

# HELPING PROFESSIONS

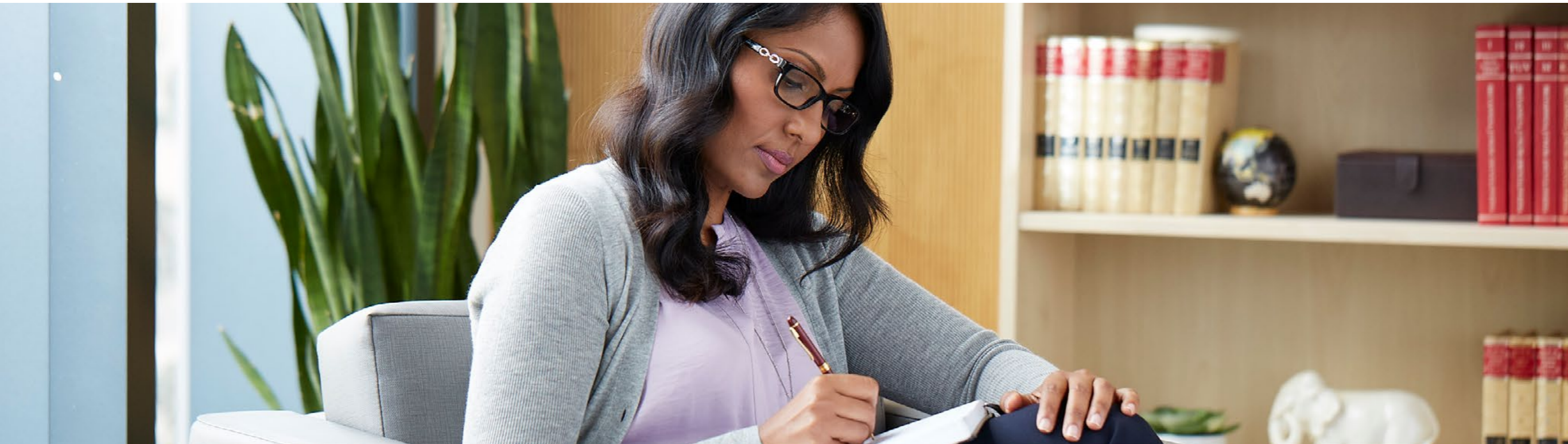
A Guide to Paths and Programs

## WANT TO MAKE A DIFFERENCE IN PEOPLE'S LIVES?

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Many people have a desire to help others. From one-on-one therapy to coaching to community activism. From private practice to nursing homes to corporations. From individuals to families. From mental health to athletic performance.

The career fields that need professionals dedicated to helping people are varied and rewarding. This guide can help you find a path—and a degree program—that aligns with your passion.



# WHAT KIND OF IMPACT DO YOU WANT TO HAVE?

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You have a passion to help others.

If you've explored potential careers in which you can make a difference, you know the options are seemingly endless. You may also have found that you need advanced knowledge and skills to take the next step.

To help narrow your path and degree program selection, you'll want to hone in on who, how, and where you want to help.

Here are some questions to guide you.

## 1 Who do you want to help?

- Adults
- Children
- Couples
- Families
- Homeless individuals
- Older individuals
- Veterans

## 2 What type of setting do you want to work in?

- Community mental health
- Corporations
- Correctional facilities
- County extension
- Food bank/pantry
- Government agencies
- Holistic health and wellness centers
- Hospitals or health clinics
- Nonprofits
- Private practice
- Schools

## 3 What issues or areas do you want to focus on?

- Academic achievement
- Addiction
- Behavioral challenges
- Career development
- Child development
- Domestic abuse
- Emotional and mental health
- Grief counseling
- Homelessness
- Nutrition/food insecurity
- Parenting
- Performance/motivation
- Relationships (e.g., family, spousal)
- Research
- Teaching the next generation of professionals
- Veterans affairs

## 4 Do you want to work closely with other professionals in an established organization, or more independently running your own private practice or consulting business?



# HOW DO YOU WANT TO MAKE A DIFFERENCE IN THE LIVES OF OTHERS?

This chart can help you gain further understanding of the paths and programs available.



## Still not sure how to transform your passion for helping others into a career path?

Sometimes the best way to get to where you want to go is with an advisor. Capella University Enrollment Counselors will ask you targeted, thoughtful questions to help you find the career path and program that best fits you.

# BEHAVIORAL HEALTH

There's a continued need for licensed counselors, psychologists, and social workers to help people seeking assistance for marriage and family issues, job stress, addiction, depression, and mental illness.

Employment of substance abuse, behavioral disorder, and mental health counselors is projected to grow 23 percent from 2016 to 2026, much faster than the average for all occupations.\*

\*Multiple factors, including prior experience, geography, and degree field, affect career outcomes, and Capella does not guarantee a job, promotion, salary increase, or other career growth



## BEHAVIORAL HEALTH



### *Professions*

The professionals who assist individuals with mental health, substance abuse, and other problems work in a wide variety of settings. Here are some common roles and job titles and employment settings within behavioral health.

#### *Counselor (Master's Level)*



#### *Focus*

Treat a specific problem for families, couples, or individuals. Give compassionate, practical advice to promote optimal mental health and well-being. Meet face-to-face, in one-on-one interaction with clients or in group settings.

#### *Related Job Titles*

- Addiction counselor
- Substance abuse counselor
- Therapist
- Licensed mental health counselor
- Licensed marriage and family therapist
- Child and adolescent counselor
- Licensed professional counselor

#### *Related Workplaces*

- Private practice
- Hospital—inpatient or outpatient
- Residential treatment center
- Public or private K-12 schools

## BEHAVIORAL HEALTH

*Professions**Clinical  
Psychologist  
(Doctoral Level)**Focus*

Assess and treat people with emotional, social, work, or school concerns. Focus on short-term emotional crises, such as divorce or adolescent issues, or serious chronic conditions such as schizophrenia, phobias, or depression.

