



Social Work Skills for Beginning Direct Practice

**TEXT, WORKBOOK, AND INTERACTIVE
MULTIMEDIA CASE STUDIES**



Social Work Skills For Beginning Direct Practice

Yicheng Fang



Social Work Skills For Beginning Direct Practice:

Social Work Skills for Beginning Direct Practice Linda K. Cummins, Judith A. Sevel, 2017 This package includes the REVEL™ access card and loose leaf version REVEL is Pearson's newest way of delivering our respected content Fully digital and highly engaging REVEL replaces the textbook and gives students everything they need for the course Informed by extensive research on how people read think and learn REVEL is an interactive learning environment that enables students to read practice and study in one continuous experience for less than the cost of a traditional textbook Guide students through all stages of the helping process and assist them in developing time tested social work skills REVEL for Social Work Skills for Beginning Direct Practice Text Workbook and Interactive Multimedia Case Studies Fourth Edition provides social work students with the social work practice knowledge and skills required for engaging in a successful helping process with clients The integrated text workbook and interactive multimedia cases allow students to explore how to use social work skills in each stage of the helping process from engagement and intake through termination Students learn about attending behaviors basic interviewing skills such as lead in responses paraphrasing and reflection of feelings and more advanced skills such as confrontation and summarization Students then learn how to apply these essential interviewing skills in order to work effectively with diverse client groups Social work theory policy therapeutic approaches and evaluation techniques are integrated throughout the book to provide the essential elements of direct social work practice The new edition includes expanded content on cultural competency cultural awareness evaluation and client termination and keeps students up to date with the information they need to provide thorough effective direct social work practice with diverse client groups NOTE Before purchasing check with your instructor to ensure you select the correct ISBN Several versions of Pearson's products exist for each title and registrations are not transferable In addition to the access card included in this package you will need a course invite link provided by your instructor to register for and use REVEL™ Used books rentals and purchases made outside of Pearson If purchasing or renting from companies other than Pearson the access code for REVEL may not be included may be incorrect or may be previously redeemed Check with the seller before completing your purchase 0134114310 9780134114316 REVEL for Social Work Skills for Beginning Direct Practice Text Workbook and Interactive Multimedia Case Studies with Loose Leaf Version Package consists of 0134114299 9780134114293 Social Work Skills for Beginning Direct Practice Text Workbook and Interactive Multimedia Case Studies Loose Leaf Version 013430327X 9780134303277 REVEL for Social Work Skills for Beginning Direct Practice Text Workbook and Interactive Multimedia Case Studies Access Card

Social Work Skills Demonstrated Judith Sevel, Linda Cummins, Cesar Madrigal, Jim Cummins, 1999 Video clips are used to demonstrate various techniques used in social work interviews Text definitions of terms text synopses of the situations used in the video clips and a self paced quiz are also provided in the program The student guide includes background information on social work techniques examples and exercises

SOCIAL WORK SKILLS FOR BEGINNING

DIRECT PRACTICE LINDA K.. SEVEL CUMMINS (JUDITH A.),2018 **Social Work Skills for Beginning Direct Practice**

Linda K. Cummins,Judith A. Sevel,Laura Pedrick,2011-11 ALERT Before you purchase check with your instructor or review your course syllabus to ensure that you select the correct ISBN Several versions of Pearson s MyLab check with the seller before completing your purchase Used or rental books If you rent or purchase a used book with an access code the access code may have been redeemed previously and you may have to purchase a new access code Access codes Access codes that are purchased from sellers other than Pearson carry a higher risk of being either the wrong ISBN or a previously redeemed code Check with the seller prior to purchase Social work practice skills text workbook plus web based case studies This book is part of the Connecting Core Competencies Series This series helps students understand and master CSWE s core competencies with a variety of pedagogy highlighted competency content and critical thinking questions for the competencies throughout Social Work Skills for Beginning Direct Practice 3 e guides students through all stages of the helping process and assists them in developing time tested social work skills By using the text workbook PLUS the web based interactive case studies in MySocialWorkLab students will gain a greater understanding of how to use social work skills in the context of each of the stages of the helping process from intake through termination In addition individual chapters are devoted to values and ethics theory directed practice cultural context of practice basic skills for direct practice and advanced skills for direct practice The interactive case studies found on the book specific MySocialWorkLabcontain video segments demonstrating different social worker client case studies across a variety of practice contexts Students can view the video stop the action and respond to questions look up references or obtain more in depth information about each skill segment Teaching Interactive Case Studies in MySocialWorkLab allow students to interact with virtual clients Explore Current Issues Includes the most recent data new coverage of ethics intersectionality and more Apply CSWE Core Competencies Integrates the 2008 CSWE EPAS throughout highlights competencies and practice behaviors and includes expensive pedagogy MySocialWorkLab adds value with book specific interactive case studies core competency videos and hundreds of competency based questions Support Instructors Instructor s Manual and MySocialWorkLab with Pearson eText are included in the supplements package Note MySocialWorkLab does not come automatically packaged with this text To purchase MySocialWorkLab please visit www.mysocialworklab.com or you can purchase a valuepack of the text MySocialWorkLab at no additional cost VP 0205085350 **Social Work Skills for Beginning Direct Practice** Linda K. Cummins,Judith A. Sevel,Laura Pedrick,2012-02 Rev ed of Social work skills demonstrated beginning direct practice text workbook CD ROM and website 2nd ed 2006 *Social Work Skills for Beginning Direct Practice: Pearson New International Edition* Linda K. Cummins,Judith A. Sevel,Laura E. Pedrick,2013-11-01 A social work practice skills text workbook with web based case studies This book is part of the Connecting Core Competencies Series This series helps students understand and master CSWE s core competencies with a variety of pedagogy highlighted competency content and critical thinking questions for the

