Careers for Family Scientists: Entry Positions

ROBERT E. KEIM AND DEBORAH J. CASSIDY

INTRODUCTION

Family scientists have an effective way of working with people in the family and social services field that is qualitatively different than employees with other backgrounds. The family scientist should recognize these qualities in themselves as they seek to compete in the career areas outlined in this article. They bring a greater understanding, knowledge, and sensitivity to an individual's human predicament and family dynamics.

The article is written predominantly for students or graduates from bachelor’s degree programs in family science or an equivalent degree. It also may be helpful for graduates from master’s programs as a means to become more acquainted with other possible options within different client populations.

A broad overview of entry level positions in local community and local governmental agencies and organizations will be presented in this article. Other articles in this series should be consulted for positions in business and industry, in county and state cooperative extension programs, and in civil service positions connected with the federal government and the military services.

In reviewing the breadth of entry level positions, information on the following basic issues will be explored:

1. Careers by client populations or service categories.
2. Education and experience factors.
3. Various work settings within each client population.
4. Entry job titles, beginning salaries, and other factors, including any special desirable educational or personal characteristics for these positions.
5. Other career information resources.

Persons nearing graduation or making plans for an internship often are not aware of the wide variety of options available to them. When asking a student what job they wish to have three to five years from now, frequently a response is given such as "helping people," "working with the elderly," or "working with youth." The answer is
usually not specific due to not knowing the options available. It is our intent in this article to provide guidance to prospective family scientists by informing them of the wide variety of specific careers and work settings that are available.

CAREERS BY CLIENT POPULATIONS OR SERVICE CATEGORIES

Career fields can be identified by typical services available in most communities. Position openings tend to fall within the following categories.

CLIENT POPULATIONS OR SERVICE CATEGORIES

- Aging and Gerontology
- Children’s Services
- Cooperative Extension
- Family Violence
- Financial Assistance:
  - Consumer Credit or Public Aid
- Handicapped Services
- Hospitals
- Military Families
- Personnel Work
- Religious Work
- Student Activities
- Social Services
- Vocational Counseling
- Voluntary Action Centers
- Women’s and Men’s Programs
- Youth Work

Within these areas, specific family and social services are provided in a variety of settings. From community to community, the specific agency or organization which provides particular services varies based upon local needs and practices.

EDUCATION AND EXPERIENCE FACTORS

Four important points must be considered in deciding upon entry level positions. These are summarized in the box below and each point is discussed in greater detail.

Educational Level

A basic issue needs to be commented upon. One often hears that “you need a master’s degree to get a job in the family and social services field.” This is not true. The evidence is clear. Granted, eventually one may be well advised to seek a graduate degree, and certainly some positions are open only to master’s level graduates. However, there are many positions for which bachelor’s level graduates are eligible.
1. **Educational level.** The desired level for entry positions may vary by geographic region in the country or between rural and urban areas as well as by job category within the same agency.

2. **Educational prerequisites.** Frequently it is not necessary to have a specific major, but for some positions courses in certain areas may be required or highly desirable.

3. **Previous experience.** Most, if not all, employers will desire that an applicant have some prior experience. It may be needed to get a position.

4. **Tests, Certifications, Registrations, and Licensing.** Many positions with state and county governmental agencies and some with non-governmental agencies have these requirements or preferences.

Occasionally candidates for some positions may be discouraged when told that a master's degree is required or preferred. For some positions, a master's degree may be more essential but often it reflects a "supply and demand" factor. Therefore, bachelor's level graduates are encouraged to complete an application-interview process, if possible, even when the position announcement calls for a master's degree. Often, they may get the position if they are the best qualified applicant with previous experience.

At times degree expectancies are higher in urban areas. For example, in central metropolitan areas, social service units in hospitals will often hire only persons with a master's degree. There may be university programs in the area that graduate a great number of persons with master's degrees and there is the obvious tendency to hire the best educated person. Yet, in the outlying areas of the city or in the rural towns, similar hospitals will often hire persons with a bachelor's degree for the same position.

This pattern also may be found in probation departments, governmental child protection departments, and other agencies. The basic principle is that where there is a large pool of eligible candidates, it is more likely that jobs will go to those with the best education and experience.

Organizations involved in the family services area frequently utilize employees with various levels of education. They may have positions for high school graduates and graduates with two-year or associate level degrees, as well as for bachelor's and master's degree levels of training. This distinction should be clear in the mind of the job seekers. When making inquiries about positions, persons should make clear what level of positions they are seeking; for example, ask about "positions, which require at least a bachelor's degree."

There may be occasions when a graduate might be willing to accept a position on a "temporary" basis for which a bachelor's degree is not required. This may occur for three very different reasons: 1) to get experience with a given client population; 2) to "get one's foot in the door" in order to work for the desired agency, with an expectancy that openings with higher qualification will occur; and 3) to accept "any" job for income purposes. In the latter case, one should realize this can be an occasion for gaining more experience as well -- and may give valuable experience for another position elsewhere.

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Educational Prerequisites

For many positions, having a bachelor's degree is the basic prerequisite, but not a specific major. Often the prerequisite may state: "a bachelor's degree in a social science area" or "social work." The family scientists may find themselves competing with other candidates with degrees in sociology, psychology, education, social work, history, etc.

Family scientists should recognize the unique value of their degree preparation. Sometimes they may need to confidently point it out to the interviewer. For gaining positions involving working with people, the typical interdisciplinary nature of most family science majors provides an advantage to the candidate. In contrast to graduates from other majors, family scientists typically have a better understanding of interpersonal interactions and relationships, family dynamics and crises, and normal and abnormal development.

Family scientists often are more sensitive to underlying interpersonal struggles or issues affecting symptomatic problems. They have been trained to look for multiple causes or factors affecting behavior. Supervisors report that family science majors "tune in" to the clients more quickly and effectively and are often preferred over majors from other areas. As one supervisor summed it up, "I can teach new employees the laws and regulations involved in their work easier than I can teach them to be interpersonally sensitive, aware, and alert."

In any case, some courses or sequences of study may be highly desirable prerequisites. For positions involving work with children, obviously one should have studied child development and have some experience with children. Courses in gerontology should have been taken for working with the elderly. A course in medical terminology would be highly desirable for one working in a medical care setting. For working with youth and adult populations, courses in abnormal behavior, group process, and "the helping interview" are highly desirable. Other specific courses may be desirable, but often they may be a part of the prescribed curriculum or may be taken as electives.