*Related Job Titles*

- Therapist
- Psychotherapist
- Clinical psychologist

*Related Workplaces*

- Private practice
- Mental health clinic
- Hospital—inpatient or outpatient

## BEHAVIORAL HEALTH

*Professions**Social Worker  
(Master's Level)**Focus*

Help individuals or families dealing with social and emotional issues, including mental illness, child abuse, drug abuse, or foster care issues. Often collaborate with legal, community, and social services professionals.

*Related Job Titles*

- Social worker
- Social policy analyst/advocate
- Case manager

*Related Workplaces*

- Child welfare agency
- Veterans' clinic
- Correctional facility
- Government agency
- Schools
- Hospitals
- Nursing homes



## PSYCHOLOGISTS VS. COUNSELORS: *What's the Difference?*

Psychologists and counselors are mental health practitioners. Professionals in both fields are state-licensed and provide services that are reimbursable by insurance companies. However, there are some distinctions in training and scope of practice.

<i>Psychology</i>	<i>Counseling</i>
Psychology originally developed from the medical field, so it focuses on psychopathology and diagnosis-driven treatment approaches.	Counseling evolved from the education and social work fields, so it tends to place more focus on the whole person (strengths and challenges) as the person functions within his/her current system (family, workplace, culture).
Psychologists work in a wide range of settings and see a variety of clients for both short- and long-term therapy. They frequently work as part of treatment teams in hospitals or in-patient settings.	Counselors work in a variety of settings with a wide range of clients—overlapping much of what psychologists do.
Psychologists might include formal testing and assessments with their clients—or focus predominately on providing assessment services in their communities.	Counselors do less formal assessment and testing than psychologists.
Most states require psychologists to have a doctoral degree in order to practice independently.	Counselors may practice independently with a master's degree.



## *The Importance of Licensure*

If you're planning for a career as a behavioral health professional, you may need a license to see patients and practice in your chosen area. Entry-level positions like occupational therapy aides and auxiliary careers such as residential case managers may not require licensure, but professions such as clinical psychologist, clinical mental health counselor, marriage and family therapist, and social worker do.

### *A license is required when you:*

- Practice independently to diagnose.
- Provide psychotherapy/therapeutic counseling services.
- Have a private counseling practice or practice independently.
- Bill insurance companies.

Students in clinical, behavioral health-focused programs participate in face-to-face residencies and have supervised clinical field training in preparation for state licensure.

Licensure requirements can be complex and time consuming. They also vary depending on your location and chosen field. Capella University's licensure team is up-to-date on the requirements in all 50 states to support all graduates through the license application process.





## Degrees for a Career in **BEHAVIORAL HEALTH**

### MASTER OF SCIENCE IN ADDICTION STUDIES

#### *Focus*

Prepare to help individuals and groups in need of addiction treatment.

#### *What You'll Learn*

Knowledge, competencies, and skills to become a practitioner-scholar in addiction treatment, service coordination, and supervision.

Principles of addiction treatment and intervention for individuals and groups.

Established standards and ethics for addiction professionals, including awareness and sensitivity to the complex needs of a multicultural society.

#### *Related Job Titles to Explore\**

- Alcohol and drug counselor
- Recovery specialist
- Residential counselor
- Clinical supervisor

#### *Related Employment Settings to Explore*

- Addiction treatment facility, including residential and intensive outpatient programs
- Mental health facility, such as family service agency and outpatient treatment
- Health care organization, such as group home and hospital



## Degrees for a Career in **BEHAVIORAL HEALTH**

### MASTER OF SCIENCE IN CLINICAL PSYCHOLOGY, *Clinical Counseling Specialization*

#### *Focus*

Prepare to make a difference for clients with emotional or mental health difficulties.

#### *What You'll Learn*

Counseling and clinical psychology professional principles.

Foundational scientific theories and practices used in the clinical psychology field.

Clinical assessment, counseling interventions, psychological testing, research methods, ethical principles, and diversity.

#### *Related Job Titles to Explore\**

- Therapist
- Psychotherapist
- Clinical research coordinator/manager
- University, intake, or community counselor

#### *Related Employment Settings to Explore*

- Mental health clinic
- Private practice
- Hospital—inpatient or outpatient
- Nonprofit organization



## Degrees for a Career in **BEHAVIORAL HEALTH**

### MASTER OF SCIENCE IN CLINICAL PSYCHOLOGY, *Forensic Psychology Specialization*

#### *Focus*

Prepare to help identify behaviors and traits inherent to criminal behavior.

#### *What You'll Learn*

Theoretical and practical foundation of the clinical psychology profession.

Psychology and the law, techniques in forensic practice, and issues and trends in forensic psychology.

Competencies aimed at conducting forensic assessments and research with forensic programs and populations, including incarcerated and recently released offenders.

#### *Related Job Titles to Explore\**

- Forensic analyst
- Forensic researcher
- Forensic case worker
- Forensic consultant

#### *Related Employment Settings to Explore*

- Federal, state, and municipal government agency, such as department of corrections, department of probation or parole courts
- Self-employment (contract through attorneys)



## Degrees for a Career in **BEHAVIORAL HEALTH**

### MASTER OF SCIENCE IN MARRIAGE AND FAMILY THERAPY

(COAMFTE-ACCREDITED)

#### *Focus*

Prepare to make a difference in families and relationships through psychotherapy and systemic therapy methods.

#### *What You'll Learn*

Lifecycle and family system dynamics; assessment, diagnosis, and treatment; intervention; and systemic perspectives of working with individuals, couples, and families.

Established standards and ethics for professional therapists, including awareness and sensitivity to the complex individual, couple, and family systems needs of a multicultural society. Curriculum is built on the COAMFTE educational standards.

#### *Related Job Titles to Explore\**

- Family therapist
- Child/adolescent/youth therapist
- Marriage and family therapist
- Substance abuse therapist

#### *Related Employment Settings to Explore*

- Community mental health center
- Family/social service agency
- County health department
- Mental health agency
- Private/group clinical practice
- College or university counseling center



## Degrees for a Career in **BEHAVIORAL HEALTH**

### MASTER OF SCIENCE IN CLINICAL MENTAL HEALTH COUNSELING

(CACREP-ACCREDITED)

#### *Focus*

Prepare to provide psychotherapy diagnoses and treatment of mental health disorders.

