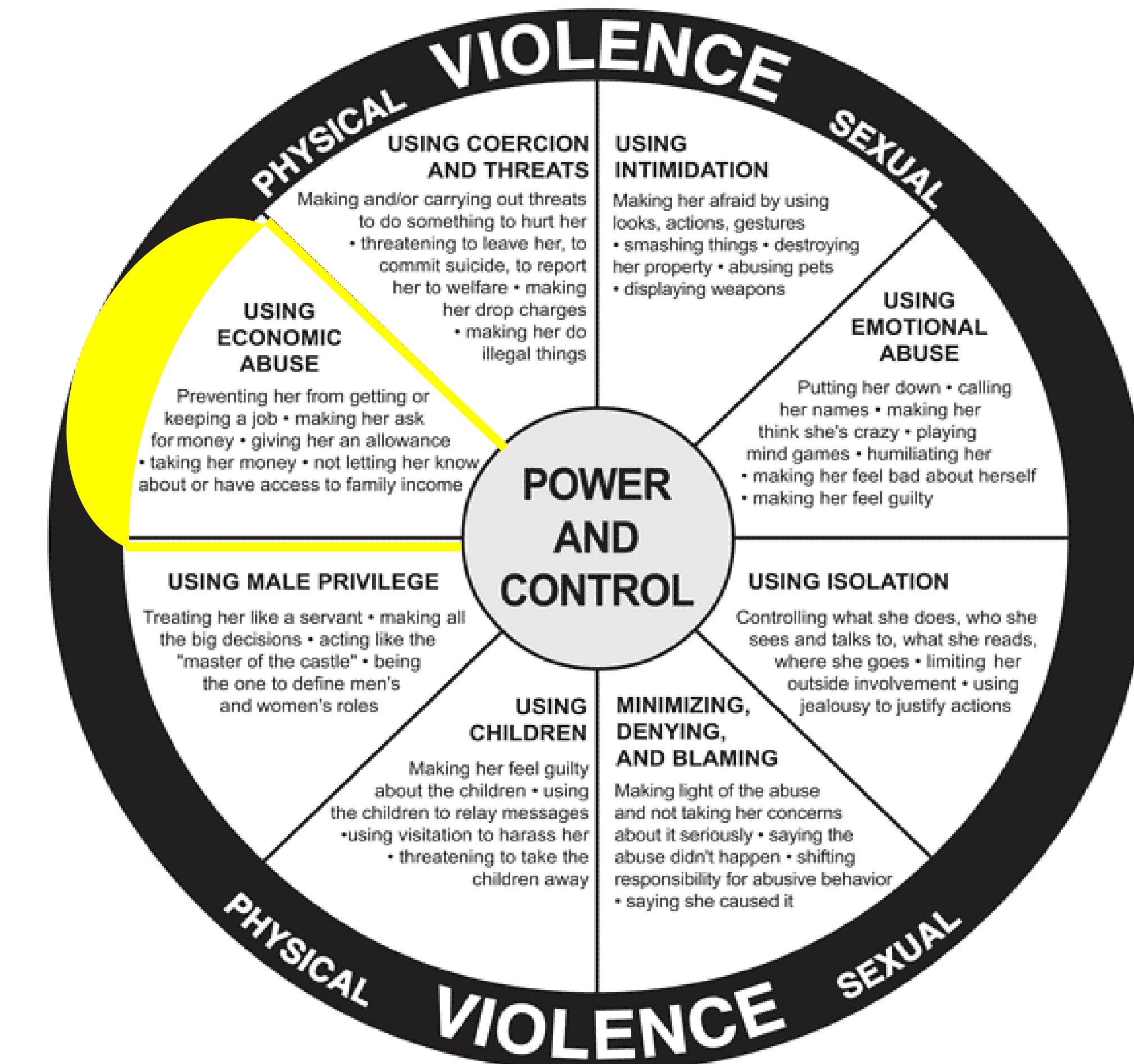


## Overview of the Charge

- Peaceful Paths is a certified domestic abuse network in Gainesville, FL that serves survivors of domestic violence (DV) in three counties (Alachua, Bradford, & Union).
- Services include emergency shelter, transitional housing, crisis hotline, victim advocacy, education, community awareness, intervention and prevention programs, and more.
- Survivors in the emergency shelter are often in need of a source of income. The lack of a resume prohibited folks from applying to positions listed on many job listing websites.
- As an intern at Peaceful Paths, I researched existing frameworks and programs with the purpose of designing and implementing a career preparedness program for the shelter, where one had not previously existed.

## Theoretical Framework

- The Duluth Model Approach: Power and Control Wheel from the Domestic Abuse Intervention Project
  - Specifically relevant to this research is the highlighted section titled, "Using Economic Abuse," in which the abuser often prevents the survivor from getting and keeping a job. As a result, survivors in shelter often lack experience, skills, & resources around obtaining education & employment.
- Blustein's Framework addresses the career development needs of those individuals with limited volition in their choice of work and seeks to understand the meaning of work for those individuals. It acknowledges work as fulfilling three core functions:
  - Work as a means of **survival and power**: serves as a basic function for individuals to support themselves and their families; serves as the primary means for access to power (empowerment).
  - Work as a means of **social connection**: serves to provide an individual identity within their social context and the opportunity to develop relationships.
  - Work as a means of **self-determination**: serves to recognize that extrinsically motivated activities may become internalized and become part of a broader set of values and behaviors.