One should become aware of any unique courses or study desirable for specific positions. But it should be realized too, that several required or elective courses in an area may suffice.

Previous Experience

At entry level positions, it may seem ironic to say that having some experience likely will be required. This may sound like a paradox -- you need experience to get experience. However, supervisors and agency directors who will be making the decision as to who gets the position have a different viewpoint. They frequently find that there are numerous applicants for a position and that it is almost impossible to give serious consideration to all of them. One easy method of screening applicants is to disregard all applicants with no experience -- which they often do. This may seem harsh for the "beginner" but it is a reality of the employment scene.

Fortunately, "experience" is usually broadly interpreted by the supervisor and it may be gained in various ways even for the "beginner." Ways to gain experience, to be discussed in detail, are listed in the box below.
DESIRED PREVIOUS EXPERIENCE COULD INCLUDE:

1. Extensive volunteer work.
2. Internships.
3. Co-operative education.
4. Summer employment.
5. Prior work experience.

Generally, these kinds of experiences help one to gain competence as an employee and help one become assimilated into the professional network. These benefits help immeasurably in getting attention during the job selection process.

Extensive volunteer work. It is most beneficial when concentrated in a particular field or with one agency, to the point where the student is almost treated as one of the hired staff.

Internships. They now are commonly a part of college and university family science bachelor's programs. While it is not always common for internships to be served full-time, it is helpful if served on a full-time basis. If serving for less than full-time, a student is apt to be treated more like a visiting volunteer worker or as an observer. Whereas, if serving at the agency every day for an extended period of time, the student is more apt to be given tasks performed by entry level staff employees, though under close supervision.

Co-operative Education. These opportunities are provided at some colleges whereby the student serves one or two full-time work periods between terms of enrollment. These placements are usually with one organization and are frequently unpaid.

Summer employment. It helps if work is with clients from the population one desires to serve.

Prior work experience. This may include work previous to the bachelor's degree with agencies serving the field in which one is interested.

In summary. Essentially, the more extensive experience a person can have prior to graduation, the better prepared they'll be. This experience may place an applicant among the more qualified persons being considered for a position. Also, with more experience, there is the likelihood that the graduate may qualify for a slightly higher level of responsibility, maybe even above the entry level position. For example, extensive volunteer work or an internship may qualify one for the position of the Coordinator or Assistant Coordinator rather than merely as one of the caseworkers with a Big Brothers Sisters program or in the activities department in a nursing home. This principle may be true for many positions, therefore the value of prior experience or an internship cannot be over emphasized.

Tests, Certifications, Registrations, and Licensing

For some positions with state and county agencies, some form of civil service testing may be required. Also, a few positions with non-governmental agencies require some form of certification, registration, or licensing. These processes will be discussed below.
Civil Service Testing. Procedures may vary from state to state. Tests often only involve giving general information about education and experience. Some tests have questions related to family and social services. There may be questions about specific laws or legislative acts with which one should be familiar. One should contact a state employment office or an employee in the field about the nature of such testing and find out, in general, what is to be expected on such tests.

Certifications, Registrations, and Licensing. Procedures also are likely to vary by state. In many places, positions with rehabilitation work, substance abuse, or social work settings may require certification, licensing, or registration with the state. Often there is some state residency requirement. Therefore, it is best to inquire about local requirements from the appropriate licensing or certifying agency. Very typically, examinations are required which cover general knowledge pertinent to the field as well as knowledge of state legislative acts involved.

Registered social workers are usually those licensed by the state for which majors from several fields may qualify, such as family scientists; certified social workers are those having professional standing with the Academy of Certified Social Workers. Certified Family Life Educators have professional standing with the National Council on Family Relations. Certified Home Economists maintain standing with the American Home Economics Association.

For most entry positions, special course work may be desired, but usually no specific bachelor's degree will be required. In some instances, persons without a needed certification can begin working where they are members of a larger team. This may provide them with experience needed to qualify for certification or licensing. Thus, one should not be discouraged about such requirements, but find out what they are.

VARIOUS WORK SETTINGS WITHIN EACH CLIENT POPULATION

This section will present issues related to making a career placement choice and deciding upon where to seek a position, including:

1. Services provided by agencies.
2. Agencies and which services they provide.
3. Social service agencies -- found nation-wide.

The work setting and type of services for each client population needs to be explored early in the job search. As mentioned earlier, volunteer, internship, and work experiences often help in getting to know the type of agencies within the community which serve particular client populations. Further exploration can be helpful.

Services Provided By Agencies

The delivery of services within different regions and communities may vary. Typically, there are several types of services provided. They may be summarized as follows in the box below.
SERVICES PROVIDED BY AGENCIES

Casework for abused or neglected children, the handicapped, welfare clients, delinquents -- involving overall management, and referral for services.

Child care for various ages, including public and privately sponsored adolescent resident care and day care for preschool and school-aged children.

Crisis or hot-line services for varying needs such as spouse abuse, rape, child abuse, runaways, and suicides.

Community education whether connected with mental health centers, public health departments, child care organizations, or other nonprofit groups.

Community outreach work to youth, the elderly, low income individuals and families.

Community services for adoption, children of single parents, foster care, financial assistance, general welfare, the handicapped, homemaker services, parent support, substance abuse, and coordination of volunteer services.

Residential care for abused women; children and youth, either for treatment programs, foster care, long-term care for delinquents, or minors in need of supervision; the elderly with special medical or care needs; and the handicapped.

Vocational training for the handicapped, youth, and others with special needs.

The same services may be performed by different agencies in different communities. Becoming acquainted with the local community pattern can be helpful in locating positions. The above listing illustrates the diversity of services that are provided in most geographic regions. Be aware, however, that not all services are provided in every community, but most will be available somewhere within a hundred miles radius of most populated areas and near metropolitan areas.

Agencies and Which Services They Provide

Not only do service providers vary from community to community, but within the same geographic region. One may also discover that agencies in one community provide different services that a similar agency in a neighboring community. For example, in three different communities, youth outreach may be provided by a local police department in one, a community center in a second, and a youth services bureau in a third. Consequently, if seeking a position doing youth outreach work, first one needs to discover which agency performs that service.