#### *What You'll Learn*

Assessment, diagnosis, and treatment; intervention applied to work with clients across the lifespan and within individual and group settings.

Established standards and ethics for professional counselors, including awareness and sensitivity to the complex mental health needs of a multicultural society.

Curriculum is built on CACREP counseling standards.

#### *Related Job Titles to Explore\**

- Behavioral health counselor
- Licensed professional counselor
- Mental health counselor
- Therapist

#### *Related Employment Settings to Explore*

- Mental health facility, such as mental health agency or group home
- Private or group practice
- Corrections facility, such as prison/jail



## Degrees for a Career in **BEHAVIORAL HEALTH**

### MASTER OF SOCIAL WORK MASTER OF SOCIAL WORK-ADVANCED STANDING

#### *Focus*

Prepare to help others in an advanced generalist practice.

#### *What You'll Learn*

Social welfare; human behavior; research; social policy; standards of practice with individuals, groups, families, organizations, and communities; mental health; cultural competence and diversity; leadership and supervision; and innovative technology in practice through the integration of the Educational Policy and Accreditation Standards from the Council on Social Work Education (CSWE).

Practical experiences through residency and field education, and select specialized knowledge through electives in clinical practice, leadership and supervision, or human services.

#### *Related Job Titles to Explore\**

- Social worker
- Social work administrator/leader
- Researcher
- Instructor

#### *Related Employment Settings to Explore*

- Hospital, primary care setting, and clinic
- Nursing home
- Correctional facility
- Child welfare agency



## Degrees for a Career in **BEHAVIORAL HEALTH**

### DOCTOR OF PSYCHOLOGY, *Clinical Psychology Specialization*

#### *Focus*

Prepare for state licensure eligibility as a clinical psychologist.

#### *What You'll Learn*

Theoretical and scientific foundations of psychology, including psychological assessment and intervention.

Ethics, multicultural perspectives, supervision, clinical interviewing skills, cognitive and personality assessment, diagnosis and psychopathology, psychotherapy theory and treatment, and psychological report writing.

Necessary skills and competencies to be eligible to apply for clinical psychologist licensure in many states.

#### *Related Job Titles to Explore\**

- Psychologist
- Clinical psychologist
- Psychotherapist
- Adjunct, part-time, or full-time faculty

#### *Related Employment Settings to Explore*

- Hospital—inpatient or outpatient
- Social service agency
- Mental health clinic
- Land-based or online college or university

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# LEADERSHIP AND PERFORMANCE

There are plenty of opportunities to help people reach their potential outside of a clinical setting. Professionals with a degree in psychology but without a license can assist organizations and people with performance issues through leadership, coaching, and inspiration.

With a deep knowledge of how the mind works and how human behavior shapes interactions, such professionals understand what motivates individuals, groups, and teams to achieve success. Their skills are beneficial in sports, business, and social/human services settings.



# LEADERSHIP AND PERFORMANCE



## *Professions*

Professionals who assist individuals with leadership performance work in a wide variety of settings. Here are some common roles, job titles, and employment settings.

### *Business-Focused Leadership*



#### *Focus*

Improve performance, motivation, and company morale. Use psychological theories to drive productivity and enhance employee satisfaction.

#### *Related Job Titles*

- Manager or director of human resources
- Manager or director of labor relations
- Director of training and development
- Organizational consultant (internal or external)
- Adjunct, part-time, or full-time faculty

#### *Related Workplaces*

- Corporation/business (any size)
- Consulting
- Nonprofit
- Military

#### *Employment*

Employment of psychologists is projected to grow 14 percent from 2016 to 2026, faster than the average for all occupations.\*

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# LEADERSHIP AND PERFORMANCE



## *Professions*

### *Sport-Focused Leadership*



#### *Focus*

Provide motivation and build confidence for clients who seek to restore performance post-injury. Help clients reach a peak level of performance. Guide individuals through the pressures associated with sports, physical therapy, or even business ventures.

#### *Related Job Titles*

- Athletic program manager
- Coach
- Sport development manager
- Sport psychology assistant
- Fitness center manager
- Personal trainer

#### *Related Workplaces*

- Fitness club
- Parks and recreation organization
- College/university
- Sport organization

## LEADERSHIP AND PERFORMANCE



### *Professions*

#### *Social/Human Services-Focused Leadership*



#### *Focus*

Lead, collaborate, and advocate to find solutions to human problems and support meaningful change for people, organizations, and communities.

#### *Related Job Titles*

- Family advocate
- Learning center manager
- Psychiatric assistant
- Rehabilitation supervisor
- Social services supervisor
- Adjunct, part-time or full-time faculty
- Program director

#### *Related Workplaces*

- Social service agencies
- College/university
- Federal, state, and county government



## *Degrees for a Career in* **PERFORMANCE LEADERSHIP/MANAGEMENT**

### MASTER OF SCIENCE IN PSYCHOLOGY, *Industrial/Organizational Psychology Specialization*

#### *Focus*

Prepare to apply psychological theories to drive productivity and enhance employee satisfaction in the workplace.

#### *What You'll Learn*

Application of industrial/organizational behavior principles and research to the workplace and other organizational settings.

Leadership theories, group development, motivation and workplace performance, conflict resolution, and organizational processes.

#### *Related Job Titles to Explore\**

- Manager or director of training
- Assessment specialist
- Manager or director of organizational development
- Organizational consultant (internal or external)

#### *Related Employment Settings to Explore*

- Industrial setting
- Corporation
- Military
- Organizational consulting firm

NOTE: The requirements for these programs are not intended to prepare graduates for licensure as professional counselors, psychologists, or social workers.



## *Degrees for a Career in* **PERFORMANCE LEADERSHIP/MANAGEMENT**

### MASTER OF SCIENCE IN PSYCHOLOGY, *Sport Psychology Specialization*

#### *Focus*

Prepare to help individuals, athletes, coaches, parents, and teams enhance or restore performance.

#### *What You'll Learn*

Current theory and evidence-based practices for performance enhancement, individual and team motivation, injury recovery, and stress management as it applies to amateur athletes.