competencies throughout Social Work Skills for Beginning Direct Practice 3 e guides students through all stages of the helping process and assists them in developing time tested social work skills By using the text workbook PLUS the web based interactive case studies in MySocialWorkLab students will gain a greater understanding of how to use social work skills in the context of each of the stages of the helping process from intake through termination In addition individual chapters are devoted to values and ethics theory directed practice cultural context of practice basic skills for direct practice and advanced skills for direct practice The interactive case studies found on the book specific MySocialWorkLab contains video segments demonstrating different social worker client case studies across a variety of practice contexts Students can view the video stop the action and respond to questions look up references or obtain more in depth information about each skill segment Teaching Interactive Case Studies in MySocialWorkLab allow students to interact with virtual clients Explore Current Issues Includes the most recent data new coverage of ethics intersectionality and more Apply CSWE Core Competencies Integrates the 2008 CSWE EPAS throughout highlights competencies and practice behaviors and includes expensive pedagogy MySocialWorkLab adds value with book specific interactive case studies core competency videos and hundreds of competency based questions Support Instructors Instructor s Manual and MySocialWorkLab with Pearson eText are included in the supplements package

Revel for Social Work Skills for Beginning Direct Practice Access Card Linda K. Cummins, Judith A. Sevel, 2016-01-22

Direct Practice in Social Work: Oxford Bibliographies Online Research Guide Jacqueline Corcoran, 2010-05 This ebook is a selective guide designed to help scholars and students of social work find reliable sources of information by directing them to the best available scholarly materials in whatever form or format they appear from books chapters and journal articles to online archives electronic data sets and blogs Written by a leading international authority on the subject the ebook provides bibliographic information supported by direct recommendations about which sources to consult and editorial commentary to make it clear how the cited sources are interrelated related A reader will discover for instance the most reliable introductions and overviews to the topic and the most important publications on various areas of scholarly interest within this topic In social work as in other disciplines researchers at all levels are drowning in potentially useful scholarly information and this guide has been created as a tool for cutting through that material to find the exact source you need This ebook is a static version of an article from Oxford Bibliographies Online Social Work a dynamic continuously updated online resource designed to provide authoritative guidance through scholarship and other materials relevant to the study and practice of social work Oxford Bibliographies Online covers most subject disciplines within the social science and humanities for more information visit www.oxfordbibliographies.com

The HUMANISTIC APPROACH in Psychology & Psychotherapy, Sociology & Social Work, Pedagogy & Education, Management and Art: Personal Development and Community Development SECOND EDITION, 2023-11-23 The purpose of this book THE HUMANISTIC APPROACH IN PSYCHOLOGY PSYCHOTHERAPY SOCIOLOGY SOCIAL WORK PEDAGOGY EDUCATION