Agencies located nation-wide (to be listed later) also may offer quite diverse services from one region or locality to those in another location. Local variations may be due to different community needs, the existence of unmet local needs to which the local agency responded in its development, or a reflection of interests or talents of the agency's local leadership such as who wrote the grant or had the talent first.
To help get acquainted with this overview of community services and what agency delivers which services, there are several local references that may be available.

RESOURCES FOR FINDING LOCAL AGENCIES AND SERVICES

Directory of Agencies
Volunteer Opportunities Directory
Informal listings by an agency

Directory of Agencies. A directory may list all or most family and social service agencies available in a geographic region. Directories might be titled “Community Directory,” “Directory of Social Services,” or such. They are frequently published by one of the local or area newspapers, the county cooperative extension office, the Chamber of Commerce, or one of the principle agencies. The existence of such a directory might be discovered by asking one of the prominent agencies in a given community, a public aid office, the library, or a local crisis line.

Volunteer Opportunities Directory. This is often published by a "Voluntary Action Center" or other local agency similar to a clearinghouse that seeks to coordinate volunteers for various agencies. Such a directory would list most organizations, although not all agencies use volunteers.

Informal listings. These may be maintained in some informal manner by agencies involved with making referrals, whether for crisis calls, general referrals, or public aid. Visit such an agency and ask to browse through their informal listing or file.

Social Service Agencies -- Found Nation-wide

There are several major social service agencies which operate on a large regional or nation-wide basis. Many of them offer very diverse services. Their names are listed here since in many of the career categories that follow, when reference is made to "other social services agencies" or such, these agencies might also be considered. When seeking employment, if any of these agencies operate in the local region, one should discover what services they provide.

NATION-WIDE SOCIAL SERVICE AGENCIES

Catholic Charities or Catholic Social Services
Children’s Home and Aid Society
Goodwill Industries of America
Family Service agencies
Jewish Federation of . . . (particular city)
LDS Social Services (Latter-Day Saints)
Lutheran Social Services
Lutheran Welfare League
March of Dimes
Salvation Army
YMCA and YWCA
These agencies offer many family and social services and may provide openings for many of the entry level positions described below.

ENTRY JOB TITLES, BEGINNING SALARIES, AND OTHER FACTORS

General Information About Salaries

Most reference volumes on careers which provide salary information categorize careers in broad, global terms, such as delinquency, handicapped services, and social work. There is seldom a listing of specific entry job titles and beginning salaries which are similar to what a person might discover when approaching specific agencies.

The bases for establishing salaries are summarized in the box, followed by comments on each.

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STARTING SALARIES VARY BASED UPON:

<table>
<thead>
<tr>
<th>Previous experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Funding level of the agency</td>
</tr>
<tr>
<td>Region of the country and urban versus rural</td>
</tr>
<tr>
<td>Salary levels of other professionals in the organization</td>
</tr>
<tr>
<td>Fringe benefits</td>
</tr>
</tbody>
</table>

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*Previous experience.* Salaries may vary for the same opening depending upon who fills the position. This is due to differences in candidates' previous experience or other qualities. Different beginning salaries due to previous experience is generally true in many professions.

*Funding level of the agency.* Differences in funding levels for the family and social service field is unique. Public agencies usually pay more than private ones; whereas for many professions, the reverse is true. Municipal departments usually pay more than county agencies which tend to pay more than state agencies (Wright, 1987), although this is not always the case. Differences in funding levels are apparent by the differences between municipal and state agencies in terms of the average minimum salaries for caseworkers which range as great as $4,982 in the west but only $1,160 in the central region as noted in the next section (projected to 1990 salaries, as explained in the next major section).

*Region of the country and urban versus rural.* Beginning salaries will vary between regions of the country and between urban and rural areas. Wright (1987) noted that salaries for social caseworkers varied by region and whether employed by the state, county, or a municipality. Knowing these regional differences might be helpful. The following box indicates the variations, adjusted to 1990 salary levels, as explained later.
### AVERAGE ANNUAL MINIMUM SALARY OF SOCIAL CASEWORKERS

<table>
<thead>
<tr>
<th>REGION</th>
<th>STATE</th>
<th>COUNTY</th>
<th>MUNICIPAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>East</td>
<td>$17,719</td>
<td>$19,182</td>
<td>$19,168</td>
</tr>
<tr>
<td>South</td>
<td>15,801</td>
<td>18,395</td>
<td>18,782</td>
</tr>
<tr>
<td>Central</td>
<td>20,120</td>
<td>20,465</td>
<td>21,280</td>
</tr>
<tr>
<td>West</td>
<td>18,423</td>
<td>18,892</td>
<td>23,405</td>
</tr>
</tbody>
</table>

Within a given region, salaries tend to be higher in metropolitan areas than in rural areas.

**Salary levels of other professionals in the organization.** The influence of higher paid professionals within a system is indicated in the medical setting with hospital social services and in the legal setting with probation work. In these two settings, salaries are usually more than other social welfare positions, likely due to the influence of higher salaries of other professionals in the system.

**Fringe benefits.** Employee benefits should also be considered. Snelling and Snelling (1985) reported that fringe benefits could amount to as much as 30% of the base salary, or $5,900 based on an $18,000 annual salary. Typical benefits may include health insurance, pension plans, vacations, paid holidays, and sick leave. Some employers pay tuition for those enrolled in graduate programs, a benefit worth discovering. All of these factors should be considered along with the basic salary.

### Basis of Beginning Salaries Cited Below

Beginning salaries have been derived from several sources, as noted in the box below and discussed further.

### BEGINNING SALARIES DETERMINED BY:

- Adjustment to 1990 salary dollars.
- Regional salary and job title survey in Illinois.
- National salary data.

**Adjustment to 1990 salary dollars.** Salaries cited have been adjusted to reflect 1990 salary levels. Where salary data were reported for earlier years, salaries of those earlier years were adjusted by adding 5% for each year to equal approximate 1990 salaries. This 5% annual adjustment was based upon the conclusions of various studies.

Both Snelling and Snelling (1985) and Wright (1987) indicated that to adjust salaries to the current year, one should add about 5% per year to the reported salary. Norback (1988) suggested that it would be wise to add 7 to 10 percent to his 1987 data for each year to adjust for inflation. The need for an adjustment is further suggested by a survey (Wall Street Journal, 1985) which noted how starting salaries for most careers...
had doubled from 1974 to 1984, including those in the social sciences. Considering the conclusions of these studies, a 5% annual adjustment seems to be reasonable and conservative.