#### *Related Job Titles to Explore\**

- Athletic program manager
- Coach
- Sport development manager
- Sport psychology assistant

#### *Related Employment Settings to Explore*

- Fitness club
- Park and recreation organization
- Youth sport organization
- K-12 public/private school



## *Degrees for a Career in* **PERFORMANCE LEADERSHIP/MANAGEMENT**

### | PhD IN ADVANCED STUDIES IN HUMAN BEHAVIOR

#### *Focus*

Advanced study for educational, consultative, or leadership roles in social and behavioral fields.

#### *What You'll Learn*

Contemporary issues in human behavior, including issues eating disturbances, addictive behaviors, aging, and grief.

Ethical principles for working with diverse populations in social and behavioral settings.

#### *Related Job Titles to Explore\**

- Program executive director
- Intake director
- Research director
- Learning center director

#### *Related Employment Settings to Explore*

- Advocacy organization
- Child welfare/children's services agency
- Nonprofit organization
- Consulting firm or practice



## *Degrees for a Career in* **PERFORMANCE LEADERSHIP/MANAGEMENT**

### PhD IN PSYCHOLOGY, *Industrial/Organizational Psychology Specialization*

#### *Focus*

Advanced study in organizational behavior.

#### *What You'll Learn*

The theory and practice of psychology in the workplace and other organizational settings.

Leader development, coaching psychology, group and team dynamics, organizational change management, systems planning, industrial/organizational assessment, employee motivation/performance improvement, strategic planning, professional development, and administrative and human resource management (including employee support services).

You'll also have the opportunity to pursue emphases in Coaching Psychology, Consultation Psychology, Industrial Psychology, and Organizational Psychology.

#### *Related Job Titles to Explore\**

- Director or vice president of organizational development
- Evidence-based coach
- Director of labor relations
- Organizational consultant

#### *Related Employment Settings to Explore*

- Research organization
- Corporation
- Organizational consulting firm
- Military

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# EDUCATION AND RESEARCH

People interested in helping others may decide to work behind the scenes in research, teaching, or developing academic programs.



## EDUCATION AND RESEARCH



### *Professions*

Here are some common roles and job titles, and employment settings for professionals interested in education and research related to the field of psychology.

#### *Educator*



#### *Focus*

Teach or prepare future psychology and/or counseling professionals.  
(NOTE: Must have doctoral degree to teach at college or university level.)

#### *Related Job Titles*

- Adjunct, part-time, or full-time faculty
- Lecturer/speaker
- Consultant

#### *Related Workplaces*

- Land-based or online college or university

## EDUCATION AND RESEARCH



### *Professions*

#### *Researcher*



#### *Focus*

Study all areas of human behavior. Plan and conduct research. Communicate findings. Lead advancement in the field.

#### *Related Job Titles*

- Research psychologist
- Research associate
- Research scientist
- Test designer

#### *Related Workplaces*

- Private, government, or university research center



## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### MASTER OF SCIENCE IN CLINICAL PSYCHOLOGY, *Applied Research Specialization*

#### *Focus*

Prepare for further study of clinical psychology research at the doctoral level.

#### *What You'll Learn*

Foundational clinical psychology knowledge and skills needed for successful academic or research practice, or for doctoral-level study in clinical psychology.

Understanding of the application of research methodology, psychotherapy theories, tests and measurement, psychopathology, human development, ethical principles, and diversity.

#### *Related Job Titles to Explore\**

- Research scientist
- Instructor
- Adjunct or part-time faculty

#### *Related Employment Settings to Explore*

- Mental health clinic
- Hospital—inpatient or outpatient
- Nonprofit organization
- Land-based or online college or university

NOTE: The requirements for these programs are not intended to prepare graduates for licensure as professional counselors, psychologists, or social workers.



## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### MASTER OF SCIENCE IN PSYCHOLOGY, *Educational Psychology Specialization*

#### *Focus*

Prepare to apply instructional strategies and designs effectively across different age groups.

#### *What You'll Learn*

Knowledge and skills in the application of learning, human development and socialization, educational psychology, ethics, tests and measurements, and basic statistics and research methods.

Foundational principles of lifespan development from early childhood through late adulthood, educational technology, and curriculum development.

#### *Related Job Titles to Explore\**

- Training and development specialist/manager
- Curriculum developer
- Test administrator/developer
- Research assistant

#### *Related Employment Settings to Explore*

- Test publisher
- Educational consulting firm
- Training company
- State department of education



## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### MASTER OF SCIENCE IN PSYCHOLOGY, *General Psychology Specialization*

#### *Focus*

Prepare to expand your knowledge of human behavior.

#### *What You'll Learn*

Solid foundation of the principles of psychology.

Knowledge and skills to pursue a career in research, teaching, or program administration in human services organizations.

#### *Related Job Titles to Explore\**

- Case manager
- Social services worker
- Victim's advocate
- Program coordinator

#### *Related Employment Settings to Explore*

- Community counseling center
- Social service agency
- Law enforcement
- Human resource department



## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### | DOCTOR OF SOCIAL WORK

#### *Focus*

Advanced study to become a leader, researcher, advanced practitioner, or educator in the social work field.

#### *What You'll Learn*

Critical thinking, action research, advocacy and social justice, and the integration of theoretical knowledge with practical experience.

Principles and advanced skills in leadership and technology.

#### *Related Job Titles to Explore\**

- Clinical instructor
- Independent consultant
- Senior social worker
- Adjunct, part-time, or full-time faculty

#### *Related Employment Settings to Explore*

- Hospitals or clinics
- Government—local, state, federal
- Consulting firm
- Land-based or online college or university



## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### PhD IN PSYCHOLOGY, *Behavior Analysis Specialization*

#### *Focus*

Advanced study of applied behavior analysis (ABA) to expand the field through research, teaching, or leadership.

#### *What You'll Learn*

Expertise in behavior analysis that can help you prepare for a career as a teacher, researcher, or clinical leader.

Ways to apply critical thinking in response to psychological challenges.

Leadership to expand and evolve the psychology profession through research and best practices.