MANAGEMENT AND ART PERSONAL DEVELOPMENT AND COMMUNITY DEVELOPMENT Second Edition is to achieve an investigation as exhaustive and comprehensive as possible on the presence of the humanistic approach with an emphasis on the dual humanistic valences in a wide range of social and human fields thus bringing before the reader as an alternative to the modular strictly monodisciplinary approaches a multidisciplinary and complex approach thus putting almost all the most important social human disciplines and practices under a single humanistic dual humanistic umbrella and presented in a single book The Chapter 1 highlights the diversity of approaches in the social and human domains focusing on three great approaches mystical spiritual and religious strictly scientific and humanistic In Chapter 2 the sources and models of the humanistic orientation are explored identifying in this sense with priority Humanism and philosophical influences such as criticism ontology humanistic philosophy and same oriental spiritual practices This chapter highlights also the contribution of phenomenology existentialism personalism gestaltism neo Marxism the Frankfurt School secular humanism the human rights movement postmodernism feminism and complex and emergent systems theories Chapter 3 focuses on the humanistic dual humanistic approach in psychology and psychotherapy The basic principles of the humanistic approach to the human psyche were highlighted as well as the dual humanistic approach to personality and behavior Chapter 4 discusses the humanistic dual humanistic orientation in sociology and social work highlighting the characteristics of social humanism and their different postures in the field of sociology and social work Chapter 5 brings to the reader s attention the humanistic approach to pedagogy and education emphasizing the specificity of child student center education and the characteristics of the dual humanistic approach in pedagogy education Chapter 6 addresses the issue of humanistic management emphasizing how this approach generated a significant change in work organizations focusing on people employee development and their well being Chapter 7 discusses the humanist approach in art theater and film highlighting the characteristics of humanistic aesthetics and humanistic teatrology filmology Chapter 8 brings other disciplines into the discourse such as medicine politics religion technology science ecology and economy highlighting how the humanistic approach influences these fields and brings a dual perspective between person centeredness and human social solidarity Chapter 9 presents some of the characteristics of the humanistic dual humanistic approach to personal development focusing on the formation of a strong humane and complete personality Chapter 10 discusses the humanistic approach especially through its dual humanist valence in community development emphasizing how it as philosophy culture and politics can contribute to the formation of a strong and humane solidary community with the inclusion of the goals and values of personal development fulfillment and the happiness of their members Regarding the usefulness and addressability of this edition of this book the design content and bibliography are made in such a way as to be useful both to the academic community to students and to teachers and to the professional community to psychotherapists educators managers social workers artists medical practitioners politicians etc The work being unique in its way because it brings together under the umbrella of a humanistic approach the most important

social human sciences and practices it is of course also addressed to readers interested in such a perspective Student Guide and Workbook for Social Work Skills Demonstrated Judith Sevel, 1999 Humanistic Social Work - The THIRD WAY in Theory and Practice , This book represents a new stage in the author s project to contribute at the development of the humanistic social work theory and methodology with special attention paid to the professional practitioner social worker caregiver psychologist etc to his psychological spiritual and humane qualities and conducts in practice In the PART I is presented THE HUMANISTIC SOCIAL WORK PROJECT the author s initiative started in 2009 with the assumed aim to enhance the effective presence of the humanistic values theories and practices in contemporary social work a theoretical axiological and methodological framework a heuristic laboratory a philosophical scientific and professional forum wherein it can be set what could be called the theory axiology and methodology of the Humanistic Social Work PART II HUMANE AND SPIRITUAL QUALITIES OF THE PROFESSIONAL IN HUMANISTIC SOCIAL WORK is the basic body of the paper and is composed predominantly of three chapters The Chapter 1 Humanistic Social Work The Third Way in Social Work Theory and Practice is devoted to present theoretically the concept doctrine and specific of humanistic social work with emphasis on its main sources values theories practices and methods to circumscribe philosophically and doctrinally Humanistic Social Work as the third way alongside Traditional Conventional Social Work and Radical Critical Social Work in the contemporary social work practice and theory with the assumed claim to imposing even as dominant in the future The Chapter 2 Humane Personality and Soul Personal Psychological Sources of the Professional s Humane and Spiritual Qualities shows what might be called in the author s view the personal psychological sources of the professional s humane and spiritual qualities in humanistic social work practice mainly the soul as the main component of the psychological ontological sphere of the humane personality with the sub spheres affective social soul spiritual soul mystical playful aesthetic moral intellectual and humane soul It is not negligible nor the role of the axiological moral prosocial sphere or of the motivational energetical sphere In the Chapter 3 Humane and Spiritual Qualities of The Professional in Humanistic Social Work Practice effectively is reached the content of the topic proposed by the book s main title approaching so the theme regarding the humane and spiritual qualities of the professional starting from the category of humane personality of the professional and insisting on the necessity to define it in connection with the spiritual humanistic mode way of representation and approach of the customer The PART III of the book IDEAS FRAGMENTS ELEMENTS OF SOME NEW TEXTS in working IN THE HUMANISTIC SOCIAL WORK PROJECT includes three works in preparation to whom is working to appear in the near future within the project respectively Humanistic Social Work The Third Way in Social Work Theory and Practice Humanistic Social Work Practice and Humanistic Social Work Humane Personality and Humane Relationships Basic Resources of Practice The paper ends with some CONCLUSIVE CONSIDERATIONS where it is inferred the key conclusion that operating into the sphere of human relations the main purpose of the professional s activity with his humane and spiritual qualities is that to transform them in HUMANE

relationships To this end his qualities represents essential personal professional resources that can facilitate the change that can humanize the troubled social relationships the dehumanized dysfunctional microcommunity This new environment will impose