Regional salary and job title survey in Illinois. Inclusion of regional salary information can be helpful in order to distinguish between job titles in various career emphases. Detailed information is not provided by national career resources. Much of the following information on entry level job titles and salaries reflects experiences with numerous agencies gained from over fifteen years of maintaining an internship program involving placements in over 250 agencies. Students were enrolled in emphases in family and child studies at the authors' university. A recent survey was made of many of these agencies in the northern Illinois region (rural and urban) to gain current information on titles and beginning salaries.

National salary data. In addition to the regional survey data, career reference guides were consulted (Career Associates, 1986; Career Information Center, 1987; Hopke, 1987; Norback, 1988; Snelling and Snelling, 1985; Wright, 1987). Salary information from national data is limited, because salaries usually are reported only by broad career categories. Since the salary data from the regional survey appear comparable to the national salaries cited, more precise information on job titles and salaries can be gained by noting the regional survey data.

It is reported that entry level salaries nationally in the social services and mental health field fall between $12,000 to $20,400 per year, adjusted to 1990 salaries (Career Associates, 1986). Other sources reported the average beginning salary (adjusted to 1990 salaries) for social workers (a generic term covering many positions in family and social services) to vary from $15,625, $16,485, $17,740, to $18,055 (Career Information Center, 1987; Hopke, 1987; Wright, 1987; and Norback, 1988, respectively).

JOB TITLES AND SALARIES

In relation to each client population category, an overview of services provided is given along with typical settings where services are provided. Entry level positions, salaries for each, and educational requirements are reported as available. The information is listed alphabetically by client population or service category.

The asterisk (**) beside salaries indicates they are from national data as noted above.

AGING, THE ELDERLY, GERONTOLOGY

Overview of Services

Services for the elderly cover a wide range of programming. Many states are now establishing a Department of Aging, or governmental units of a similar nature. Often there are regional offices that oversee local services. Besides positions in such administrative activities, there are other settings for services.
Community centers. They usually provide day and evening educational and social activities as well as coordinating out-of-center trips. In addition, they will typically provide some form of advocacy work for those with special needs.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
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<tbody>
<tr>
<td>Caseworker or Case Manager</td>
<td>$13,600-14,300</td>
</tr>
<tr>
<td>Center Coordinator</td>
<td>15,000-17,300</td>
</tr>
</tbody>
</table>

Residential care facilities. These settings vary widely in terms of management. They are run by counties, non-profit organizations, religious groups, and for-profit companies. Some centers are affiliated with centers in others locations, so one might inquire about positions in them. The facilities also vary widely in terms of medical care, programming, and amenities provided. Most facilities have an activities department for programming and a social services unit which usually handles admissions and discharge planning.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
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</thead>
<tbody>
<tr>
<td>Activities or Program Coordinator</td>
<td>$13,800-16,100</td>
</tr>
<tr>
<td>Director of Social Services</td>
<td>16,100-17,300</td>
</tr>
<tr>
<td>Social Services Assistant</td>
<td>10,800-16,100</td>
</tr>
</tbody>
</table>

Social support services. These are apt to include: food programs which deliver one daily hot meal to homes; transportation programs in smaller communities; and homemaker programs where persons assist the elderly in their homes with personal care, food preparation, or other needs. In some larger communities, there may be a day-care service for the elderly, providing care during the day while relatives are working.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
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<tbody>
<tr>
<td>Asst. Homemaker Program Director</td>
<td>$11,500-16,100</td>
</tr>
<tr>
<td>Meals-On-Wheels Coordinator</td>
<td>9,200-10,400</td>
</tr>
<tr>
<td>Assistant Director, Day-Care</td>
<td>16,100-18,900</td>
</tr>
</tbody>
</table>
CHILDREN SERVICES

Overview of Services

This category includes careers that involve working directly with infants, young children, and their parents. Granted, there are positions in many of the other categories listed which involve working with parents and older children. The following career areas involve work where the knowledge of child development and/or techniques of working with young children are the predominant requirements.

Settings Where Services Are Provided

Adoption and foster care
Child care programs
Child protection services
Hospitals, in child-life programs
Parent/child programs
Social services outreach
Residential care (see Youth Work category, below)

Adoption and foster care. Services are usually provided by general social service agencies cited earlier as well as by some state child protection departments.

ENTRY LEVEL POSITIONS

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caseworker (nonprofit agency)</td>
<td>$15,000</td>
</tr>
<tr>
<td>Social services career trainee (state)</td>
<td>19,900</td>
</tr>
</tbody>
</table>

Child care programs. These are offered to parents in a wide variety of time periods which may vary from 9 to 12 months operations. These include after school care, full-time day care, and part-time day care. Child care programs may also vary by organizational/funding structure.

CHILD CARE PROGRAM SPONSORS

Government sponsored programs
University sponsored programs
For-profit sponsored programs
Private, nonprofit sponsored programs:
Agency sponsored programs
Cooperative programs
Corporate day care programs
Nonprofit centers
Staffing of positions varies, depending upon the program's philosophy on staffing. In some centers many positions may be full-time while in others most positions are part-time. Also, some centers may not hire new graduates as head teachers while others may do so. Annual salaries vary widely, depending upon funding levels for the program, part and full-time work, and nine or twelve months operation.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
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<tbody>
<tr>
<td>Curriculum Director</td>
<td>$14,500-15,900</td>
</tr>
<tr>
<td>Director of Day Care</td>
<td>15,000-19,600</td>
</tr>
<tr>
<td>(a community service organization)</td>
<td></td>
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<tr>
<td>Executive Director</td>
<td>20,300-23,200</td>
</tr>
<tr>
<td>(with qualifying experience)</td>
<td></td>
</tr>
<tr>
<td>Family Development Coordinator</td>
<td>12,700</td>
</tr>
<tr>
<td>(Head Start) -- 46 weeks</td>
<td></td>
</tr>
<tr>
<td>Head Teacher</td>
<td>11,600-13,300</td>
</tr>
<tr>
<td>Program Director -- Day Care</td>
<td>17,200</td>
</tr>
<tr>
<td>(national nonprofit organization)</td>
<td></td>
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<tr>
<td>(beginning salary)</td>
<td></td>
</tr>
<tr>
<td>Teacher or Assistant Teacher</td>
<td>8,500-12,700</td>
</tr>
<tr>
<td>Teacher (Head Start) -- 40 weeks</td>
<td>10,800</td>
</tr>
</tbody>
</table>

Desirable educational background. Course work should include child growth and development. Experience working with children usually is essential. One should be reminded here that with some experience, one may be qualified for more responsible positions with higher salaries in child care settings. Positions as directors or assistant directors are also entry level positions if an individual has had extensive internship experience.