#### *Related Job Titles to Explore\**

- Behavior analyst
- Board certified behavior analyst (BCBA)
- Clinical director
- Professor of psychology

#### *Related Employment Settings to Explore*

- College or university
- Community or technical college
- Hospital
- Individual and family services
- K-12 public or private school
- Private practice
- Skilled nursing facility

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## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### | PhD IN COUNSELOR EDUCATION AND SUPERVISION

(CACREP-ACCREDITED)

#### ***Focus***

Advanced study in preparation to lead in the counseling profession.

#### ***What You'll Learn***

Skills in multiple methods of graduate-level instructional delivery and supervision in counseling/ therapy, clinical mental health supervision, and leadership and advocacy.

Competencies needed to work as an educator, supervisor, researcher, or advanced practitioner in an academic or clinical setting.

#### ***Related Job Titles to Explore\****

- Counselor educator
- Group home manager
- Social services supervisor
- Adjunct, part-time, or full-time faculty

#### ***Related Employment Settings to Explore***

- Private or group practice
- Clinic
- Residential treatment center
- Land-based or online college or university



## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### PhD IN PSYCHOLOGY, *Developmental Psychology Specialization*

#### *Focus*

Advanced study of how people develop and change.

#### *What You'll Learn*

A broad base of knowledge in lifespan development, human services policy, and advocacy.

Foundation of the science of psychology, and depth within the discipline of developmental psychology and policy.

You'll also have the opportunity to pursue emphases in Child and Adolescent Development, Adulthood and Aging, and Lifespan.

#### *Related Job Titles to Explore\**

- Development psychologist
- Policy consultant/advocate
- Program administrator/director
- Adjunct, part-time, or full-time faculty

#### *Related Employment Settings to Explore*

- Nonprofit organization
- Consulting firm
- Social service agency
- Land-based or online college or university



## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### PhD IN PSYCHOLOGY, *Educational Psychology Specialization*

#### *Focus*

Advanced study of the psychology of teaching and learning.

#### *What You'll Learn*

A broad base of knowledge about learning, cognition, instruction, development, and research.

A foundation of the science of psychology, and depth within the discipline of educational psychology.

You'll also have the opportunity to pursue emphases in Child and Adolescent Development, Program Evaluation and Measurement, and Psychology Teaching and Instruction.

#### *Related Job Titles to Explore\**

- Educational program director
- Learning systems manager
- Director of institutional research
- Adjunct, part-time, or full-time faculty

#### *Related Employment Settings to Explore*

- Training company
- Educational consulting firm
- Research organization
- Land-based or online college or university



## *Degrees for a Career in* **EDUCATION OR RESEARCH**

### PhD IN PSYCHOLOGY, *General Psychology Specialization*

#### *Focus*

Advanced study in psychological principles, theories, and research methodologies.

#### *What You'll Learn*

Specialized knowledge in skills in a customized program based on your professional interests. Use electives to design an individualized area of psychology study or interdisciplinary area of study that blends psychology with education or business.

#### *Related Job Titles to Explore\**

- Program administrator/director
- Consultant
- Dean of faculty
- Adjunct, part-time, or full-time faculty

#### *Related Employment Settings to Explore*

- Community counseling center
- Mental health clinic
- Market research firm
- Land-based or online college or university

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## K-12 SETTING

If your passion is helping children and adolescents, you may want to consider a career path in a K-12 educational setting.

School counselors, psychologists, and social workers assist young people with their social, emotional, behavioral, and academic challenges—making them more resilient as they move into adulthood.



## K-12 SETTING



## Professions

K-12 behavioral health professionals may work in schools and other settings. Here are some common roles and job titles, and employment settings.

### *School Counselor*



#### *Focus*

Help preK-12 students address social/emotional, academic, and career development issues within the school setting through individual and group counseling. Consult with parents, teachers, and school personnel to help students reach their full potential and eliminate barriers to academic and personal success.

#### *Related Job Titles*

- Elementary, middle, or high school counselor
- Guidance counselor
- Student life counselor
- Academic advisor
- Career counselor
- College counselor
- Student intervention specialist

#### *Related Workplaces*

- Public schools
- Private schools
- Charter schools

**K-12 SETTING***Professions**School  
Psychologist**Focus*

Positively impact psychological and social functions of students through counseling and other appropriate interventions.

*Related Job Titles*

- School psychologist
- Diagnostician
- Program evaluator
- Researcher
- Consultant

*Related Workplaces*

- Public schools
- Private schools
- College/university
- Private practice

## K-12 SETTING



## Professions

### *School Social Worker*



#### *Focus*

Help children improve their psychological and social function, often focusing on issues that go on at home, e.g., food and housing needs, child abuse, etc.

#### *Related Job Titles*

- Child, family, or school social worker

#### *Related Workplaces*

- School districts
- Government agencies

**K-12 SETTING***Professions**Child Development  
and Behavior  
Professional**Focus*

Work with a broad spectrum of behaviors facilitating children's optimal development.

*Related Job Titles*

- Applied behavior analysis instructor
- Behavior analyst
- Behavior specialist
- Child development specialist
- Early childhood education specialist

*Related Workplaces*

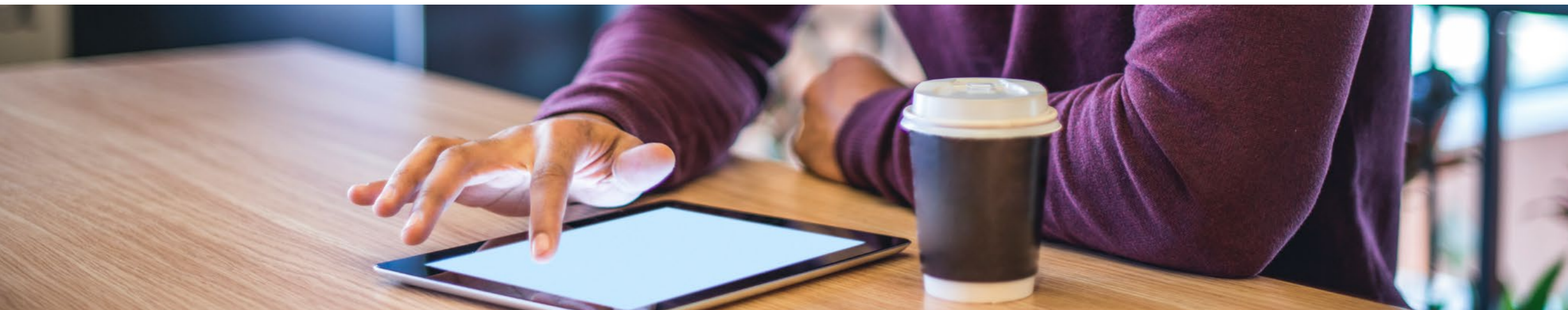
- Hospital/clinic
- Residential/out-patient program
- Child and family service agency
- Early childhood education program
- Private/public school
- Social service agency



## *The Importance of Licensure*

If you plan to work with children and teenagers in a K-12 environment, you may need licensure or certification. Students in clinical, behavioral health-focused programs participate in face-to-face residencies and have supervised clinical field training in preparation for state licensure.