## Results & Implementation

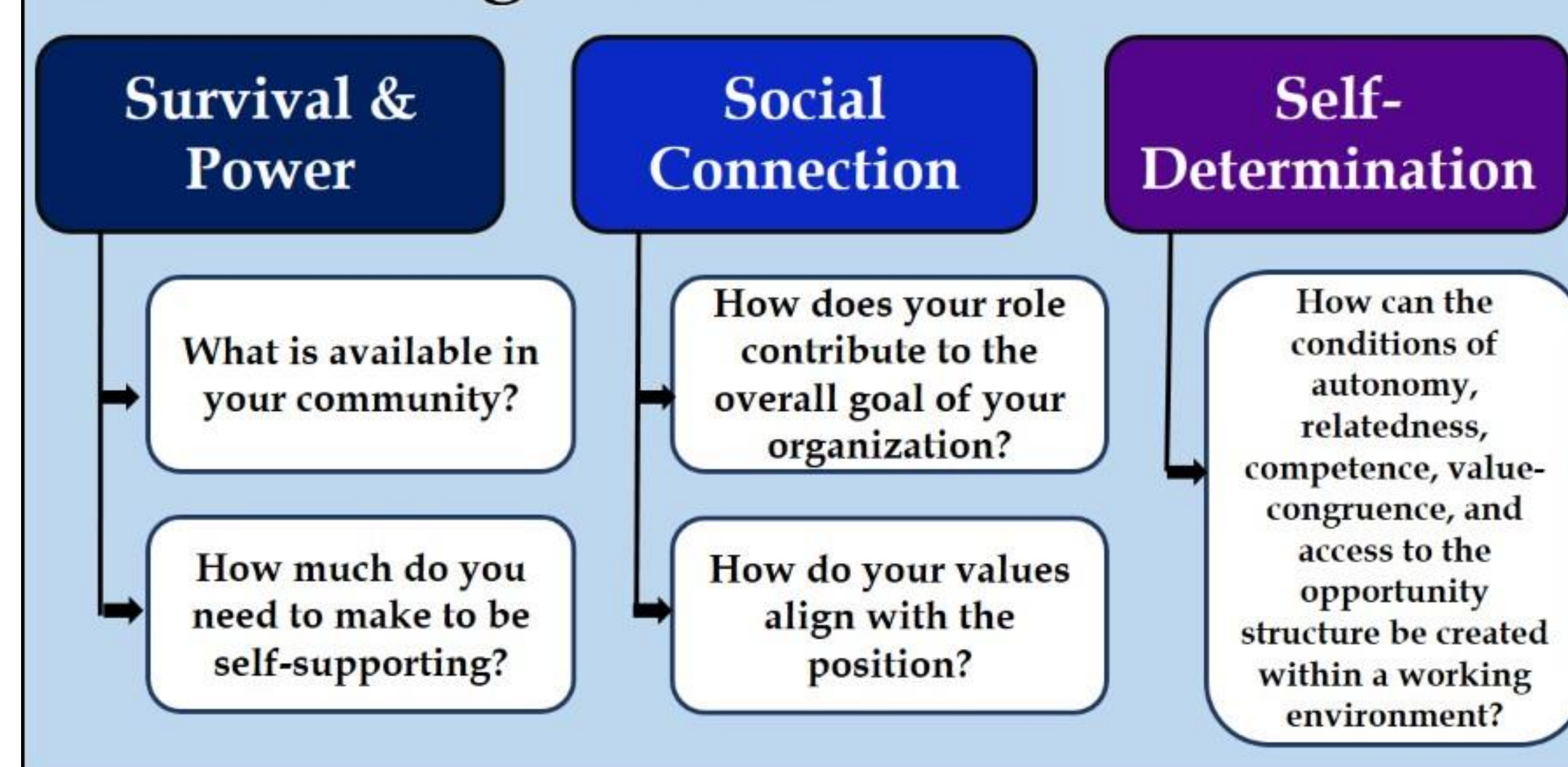
- Curriculum created and is currently in first stages of implementation. Focuses on "quick wins" to get participants on the road to being self-supporting and socially connected while in shelter. Curriculum is two-fold:
  - GED Preparation:** Tutoring (as needed), providing each participant with Kaplan GED Test Premier 2016 and calculator required for exam. Pipeline created to Santa Fe's program.
  - Job Preparation:** On-the-spot resume creation and assistance with job applications.
- Community resource guide distributed, including Employ Florida Marketplace and local job listings.
- Curriculum provided to new trainees to expand the program.



## Research Methods

- Feminist Research Methodology: Concerned with broader social change and social justice. Recognizes positionality and power in research.
- Completed a meta-analysis of the literature on career development and domestic violence.
- Conducted informational interviews with Julia Seay, Coordinator of Housing for Human Resources at the University of Florida, and Angela McQueen, Career Pathways Specialist at Santa Fe Community College. Both design and implement GED and Career Preparedness programs at their respective institutions.

## Connecting to Blustein's Framework



## Recommendations for Student Affairs Professionals

- Respect the function of work using Blustein's framework.** For many students and their families, the purpose of obtaining a career is survival & power, social connection, and/or self-determination. Student affairs professionals should determine the purpose of work for each student and modify their advising to meet that function.
- Consider the implications DV may have your students and their families.** DV is not only physical; it can incorporate any of the factors on the Power & Control Wheel
- Recognize the importance of providing a network of resources to meet students' needs.** You and your department are likely not enough to holistically meet the complex needs of our dynamic population. Relationships with other areas, even outside of UF, and the ability to refer out as needed is often crucial to student success.

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