Child protection services. These services usually are conducted by state employees in departments with titles that vary from state to state. For some agencies, child protection is their only function while others may provide multiple services under an umbrella title such as "Human Services." Services may include investigation of child abuse and neglect, follow-up services, foster care, adoption services, licensing of day care facilities, homemaker assistance, and supporting services to promote prevention of child abuse and neglect.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
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</thead>
<tbody>
<tr>
<td>Day Care Licensing Representative</td>
<td>$20,800</td>
</tr>
<tr>
<td>Social Services Career Trainee</td>
<td>20,000</td>
</tr>
<tr>
<td>(or Social Caseworker Trainee)</td>
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Hospitals. Sometimes they have child-life programs. For discussion on Child Life Specialists, see the larger category below on hospitals. Also, the book by Thompson (1981) offers further information about this career area.

Parent/child programs. These are emerging on a national level. The parent and the child both attend programs or centers at the same time. They are engaged in activities together or there may be activities for the children while the parents meet formally or informally for discussion.

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<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Worker</td>
<td>$10,400</td>
</tr>
<tr>
<td>Program Director</td>
<td>12,900-16,700</td>
</tr>
</tbody>
</table>

Social services outreach. Often several agencies in communities serve parenting or parenthood needs in different ways.

OUTREACH PARENTING PROGRAMS
- Birth disorder education
- Nutritional health
- Parent education
- Pregnancy programs
- Teen parenting

Such programs are sponsored by a variety of agencies.

SPONSORS FOR OUTREACH PARENTING PROGRAMS
- Mental health centers
- National associations with regional offices (such as March of Dimes)
- Nonprofit social service agencies
- Public health departments
- School districts
ENTRY LEVEL POSITIONS | SALARY
---|---
Case Coordinator | $14,400-15,000
Parent/Infant Educator | " |
Program Director I | 12,900-13,800
Special Needs Day Care Provider | 14,400-15,000

Residential care. See the “Youth Work” category, below.

COOPERATIVE EXTENSION

Overview of Services

Most counties throughout the country are served by a Cooperative Extension office. These offices function under the direction of the land-grant university of the state. They are funded by the U.S. Department of Agriculture. In some counties, there are professional positions in the specializations of child, family, and human development as well as in youth work with the 4H. Some positions are open to persons at the bachelor’s level, although there is a trend in many states to hire only persons with a master’s degree. For a detailed discussion of these opportunities, see the article in this series on cooperative extension careers.

FAMILY VIOLENCE

Overview of Services

Most services for family violence are directed towards assistance for women and their children. They generally fall into two types of services: outreach to provide general assistance, advice, and counseling; and shelters that provide temporary housing needs in addition to support services. These programs usually are offered by nonprofit organizations.

ENTRY LEVEL POSITIONS | SALARY
---|---
Child Programmer | $12,000-13,600
Children’s Advocate | 15,000-19,000
Domestic Violence Counselor & Advocate | 12,000-13,600
Elder Counselor & Advocate | 12,000
Employment Coordinator | 12,000
Legal Advocate | 13,600
Resident Assistant | 12,100
Substance Abuse Counselor & Advocate | 12,000
Women’s Advocate | 16,700-19,000

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Desirable educational background. Included should be courses dealing with the social welfare system.

FINANCIAL ASSISTANCE: CONSUMER CREDIT
OR PUBLIC AID

Overview of Services

These services are designed to assist persons having severe financial problems. Services usually are offered by nonprofit or government agencies. Services are likely to include: offering credit counseling, assisting with debt consolidation, or granting of financial aid, grants, or assistance. Professional training and certification are available through the National Foundation for Consumer Credit.

Settings Where Services Are Provided

Credit counseling agencies
Public aid offices
Social service agencies where financial counseling is provided
Welfare assistance in local townships or municipalities

Careers in this area should not be confused with Certified Financial Advisors or with services of consumer credit loan companies. Financial Advisors generally give counsel on asset and estate management for investment purposes. In contrast, Financial Counselors assist persons having difficulty meeting current living expenses.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caseworker</td>
<td>$16,300-18,800**</td>
</tr>
<tr>
<td>Consumer Credit Counselor</td>
<td>&quot;</td>
</tr>
<tr>
<td>Financial Counselors</td>
<td>&quot;</td>
</tr>
<tr>
<td>Financial Specialist I</td>
<td>17,000-21,100</td>
</tr>
</tbody>
</table>

** Salaries marked with an asterisk (**) are from national survey data as discussed and have been adjusted to 1990 salary levels.

Desirable educational background. Included should be courses dealing with the consumer and family financial planning. Some employers also may prefer persons who have taken the training from the National Foundation for Consumer Credit, a 2,000 hour certification program.

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HANDICAPPED SERVICES

Overview of Services

Handicapped services provided for individuals vary by age, extent of handicapping condition, and nature of developmental delay. There is assistance for early diagnosis, personal and vocational rehabilitation, and residential care.

Settings Where Services Are Provided

Community outreach programs
Residential facilities (group homes)
State coordinated rehabilitation services
Workshops

*Community outreach programs.* Services are provided for early diagnosis of and assistance to handicapped and developmentally delayed children and infants. These services may be offered at a child development center in the area or by a special education unit of a school district.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caseworker</td>
<td>$14,600-15,900</td>
</tr>
<tr>
<td>Parent-Infant Educator</td>
<td>&quot;</td>
</tr>
<tr>
<td>Rehabilitation Counselor</td>
<td>17,420 and up**</td>
</tr>
</tbody>
</table>

*Desirable educational background.* Typically employed are persons with master's degrees, although sometimes those with a bachelor's degree are hired. A person would need to inquire locally about educational requirements for such positions. If organizations are large and quite diverse with a strong supervisory staff, there is a greater likelihood that some bachelor's level graduates may be utilized.