Licensure requirements can be complex and time consuming. They also vary depending on your location and chosen field. Capella University's licensure team is up-to-date on the requirements in all 50 states to support all graduates through the license application process.





## Degrees for a Career in K-12 SETTING

### MASTER OF SCIENCE IN PSYCHOLOGY, *Applied Behavior Analysis Specialization*

#### *Focus*

Prepare to work with children and adults who have behavioral concerns.

#### *What You'll Learn*

Ethical and professional conduct; behavior analysis concepts, principles, and research methods; and applied behavior analysis techniques.

How to identify behavioral problems through assessment; design, implement, and manage culturally appropriate interventions and treatments; perform effective behavior supervision; and bring about positive change for diverse individuals in a variety of settings.

#### *Related Job Titles to Explore\**

- Behavior analyst
- Senior therapist
- Educational consultant
- ABA therapist

#### *Related Employment Settings to Explore*

- Mental health treatment center
- Autism center
- K-12 public and private school
- Private practice

NOTE: The requirements for this program are not intended to prepare graduates for licensure as professional counselors, psychologists, or social workers.



## Degrees for a Career in K-12 SETTING

### MASTER OF SCIENCE IN PSYCHOLOGY, *Child and Adolescent Development Specialization*

#### *Focus*

Prepare to become a subject matter expert and leader in organizations serving adolescents.

#### *What You'll Learn*

Knowledge, theory, and best practices needed to promote and support the growth and development of children and adolescents.

Knowledge and skills about prenatal, child, and adolescent development; physical and mental health; and social and educational issues related to child and adolescent development.

#### *Related Job Titles to Explore\**

- Child protective services manager
- Child development specialist
- Early childhood education specialist
- Child care specialist

#### *Related Employment Settings to Explore*

- Child and family service agency
- Early childhood education program
- Law enforcement
- Social service agency

NOTE: The requirements for this program are not intended to prepare graduates for licensure as professional counselors, psychologists, or social workers.



## Degrees for a Career in K-12 SETTING

### MASTER OF SCIENCE IN SCHOOL COUNSELING

(CACREP-ACCREDITED)

#### *Focus*

Prepare to work with a K-12 population on social/emotional, academic, and career development issues within the school setting.

#### *What You'll Learn*

A collaborative, data-driven, and student-focused approach for delivering and managing comprehensive school counseling programs with emphasis on assessment, individual and group counseling, consultation, and collaboration with teachers, parents, and the community, and advocacy of systemic change in the K-12 environment.

Various counseling approaches for working with K-12 children and adolescents.

#### *Related Job Titles to Explore\**

- School counselor
- Academic advisor
- Guidance counselor
- College counselor

#### *Related Employment Settings to Explore*

- K-12 public, private, and charter school
- Nonprofit educational organization
- Educational corporation
- Government—state and federal departments of education



## Degrees for a Career in K-12 SETTING

### MASTER OF SOCIAL WORK MASTER OF SOCIAL WORK—ADVANCED STANDING

#### *Focus*

Prepare to help others in an advanced generalist practice.

#### *What You'll Learn*

Theory and practice of social welfare, human behavior, cultural competence and diversity, technology, and leadership and supervision.

Specialized knowledge through electives in the areas of clinical practice, leadership and supervision, or human services, and practical experiences through residency and field education.

#### *Related Job Titles to Explore\**

- Social worker
- Social work administrator/leader
- Researcher
- Instructor

#### *Related Employment Settings to Explore*

- K-12 public school
- K-12 private school
- Hospital, primary care setting, and clinic
- Child welfare agency



## Degrees for a Career in K-12 SETTING

### DOCTOR OF PSYCHOLOGY, *School Psychology Specialization*

#### *Focus*

Prepare to lead strategies that positively impact young people.

#### *What You'll Learn*

Psychology as a practical discipline, including psychological and neuropsychological assessment, clinical supervision and consultation, psychopathology of children and adolescents, child and adolescent development, and consultation and collaboration in the schools.

Theoretical tools and skills needed to assess students, consult with school personnel, and supervise other school psychologists.

#### *Related Job Titles to Explore\**

- Diagnostician
- Program evaluator/director
- Adjunct, part-time, or full-time faculty
- School psychologist

#### *Related Employment Settings to Explore*

- K-12 public or private school
- Consulting firm
- School system district office
- Land-based or online college or university

\*These are examples intended to serve as a general guide. Because many factors determine what position an individual may attain, Capella cannot guarantee that a graduate will secure any specific job title. Note: Some positions require licensure and/or other designations. We encourage you to research requirements for your job target and career goals. Check state licensure requirements. The license to practice as a professional psychologist or counselor is regulated independently in each state or province. Learners who intend to seek licensure or certification should check the program requirements in the state or province in which they hope to practice.

# HUMAN SERVICES

In the most general terms, human services professionals help people navigate challenges or chronic situations and provide guidance to allow people to move forward with their lives and regain self-sufficiency.

## *Challenges include:*

- Unemployment
- Loss of income
- Hunger and homelessness
- Depression
- Temporary disability
- Mental or physical health crises

## *Populations served include:*

- Children and families
- Seniors
- Homeless
- Immigrants
- People with disabilities
- People with addictions
- Veterans





## HUMAN SERVICES VS. SOCIAL WORK: *What's the Difference?*

<i>Human Services</i>	<i>Social Work</i>
Focus on advocacy at a community level.	Focus on advocacy at a client level.
Act as first responders in assessing family and individual situations and finding resources to help.	Work directly with families and individuals (when licensed).
Serve as case managers, program coordinators, or directors/supervisors of social welfare agencies.	Serve as social workers, case managers, or researchers.



