Advice for Career Counselors from Transgender Individuals

1. Career Counselors need cultural competency to work with transgender individuals, and especially need to remember that their skills as career counselors working with a variety of life stories transfers well to working with trans individuals.

2. Each story is very individual; there is no easy set of answers for trans people any more than there are for any other group of people with a shared identity.

3. The experience of dealing deeply with identity may create some particular strengths that the trans individual brings to the workplace and the job search process.

4. Collaboration is very important in working with trans individuals in order to address the complex needs and questions. A team that includes career counseling expertise, legal expertise and an LGBTQA support team can offer more comprehensive services. Additionally, allies build credibility by their action and sustained commitment over time.

5. Empowerment of the client, so important with all clients, is more so with the trans community, who may approach the search with more trepidation than the average job seeker.

6. Career Counselors who have continued to increase their cultural competency in this area can play a valuable education and advocacy role in working with Human Resource professionals and recruiters.

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