*Residential facilities (group homes).* They may be operated by governmental units, nonprofit organizations, or by for-profit corporations which receive funding from the state.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Adjustment Coordinator</td>
<td>$15,000-19,600</td>
</tr>
<tr>
<td>Rehabilitation Counselor</td>
<td>17,420 and up**</td>
</tr>
<tr>
<td>Residential Care Counselor</td>
<td>14,600-15,900</td>
</tr>
<tr>
<td>Residence Coordinator</td>
<td>15,000-16,100</td>
</tr>
<tr>
<td>Social Service Coordinator</td>
<td>14,400-17,300</td>
</tr>
</tbody>
</table>
Desirable educational background. Persons with some experience and a degree may qualify for mid-management positions, since often many employees are not college graduates. Some positions may require registration in some states as a "registered social worker" for which most family scientists are eligible to register.

State rehabilitation services. These usually will be carried out by some governmental department which oversees programming, individual casework, and training activities for the handicapped. At the local community level, persons will work individually with the handicapped in coordinating vocational training and/or care plans.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Service Trainees for Vocational Adjustment Counselor or Home Service Program Coordinator</td>
<td>$17,300</td>
</tr>
</tbody>
</table>

Workshops. These are work settings where handicapped persons often participate in piece work assembling or other jobs while also learning basic living and work skills. Often there are skilled trades persons assisting with technical work. However, other staff persons work with the handicapped persons on individual care plans, monitoring progress, and planning future job placements. For these positions, bachelor's level graduates are often employed.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case Coordinator</td>
<td>$13,800</td>
</tr>
<tr>
<td>Caseworkers</td>
<td>14,600-17,300</td>
</tr>
<tr>
<td>Day Treatment Counselor</td>
<td>&quot;</td>
</tr>
<tr>
<td>Program Coordinator</td>
<td>20,100</td>
</tr>
<tr>
<td>Social Service Director</td>
<td>16,100</td>
</tr>
<tr>
<td>Vocational Evaluator</td>
<td>12,700-13,800</td>
</tr>
<tr>
<td>Work Adjustment Counselor</td>
<td>16,100</td>
</tr>
</tbody>
</table>

Desirable educational background. Included should be courses dealing with vocational evaluation and rehabilitation, which may be required.

Note: Additional information for serving the visually handicapped could be gained by consulting the American Foundation for the Blind Directory of Agencies Serving the Visually Handicapped in the U.S (1984). Agencies serving this population are listed by states.
Overview of Services

There are several areas of work for family scientists in the hospital setting. Depending on the unit structure and size of the hospital, areas of work may vary. Child Life Specialists help children and youth to make the adjustments to hospitalization. Other positions require skills in counseling, group work, intake, referrals, discharge planning, and/or training in parenthood.

Settings Where Services Are Provided

- Pediatric units as Child Life Specialists
- Psychiatric units as Counselors or Group Workers
- Social services departments as Social Workers assisting with intake, referrals, discharge planning, or adjusting to new diagnoses
- Substance abuse treatment units

ENTRY LEVEL POSITIONS

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Life Specialist</td>
<td>$18,000-20,700</td>
</tr>
<tr>
<td>Counselor</td>
<td>21,200</td>
</tr>
<tr>
<td>Manager of Patient/Guest Relations</td>
<td>17,300-20,700</td>
</tr>
<tr>
<td>Mental Health Associate</td>
<td>20,700-24,200</td>
</tr>
<tr>
<td>Social Service Caseworker</td>
<td>21,200</td>
</tr>
<tr>
<td>Social Worker</td>
<td>19,100</td>
</tr>
</tbody>
</table>

(national data sources reported entry social worker averages of $15,625, $16,485, $17,740, and $18,055**)

Desirable educational background. Included should be courses dealing with medical terminology. Also, depending on the area of service, child care and development, gerontology, social welfare services, substance abuse, and other related courses may be helpful.

In some hospitals, especially in more populated areas, some of the above positions might require a master's degree. However, there are many areas where persons with bachelor's degrees are hired for entry positions.
MILITARY FAMILIES

Overview of Services

All of the military services have civilian positions available that provide services for families similar to services in most of the categories listed throughout this article. Service centers are located at most military bases. It is the plan of the Family Policy Office of the Department of Defense to have centers at all military bases throughout the world within the next decade. The programs hire persons with bachelor's degrees and higher.

Settings Where Services Are Provided

<table>
<thead>
<tr>
<th>MILITARY BRANCH SOCIAL SERVICE UNIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Force</td>
</tr>
<tr>
<td>Army</td>
</tr>
<tr>
<td>Coast Guard</td>
</tr>
<tr>
<td>Marines</td>
</tr>
<tr>
<td>Navy</td>
</tr>
</tbody>
</table>

Also, one might explore some programming opportunities for families offered through chaplains' offices and base commanders' offices.

PERSONNEL WORK

Overview of Services

Positions in personnel work might include employee assistance programs, personnel work, and other positions.

Settings Where Services Are Provided

<table>
<thead>
<tr>
<th>Governmental agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private firms</td>
</tr>
</tbody>
</table>

Salary Range

Beginning salaries in the government sector range from about $14,145 to about $25,000.** With private firms, annual starting salaries range from about $18,400 to $28,750.**

For further discussion of these opportunities, see the article in this series on careers in business and industry.

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Desirable educational background. In some cases, a minor in business might be desirable.

RELIGIOUS WORK

Overview of Services

Religious organizations are often involved in activities listed in the other categories of this article. Consequently, a person, whether religiously oriented or not, may seek to work in many religiously related organizations. Most of these organizations do not require that an employee be a member of the designated faith. Several organizations of this type were listed in an earlier section of this article, citing "social service organizations with nation-wide services."

Settings Where Services Are Provided

- National social service agencies
- Adult education
- Conference centers
- Family life education
- Fund raising
- Youth camps
- Youth ministries

There may also be other positions available through the missionary services of particular religious groups. Also, there are national organizations serving youth on college or high school campuses. For information about opportunities, one should contact the particular organization. The addresses of some religious organizations with national offices will be listed in the article on organizations to appear in the monograph of this series. There is a clearinghouse which serves many Christian groups, that may be of assistance for locating positions in this country or overseas:

Intercristo, The Career and Human Resource Specialists
P.O. Box 33487, 1930 Fremont Avenue North
Seattle, Washington 98133

This organization has listings of positions in diverse fields, including "social science and services." Also, the book, *Opportunities in Religious Service* (Nelson, 1980), could be helpful. Additional references on religious careers are given by Rockcastle (1985).