## *Degrees for a Career in* **HUMAN SERVICES**

### MASTER OF SCIENCE IN HUMAN SERVICES, *Leadership and Organizational Management Specialization*

#### *Focus*

Prepare to effectively lead change in communities and across diverse institutions.

#### *What You'll Learn*

Multi-disciplinary approach to decision making and promoting collaboration among various stakeholders within the public service field.

How research informs the delivery of human services, with particular emphasis on advocacy, legal and ethical issues, and working with culturally diverse populations.

#### *Related Job Titles to Explore\**

- Social services manager
- Program director, children and family services
- Director of child welfare services
- Adoption services manager

#### *Related Employment Settings to Explore*

- Individual and family services
- Nursing and residential care facility
- Community and vocational rehabilitation service
- Shelter

NOTE: These programs are not designed to meet licensure requirements for the counseling or social work professions.



## *Degrees for a Career in* **HUMAN SERVICES**

### MASTER OF SCIENCE IN HUMAN SERVICES, *Program Evaluation and Data Analytics Specialization*

#### *Focus*

Prepare to make data-driven decisions and formulate insights that drive positive change within communities and organizations.

#### *What You'll Learn*

How to conduct valid, reliable, and ethical program evaluations, utilize data analytics, and effectively manage organizations.

Human services theory, research, practice, skills, and ethics.

#### *Related Job Titles to Explore\**

- Program analyst\*\*
- Management analyst\*\*
- Data analyst\*\*
- Social services manager

#### *Related Employment Settings to Explore*

- Individual and family services
- Executive, legislative and other general government support
- Private for-profit social service company
- Nonprofit organization



## *Degrees for a Career in* **HUMAN SERVICES**

### DOCTOR OF HUMAN SERVICES, *Leadership and Organizational Management Specialization*

#### *Focus*

Development of advanced leadership skills that can help transform organizations and empower culturally diverse communities for change.

#### *What You'll Learn*

How to increase organizational effectiveness through strategic planning, evidence-based best practices, and outcome measurement.

Knowledge and skills in negotiation and mediation, conflict management, and multidisciplinary collaboration to become an effective leader in human services.

#### *Related Job Titles to Explore\**

- Program director, children and family services
- Director of child welfare services
- Social services director
- Executive director

#### *Related Employment Settings to Explore*

- Individual and family services
- Nonprofit organization
- Government—local, state, federal
- Private for-profit social service company



## *Degrees for a Career in* **HUMAN SERVICES**

### PhD IN HUMAN SERVICES, *Multidisciplinary Human Services Specialization*

#### *Focus*

Advanced study in community leadership.

#### *What You'll Learn*

A multidisciplinary approach to solve complex social problems, create innovative solutions, and facilitate change that incorporates research and practice.

The theory and practice of change leadership, program development and management, strategic planning, research, and ethics.

#### *Related Job Titles to Explore\**

- Director of human services
- Behavioral specialist/consultant
- Community programs director
- Adjunct, part-time, or full-time faculty

#### *Related Employment Settings to Explore*

- Child welfare/children's services agency, such as a group home
- Criminal justice/correction facility, such as a prison
- Health care organization, such as a nursing home
- Land-based or online college or university



## Degrees for a Career in HUMAN SERVICES

### PhD IN HUMAN SERVICES, *Social and Community Services Specialization*

#### *Focus*

Advanced study in social issues related to public service leadership.

#### *What You'll Learn*

Knowledge of contemporary issues impacting social work and community services as well as skills to lead social change at community, state, and national levels.

#### *Related Job Titles to Explore\**

- Executive director
- Director
- Administrator
- Adjunct, part-time, or full-time faculty

#### *Related Employment Settings to Explore*

- Community organization, such as a homeless shelter
- Public interest group
- Child welfare/children's services, such as a county health department
- Land-based or online college or university

\*These are examples intended to serve as a general guide. Because many factors determine what position an individual may attain, Capella cannot guarantee that a graduate will secure any specific job title. Note: Some positions require licensure and/or other designations. We encourage you to research requirements for your job target and career goals. Check state licensure requirements. The license to practice as a professional psychologist or counselor is regulated independently in each state or province. Learners who intend to seek licensure or certification should check the program requirements in the state or province in which they hope to practice.

\*\* This related job title is based on Capella's research into potential future market trends. Markets change and industries can rapidly evolve. Learners bear the responsibility for understanding job demand for their field of study.

## WHY CAPELLA?

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- Degree programs designed around industry standards.
- Learning experiences that you can apply immediately in the field.
- Up-to-date curriculum and knowledgeable faculty who are industry experts.
- The most direct path to your goals with 24-hour access to online courses for the ultimate flexibility.
- An affordable education with many financial support options.



## WHAT SETS CAPELLA APART?

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### *Accredited Degree Programs Aligned to Industry Standards*

The following programs have professional accreditation:

- Capella University's PhD in Counselor Education and Supervision, MS in Clinical Mental Health Counseling and MS in School Counseling programs are accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) through August 31, 2020 and are currently in the reaccreditation process.\*
- The MS in Marriage and Family Therapy program at Capella University is accredited by the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE), 112 South Alfred Street, Alexandria, Virginia 22314; 703.838.9808, [coa@aamft.org](mailto:coa@aamft.org).
- Capella University's Master of Social Work programs are accredited by the Council on Social Work Education's Commission on Accreditation. For information about social work accreditation, visit: <https://www.cswe.org/>

Coursework incorporates industry standards in the following programs:

- The specialization courses in Capella's Master of Science in Psychology, Applied Behavior Analysis specialization are approved by the Behavior Analyst Certification Board (BACB).
- The Master of Science in Addiction Studies program includes a course in supervision and program management along with 300 hours of internship to complement your academic coursework. This incorporates common International Certification & Reciprocity Consortium requirements that states have set for credentialing examinations.

