framework. | | 3.1, 3.3 | Problem solving = **2 hour** |
| **Assessment Interview**  **Interview** a person using at least two assessment techniques in Ch. 10–13 of the textbook. As you interview the person, **manage** your time wisely as you may have to interview them twice using the specific technique. Be sure to note the validity and reliability of each technique.  **Gather** the assessment results and **write** a reflection on the experience. How comfortable were you with the techniques used? Was one technique more effective than another? Provide rationale. Did you feel you built an alliance with the interviewee? Explain why or why not.  **Submit** your assessment results and reflection. | | 3.1, 3.2, 3.3 | Interview = **3 hour** |
| **Total** |  |  | **9** |

# Faculty Notes

**Assessment Interview:** The interview assignment is due this week. Remind students early on that they need to prep for the interview and research the type of assessments they plan to use. Provide clarification as needed.

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| Week Four: Diversity | |  |  |
| ***Learning Objectives*** | | ***Alignment*** | |
| * 1. Interpret career counseling through a cultural lens. | | CLO1, 3 | |
| * 1. Analyze how personal and professional life choices are impacted by race, class, gender, sexual orientation, and disabilities. | | CLO1, 3 | |
| * 1. Determine techniques to appropriately manage resistant behaviors in clients. | | CLO1, 2 | |
| ***Resources, Activities, and Preparation***  *Utilize these resources and complete these activities in preparation for your graded assignments.* | | ***Alignment*** | ***AIE*** |
| **Week 4 Readings**  **Read** Ch. 4, 5, 6, & 15 of *Career Counseling*.  **Post** any questions or comments to the General Questions & Discussion forum. | | 4.1, 4.2, 4.3 | Lecture Activity = **1 hour** |
| **Online Resources**   * [Article on the workforce divided by race](https://www.theatlantic.com/business/archive/2013/11/the-workforce-is-even-more-divided-by-race-than-you-think/281175/) * "[Racial Microaggressions](https://ed.ted.com/on/PknCcANy)" [5:09] * “[Why is job opportunity still lagging for people with disabilities?](https://www.youtube.com/watch?v=--4NRuDr2g4)” [9:48]   **Post** any questions or comments to the General Questions & Discussion forum. | | 4.1, 4.2 | Lecture Activity = **2 hour** |
| ***Graded Assignments***  *Complete these graded assessments by the end of the week unless specified otherwise.* | | ***Alignment*** | ***AIE*** |
| **Discussion: Racial Impacts**  **Explore** the website [Understanding Race](http://www.understandingrace.org/home.html). From the same site, **complete** the [Human Variation Quiz](http://www.understandingrace.org/humvar/quiz.html). You must enable Flash for this item to work. If you are unable to complete the quiz, read the following [brochure](http://www.understandingrace.org/about/brochure.pdf).  **Pos**t a clear and logical response in 150 to 200 words to the following, providing specific examples to support your answers.   * After completing the quiz or reading the brochure, which items surprised you? Why? What did you learn that you were not aware of before? Does this change your viewpoint on race? Why or why not?   *Note*: Initial answers to the questions are due by 11:59 p.m. (Eastern time) on Thursday.  **Respond** to at least threestudents in a manner that is thought provoking and appropriately challenges or elevates the discussion. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | 4.1, 4.2 | Discussion: one post and replies to three other posts = **1 hour** |
| **Discussion: Your Choice**  **Pos**t a clear and logical response in 150 to 200 words to the following, providing specific examples to support your answers.   * If you were a career counselor which of the following clients would you prefer to work on:   + 1) Client A – Client with severe disability who has been looking for a job for 6 months   + 2) Client B – Difficult and resistant client who recently quit the last job and tends to jump from job to job   Explain which client you would choose to work with and why. How would you assist your client to help them find a job? What techniques would you use to evaluate the client?  *Note*: Initial answers to the questions are due by 11:59 p.m. (Eastern time) on Thursday.  **Respond** to at least threestudents in a manner that is thought provoking and appropriately challenges or elevates the discussion. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | 4.3 | Discussion: one post and replies to three other posts = **1 hour** |
| **Case Study: Client Examination**  In this project, you will develop and examine a hypothetical client of diversity (Week 4). Then, using the same client, you will develop a plan of action (Week 5).  For this week, **think** of a diverse client and examine the following points:   * Explanation of how you might assist this client * Examination of some biases they may encounter * Description of how you can assist them in overcoming challenges * Evaluation of the potential impact of microaggression and steps you can take to avoid microaggression toward your client   **Develop** an evaluation of 200 to 250 words for your diverse client.  **Submit** your client evaluation. | | 4.1, 4.2 | Case Study = **2 hour** |
| **Resistant Clients**  **Review** the readings in Ch. 15 regarding difficult clients.  **Select** two types of resistance that you find the most challenging to handle in a client and **apply** two strategies that may lessen the resistance.  **Develop** two fictitious scenarios specifically applying those strategies.  **Submit** your fictitious scenarios and strategy applications in 350 to 400 words. | | 4.3 | Problem Solving = **2 hour** |
| **Total** |  |  | **9** |