STUDENT ACTIVITIES

Overview of Services

There are opportunities for family scientists to work with students in a variety of settings. Opportunities exist in community colleges, four year colleges, universities, and private schools.
Settings Where Services Are Provided

Housing services (resident hall staff)
Financial aid
Minority or international student groups
Admissions
Placement offices
Offices of student activities or affairs

Salaries and job descriptions vary greatly. For further information, students should inquire at specific college or university units which interest them.

In addition to permanent positions, there are part-time positions which grant graduate assistantships to those enrolled in a graduate program. These assistantships can provide an excellent opportunity for gaining further experience while working towards an advanced degree.

SOCIAL SERVICES

Overview of Services

Social services on the community level cover a wide range of services to different segments of the population. Obviously, other categories throughout this article include many such opportunities.

This category is somewhat of a catch-all, 1) for various positions not covered in broader career areas and 2) for some positions of a generic nature that apply to several or many of the other categories.

Settings Where Services Are Provided

Homemaker programs
Community outreach programs

*Homemaker programs.* These usually will be connected with some general social service agency in local communities, such as a Family Service agency, public health department, or a religious social service organization. Professionals and paraprofessionals will work with clients who need individualized assistance in their home for several hours daily, weekly, or for more extended services.

This work would include: assisting teen mothers to learn about infant care; assisting hospitalized mothers or persons returning from hospitalization who are not yet able to care for themselves and have no one else to assist; helping to model parenting skills for abusive or negligent parents; or assisting the elderly with meal preparation or other care needs.

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ENTRY LEVEL POSITIONS                           SALARY

Assistant Homemaker Program Director          $11,500-16,100

Community Outreach. Besides other outreach programs mentioned elsewhere, there are often organizations or centers focusing on needs of welfare clients, low income communities, or others services. These are run by a wide variety of government or private agencies which may offer a number of services.

In larger cities, there frequently are departments titled "human services" or something similar which provide many outreach services. Also, there may be several organizations providing broad community services. Examples include religious charitable organizations listed earlier in this article under "social service organizations with nation-wide services."

Services offered may include crisis/emergency assistance; food programs; shelters for various purposes; nutritional programs; child care services; substance abuse programs; referral services for food, clothing, and shelter; volunteer coordination; and others listed under various categories in this article.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caseworker</td>
<td>$13,800-16,100</td>
</tr>
<tr>
<td>Community Worker</td>
<td>&quot;</td>
</tr>
<tr>
<td>Crisis Line Resource Research Coordinator</td>
<td>17,300-23,000</td>
</tr>
<tr>
<td>Health Educator</td>
<td>15,000-16,100</td>
</tr>
<tr>
<td>Home Economist</td>
<td>13,800-16,100</td>
</tr>
<tr>
<td>Social Worker</td>
<td>13,800-17,300</td>
</tr>
<tr>
<td>(national data sources reported entry social worker averages of $15,625, $16,485, $17,740, and $18,055**)</td>
<td></td>
</tr>
<tr>
<td>Substance Abuse Counselor</td>
<td>16,100-17,300</td>
</tr>
</tbody>
</table>

Desirable educational background. A general knowledge of the welfare system often would be helpful.

VOCATIONAL COUNSELING

Overview of Services

Often persons with limited education have a difficult time entering the job market. Such persons may represent immigrant groups or others with educational disadvantages. There is usually some form of assistance provided to help them gain initial job skills or retraining. Much of the work involves casework, teaching basic work behaviors, and
assisting clients in locating opportunities for placement. These services are usually provided on a county or regional basis by agencies funded by the government.

Federal legislation affecting job training has varied over the years. Current programs are funded under the Job Training Partnership Act (JTPA). Consequently, local programs have different titles, so local inquiry should be made.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Retrainer</td>
<td>$15,000-18,900</td>
</tr>
<tr>
<td>Career Counselor</td>
<td>18,600</td>
</tr>
<tr>
<td>Program Coordinator -- Trainee</td>
<td>15,000-18,000</td>
</tr>
<tr>
<td>Vocational Counselors</td>
<td>18,100 average**</td>
</tr>
<tr>
<td>(state positions)</td>
<td></td>
</tr>
</tbody>
</table>

Also, for other vocational training opportunities, see the section above, "Handicapped Services."

VOLUNTARY ACTION CENTERS

Overview of Services

In regional population centers there often are independent agencies which assist with coordinating volunteer services throughout the community. Being independent, they can serve various agencies and community needs impartially. Occasionally these agencies have contracts for other services such as transportation service for the elderly.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteer Coordinator</td>
<td>$17,300-23,000</td>
</tr>
<tr>
<td>(if a larger center, possibly assistant coordinator)</td>
<td></td>
</tr>
</tbody>
</table>

WOMEN'S AND MEN'S PROGRAMS

Overview of Services

Besides positions in the area of family violence noted above, there are a variety of other activities directed towards special issues such as divorce and widowhood adjustment, fathering programs, and planned parenthood.
Settings Where Services Are Provided

Community outreach programs
Planned Parenthood
Pregnancy planning programs
Unwed mothers' homes -- such as Florence Crittenton Homes located nationally
YMCA and YWCA

Granted, most programs are directed to women, but those seeking to reach men and fathers are increasing.

ENTRY LEVEL POSITIONS

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caseworker -- maternity program</td>
<td>$15,000</td>
</tr>
<tr>
<td>Parent-Aide Program</td>
<td>12,700-11,500</td>
</tr>
<tr>
<td>Program Director</td>
<td>12,900-14,600</td>
</tr>
<tr>
<td>Public Representative</td>
<td>15,000-19,600</td>
</tr>
</tbody>
</table>

YOUTH WORK

Overview of Services

There is a very large and diverse number of settings in which one can work with youth. Some of the situations in which services are offered are through national, county, or community agencies.

School counselors are another means of working with youth. However, in most cases, such positions require a graduate degree and/or a teaching certificate in some subject matter area. These positions frequently involve counseling youth concerning their academic programs. Most individual or personal counseling is conducted either by pupil personnel offices of school districts who employ school social workers and psychologists, or by youth outreach workers and counselors with other community agencies.

Settings Where Services Are Provided

Settings are in the box and individually discussed.