\* Capella University's MS in Marriage and Family Counseling/Therapy (MFCT) is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) through March 31, 2020. The program will be solely accredited by the Council on Accreditation of Marriage and Family Therapy Education (COAMFTE) as of April 1, 2020

Capella University is accredited by the Higher Learning Commission. The Higher Learning Commission is among the six regional accrediting bodies recognized by the U.S. Department of Education.

## WHAT SETS CAPELLA APART?

### *The Most Direct Path to Your Goals*

Our approach to education is designed around the critical skills, knowledge, theories, and abilities – or competencies – required to master the subject matter in your degree program. You gain the relevant competencies you need to advance your career, and in the most efficient way.

### **FLEXPATH™**

FlexPath, Capella's self-paced learning format, lets you work at your own pace and use the knowledge you've gained in your profession to move quickly through familiar subjects—potentially saving you time and money.

FlexPath is currently available for the following Master of Science in Psychology specializations:

- Child and Adolescent Development
- Educational Psychology
- General Psychology
- Industrial/Organizational Psychology
- Sport Psychology



## SUPPORT THROUGH YOUR PROGRAM REQUIREMENTS

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Your program may present challenges—and Capella offers the support you need to successfully meet them. As you work to complete your degree requirements, Capella will provide you with support resources that are well suited to help you reach all of your short- and long-term academic and career goals. Here's just some of the support you'll receive along the way:



### Enrollment Counselors

These folks are superstars—we hear it from our students (and grads), and you'll feel it from your first call or chat. They'll help you find your program fit, navigate the admissions process, and get started.



### Academic Tutoring

Want to boost your performance? This team provides one-on-one support for academic skills, specific subjects, and more.



### Financial Aid Counselors

First they listen. Then they act—for you. Running the numbers, exploring ways to save, and making the financial stuff a lot less complicated.



### Doctoral Support

A doctoral degree takes special effort. It's why our doctoral programs are carefully designed for success. And it's why this team offers guidance on a whole other level—from first course to dissertation.



### Academic Coaches

This team is all about keeping you on track. They'll help you understand your program requirements, answer your questions—and root for you all the way.



### Career Center

For this team, it's way more than resumes and interview tips. It's about thoughtful and strategic career planning—from your first day at Capella. And long after you graduate.

# SUPPORT THROUGH YOUR PROGRAM REQUIREMENTS

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## Student Community

You're not alone at Capella. Find a community of classmates to give support, provide guidance, and share tips.



## Military Support

The best way to honor your service? Demystifying your complex benefits and helping you make the most of what you've earned.



## Disability Services

Need access, accommodations, or technology? These advocates will make it happen. And if you need a steady hand to guide you across the stage at graduation? They'll be there for that, too.



## Library and Writing Support

Need help finding resources or honing your writing skills for a paper or other coursework? The Capella Library and Writing Center are here to help.



## Affordability

Capella offers a per-credit cost with a variety of ways to make your degree even more affordable.



## Tech Support

Tech happens. So you'll have 24/7 access to live, actual human beings who'll help you get the most out of your learning technology.

## AFFORDABILITY

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Capella offers a per-credit cost with a variety of ways to make your degree even more affordable.



### *Scholarships*

Capella offers several scholarship opportunities for new students to save on their degree. And the best part: scholarships never need to be paid back.

### *Employer tuition reimbursement*

Many employers offer tuition reimbursement to their employees –even those without a formal program. Check with your HR department or manager to see if you are eligible.

### *Transfer credits*

Reduce the time and cost of finishing your degree by maximizing your transfer credits.

### *Military discount*

Capella offers a discount of 10 to 15 percent to veterans, service members, and their spouses.

### *Employer and association discounts*

Tuition discounts from Capella-affiliated employers, colleges, and professional associations can help make your degree more affordable.



# RESOURCES

## **Behavioral Health Programs**

Master of Science in Addiction Studies  
Master of Science in Clinical Mental Health Counseling  
Master of Science in Clinical Psychology, Clinical Counseling  
Master of Science in Clinical Psychology, Forensic Psychology  
Master of Science in Marriage and Family Therapy  
Master of Social Work  
Master of Social Work, Advanced Standing  
Doctor of Psychology, Clinical Psychology

## **Leadership and Performance Programs**

Master of Science in Psychology, Industrial/Organizational Psychology  
Master of Science in Psychology, Sport Psychology  
PhD in Advanced Studies in Human Behavior  
PhD in Psychology, Industrial/Organizational Psychology

## **Education and Research Programs**

Master of Science in Clinical Psychology, Applied Research  
Master of Science in Clinical Psychology, Applied Research  
Master of Science in Psychology, Educational Psychology  
Master of Science in Psychology, General Psychology  
Doctor of Social Work  
PhD in Psychology, Behavior Analysis  
PhD in Counselor Education and Supervision  
PhD in Psychology, Developmental Psychology  
PhD in Psychology, Educational Psychology  
PhD in Psychology, General Psychology

## **K-12 Education Programs**

Master of Science in Psychology, Applied Behavior Analysis  
Master of Science in Psychology, Child and Adolescent Development  
Master of Science in School Counseling  
Doctor of Psychology, School Psychology

## **Human Services Programs**

Master of Science in Human Services, Leadership and Organizational Management  
Master of Science in Human Services, Social and Community Services  
Doctor of Human Services, Leadership and Organizational Management  
PhD in Human Services, Multidisciplinary Human Services  
PhD in Human Services, Social and Community Services



## RESOURCES

ONLINE LEARNING AT CAPELLA

SCHOLARSHIPS FOR NEW STUDENTS

TAKE A FREE TRIAL COURSE

LEARN MORE ABOUT CAPELLA



*Ready to learn more?*

Call an Enrollment Counselor:

**1.888.933.5819**

*Ready to get started?*

Apply now and we'll waive your \$50 application fee when you use code **Guide1**.

ACCREDITATION: Capella University is accredited by the Higher Learning Commission.  
HIGHER LEARNING COMMISSION: <https://www.hlcommission.org>, 800.621.7440  
CAPELLA UNIVERSITY: Capella Tower, 225 South Sixth Street, Ninth Floor,  
Minneapolis MN 55402, 1.888.CAPELLA (227-3552)

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