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| Week Five: Synthesis | |  |  |
| ***Learning Objectives*** | | ***Alignment*** | |
| * 1. Discuss the role and ethical use social media plays in promoting career advancement. | | CLO2 | |
| * 1. Develop a plan of action in career counseling. | | CLO1, 2, 3 | |
| * 1. Determine when and how to terminate the career counseling relationship. | | CLO1, 2 | |
| ***Resources, Activities, and Preparation***  *Utilize these resources and complete these activities in preparation for your graded assignments.* | | ***Alignment*** | ***AIE*** |
| **Readings**  **Read** Ch. 16–18 of *Career Counseling.*  **Post** any questions or comments to the General Questions & Discussion forum. | | 5.1, 5.2, 5.3 | Lecture Activity = **2 hour** |
| ***Graded Assignments***  *Complete these graded assessments by the end of the week unless specified otherwise.* | | ***Alignment*** | ***AIE*** |
| **Discussion: Social Media**  **Consider** how the Internet has changed how we socialize and interact. **Think** of you own social media account ([LinkedIn](https://www.linkedin.com/), [Facebook](https://www.facebook.com/), [Twitter](https://twitter.com/login), [Instagram](https://www.instagram.com/accounts/login/?hl=en), or personal webpage). If you do not have a social media account, **create** an account or **review** the social page of someone you know.  **Pos**t a clear and logical response in 150 to 200 words to the following, providing specific examples to support your answers.   * Does your social medium (or someone you know) meet the recommendations listed in the textbook? Are there areas you may change based on what you have learned from the readings? Do you agree or disagree with some of suggestions from the text?   *Note*: Initial answers to the questions are due by 11:59 p.m. (Eastern time) on Thursday.  **Respond** to at least threestudents in a manner that is thought provoking and appropriately challenges or elevates the discussion. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | 5.1 | Discussion: one post and replies to three other posts = **2 hour** |
| **Discussion: Self-Reflection**  **Pos**t a clear and logical response in 150 to 200 words to the following, providing specific examples to support your answers.   * During this course, what did you learn the most about yourself and about career counseling? Is this a field you would be interested in pursuing? Why or why not? Have you ever engaged as a client for a career counselor?   *Note*: Initial answers to the questions are due by 11:59 p.m. (Eastern time) on Thursday.  **Respond** to at least threestudents in a manner that is thought provoking and appropriately challenges or elevates the discussion. All responses must be posted by 11:59 p.m. (Eastern time) on Sunday. | | VARIES | Discussion: one post and replies to three other posts = **2 hour** |
| **Case Study: Plan of Action**  In Week 4, following the assignment Case Study: Client Examination, you developed an evaluation of a diverse client.  For this week, using the same diverse client from the Week 4 case study, **develop** a plan of action for termination. **Include** the following:   * Summary of actions done for the client:   + Ways you tried to assist the client   + Ideas that worked or did not work   + What items you could get done and items you did not have time to get done * Reason for termination * How and when you plan to terminate the counseling * How to direct the client to return should they need further help   **Submit** your plan of action.  *Note:* This is a hypothetical situation, so be creative in how your plan of action closes out. | | 5.2, 5.3 | Case Study = **2 hour** |
| **Total** |  |  | **8** |

# Breakdown of Academic Instructional Equivalencies

|  |  |
| --- | --- |
|  | **AIE Hours** |
| **Week 1** |  |
| Required | 7 |
| Supplemental | 1 |
| **Week 2** |  |
| Required | 8 |
| Supplemental |  |
| **Week 3** |  |
| Required | 9 |
| Supplemental |  |
| **Week 4** |  |
| Required | 9 |
| Supplemental |  |
| **Week5** |  |
| Required | 8 |
| Supplemental |  |
|  |  |
| **Total Required Hours** | 41 |
| **Total Supplemental Hours** | 1 |
| **Total Hours** | 42 |