*Big Brothers Sisters programs.* They are located in most geographic areas. They may be part of a larger agency or established as separate independent organizations.
Big Brothers Sisters programs
Community outreach programs
Probation
Residential or institutional settings
Youth organizations:
4H
Scouts
YMCA
YWCA

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caseworker</td>
<td>$14,800-17,300</td>
</tr>
</tbody>
</table>

*Community outreach.* These activities with a focus on youth may be conducted by a variety of agencies, including youth service bureaus. Some of them may have a specific mission, such as substance abuse programming or support for teen mothers. Persons may work cooperatively with high schools, a variety of youth service agencies, residential care settings, etc. Programming may be conducted by numerous organizations, including community centers, mental health centers, and youth service bureaus.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caseworker, Mental Health Specialist Trainee</td>
<td>19,100</td>
</tr>
<tr>
<td>Employment Counselor</td>
<td>$13,800-17,300</td>
</tr>
<tr>
<td>Foster Care Caseworker</td>
<td>15,000</td>
</tr>
<tr>
<td>Youth or Outreach Advocate</td>
<td>18,900</td>
</tr>
<tr>
<td>Youth Counselor</td>
<td>$13,800-16,100</td>
</tr>
</tbody>
</table>

*Probation services.* These involve casework with youth adjudicated but not sentenced to a correctional facility. These services are available in most counties. Usually the county or circuit court system will be the ultimate supervisory unit. The juvenile unit may be a separate division or it may be a sub-unit within a probation department that handles both adults and juveniles.
ENTRY LEVEL POSITIONS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Probation Officer</td>
<td>$20,700-21,900</td>
</tr>
<tr>
<td>Probation Officer</td>
<td>18,800 average**</td>
</tr>
</tbody>
</table>

Residential or institutional settings. There is a wide variety of residential settings serving youth who, for whatever reason, are in need of continual supervision and support, sometimes to change anti-social conduct.

SETTINGS FOR YOUTH CUSTODIAL CARE

<table>
<thead>
<tr>
<th>Setting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth correctional centers or detention homes</td>
</tr>
<tr>
<td>Foster care</td>
</tr>
<tr>
<td>Youth half-way homes</td>
</tr>
<tr>
<td>Substance abuse treatment centers</td>
</tr>
</tbody>
</table>

Correctional centers or detention homes are run by either the state, larger counties, or by other groups on a contract basis with a governmental agency.

Foster care may be provided in individual or group homes. Which serve youth in different categories, such as orphans or youth in need of supervision possibly due to abuse or neglect. Such facilities may be operated by nonprofit organizations including fraternal and religious groups, or by for-profit organizations which receive contract grants from a governmental agency.

Youth half-way houses are group homes for youth following release from a correctional facility.

Substance abuse treatment centers or services usually involve short-term treatment and follow-up services.

ENTRY LEVEL POSITIONS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Counselor</td>
<td>$14,400-20,100</td>
</tr>
<tr>
<td>Child Care Worker (title often used in residential setting)</td>
<td>13,800-16,100</td>
</tr>
<tr>
<td>Family Educator</td>
<td>14,400</td>
</tr>
<tr>
<td>Leisure Time Activities Specialist</td>
<td>20,700</td>
</tr>
<tr>
<td>Residential Advocate</td>
<td>18,900</td>
</tr>
<tr>
<td>Teacher's Aide</td>
<td>14,400-20,100</td>
</tr>
<tr>
<td>Volunteer and Resource Recruiter</td>
<td>17,300-18,900</td>
</tr>
<tr>
<td>Youth or Unit Counselor</td>
<td>17,300-21,900</td>
</tr>
<tr>
<td>Youth Specialist or Supervisor</td>
<td>18,900</td>
</tr>
</tbody>
</table>
Youth organizations. For most local youth organizations such as 4H, scouting, boys and girls clubs, or similar groups, there are full-time persons working on a regional basis. Also, local YMCA and YWCA organizations may have a variety of programs or outreach activities. Activities may involve working with interest groups, youth clubs, or after school programs.

<table>
<thead>
<tr>
<th>ENTRY LEVEL POSITIONS</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Directors</td>
<td>$15,500-16,700</td>
</tr>
<tr>
<td>(national organization minimum salary, $15,500)</td>
<td></td>
</tr>
<tr>
<td>Program Director I</td>
<td>12,900-13,800</td>
</tr>
<tr>
<td>(national organization beginning salary, $12,900 for basic program directors)</td>
<td></td>
</tr>
<tr>
<td>Youth Organization Worker</td>
<td>15,000-17,500**</td>
</tr>
<tr>
<td>(or Field Representative)</td>
<td></td>
</tr>
</tbody>
</table>

Desirable educational background. For positions which may involve working with substance abuse, courses or training in addition and substance abuse counseling are desirable.

This concludes the listing of job titles and beginning salaries for specific careers. However, the information given below will enable one to discover further information not included above.

OTHER CAREER INFORMATION RESOURCES

There are several volumes which give descriptions of careers by broad categories. In some cases, the table of contents or indexes need to be examined thoroughly because of various career titles under which job titles of interest may be listed.

Titles of Career Information Resources

Career Information Center (1987). A 13 volume set, citing careers in business (vol. 1), consumer services (vol. 5), health (vol. 7), and public and community service (vol. 11).


The Encyclopedia of Careers and Vocational Guidance (Hopke, 1987). Vol. 1 reviews career fields including the Peace Corps and Vol. 2 provides guidance on general career planning.
Special Population Resources. A variety of associations concerned with services for special groups can be found in the Encyclopedia of Associations (Gruber, 1988). A person would find it helpful to directly consult this encyclopedia by looking up key words in the index such as alcoholism, handicapped, families, religion, etc. References are given to many organizations which could be contacted for more detailed descriptions of careers and positions. Many associations also maintain information on positions available.

An additional resource to special population services is: Community Resource Directory: A Guide to U.S. Volunteer Organizations... (Kipps, 1984). This directory lists numerous programs and activities by many career areas cited above.

General Resources

Most universities have placement or career planning offices to serve students. Also, the reference section in libraries have a variety of aids on career information. These resources should be consulted for further career descriptions and assistance in locating positions. In addition, career offices frequently provide workshops or assistance in preparation for interviews and resume writing. Also, see the article in this series on resume writing.

Career Exploration Resources

Additional general references for career exploration are:

What Color Is Your Parachute? (Bolles, 1984). This is a helpful general book with an additional listing of resources.

Where to Start: An Annotated Career Planning Bibliography (Rockcastle, 1985). This includes a relevant section on Humanities/Social Science.

REFERENCES


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