Policy Practice for Social Workers Linda Cummins,Katharine V Byers,Laura Pedrick,2023-07-18 The second edition of Policy Practice for Social Workers expands the concept of policy practice in social work settings and illustrates how significant policy change may be achieved at a local community state and national level Guided by an ethic of care approach this textbook is intended to raise readers awareness about policy practice and its fundamental relationship with the aims of the social work profession offers a foundation for key skill development and contextualizes the work of policy practitioners in the larger political economic settings in which they work This textbook is divided into two parts First readers will expand their understanding of policy practice its beginnings and development over the course of social welfare history and the political economic and social drivers that affect policy decisions and undergird the U S political system Readers will also learn about the ethic of care framework and the value based lens it contributes to the policymaking process Later in the book s second part readers will explore the essential skills and values in policy work Detailed coverage and vivid examples offer valuable insight into specific advocacy skills including lobbying community organizing mobilizing advocacy publics coalition building campaigning problem analysis policy analysis and policy evaluation Within its comprehensive overview of policy practice and advocacy the new edition of this text extols a value laden perspective to identify and assess unmet needs and promote a more socially just environment for all Combining these dual aims Policy Practice for Social Workers is an excellent cornerstone of policy and policy work for undergraduate and graduate students in social work

Skills for Direct Practice in Social Work Ruth R. Middleman,Gale Goldberg Wood,1990 And social workers

Counselling Skills for Social Workers Hilda Loughran,2018-11-20 Counselling skills are very powerful Really listening and providing compassionate empathy without judging is a core part of social work practice with service users This book provides a theoretically informed understanding of the core skills required to provide counselling interventions that work It provides detailed discussion of three core skills which are identified as talking and responding listening and observing and thinking Over 11 chapters these core skills are described in terms of what they mean how they can be learned and developed how they can be used and misused and most importantly how specific skills can be employed in a coherent and evidence informed counselling approach Loughran also looks in detail at the skills required to deliver interventions consistent with three approaches Motivational Interviewing Solution Focused Work and Group work Illustrative case examples and exercises offer further opportunities for reflection and exploration of self awareness as well as for practising and enhancing skills development thus making the book required reading for all social work students professionals looking to develop their counselling skills and those working in the helping professions more generally Terms such as social worker therapist and counsellor will be included as they inform counselling skills in social work

Social Work Live Carol Dorr,2014-09-05 This book includes five video recorded

interviews that students can identify with critique and imagine doing themselves to learn about practice It does more than just teach interviewing skills it helps demonstrate how to link what is said in an interview to different theories and practice skills Each interview goes into sufficient depth to tease out many aspects of practice that students need to understand

The Humanistic Approach in Psychology & Psychotherapy, Sociology & Social Work, Pedagogy & Education, Management and Art: Petru Stefan, 2012-12-30 In this book is realized a brief presentation of the main orientations and features of the Humanistic Theory and Method in the major socio human sciences domains and practices As construction structure and content this book cumulates incorporates synthesizes and develops in a new original and unitary work a number of the author's previous works consecrated to the humanistic approach and method in some socio human sciences and practices especially in Psychology and Psychotherapy Sociology Social Work Education and Management published up to the end of 2012 both in print and electronic format In the process of realization of this work including of this book was taken into consideration and was consulted the universal social and therapeutic literature of humanistic orientation with the two main directions existential positive and spiritual ontological humanitarian or the one that describes it or refers to it Essentially the Existential Positive Orientations represent an approach in theory or practice therapy education social work etc the Person and Personality through traits objectives like high level of personal and social autonomy free will and high capacity ability for self determination high level of personal development high resilience high capacity to control the emotions high degree of awareness self knowledge high self esteem high level of interpersonal development adaptability mature personality activism and initiative assertiveness etc while the Socio Human Micro Community is represented through features such as high autonomy strong organizational culture high socio human functionality high cohesion unity solidarity adaptability resilience resistance to crisis and challenges good management etc The Ontological Spiritual Approaches Theories promote core concepts and objectives of the intervention such as spiritual humane personality and humane good community spiritual humane development of the person and humane cultural development of the community These paradigms highlight and promote Personality traits and qualities such as spirituality virtue humanness altruism empathy love faith etc Regarding the theoretical representation of the Community these approaches theories highlight ideas and features as people centered community the dominance of the inter personal relationships of attachment love respect the dominance of the practices and customs of mutual helps social group community solidarity harmony unity inter personal congruency socio human inter personal community functionality socio human moral and cultural integration cohesion Regarding the destination of this paper its design content and bibliography are made in such a way to be useful both to the academic community to students and teachers and also to the professional community to psychotherapists educators managers social workers artists etc

School Social Work JoDee Keller, Giesela Grumbach, 2022-01-13 Informed by a social justice approach this user friendly text for social work students provides a comprehensive introduction to contemporary school social work

practice structured around the 2022 CSWE EPAS Competencies With a focus on skills development this innovative text is competency based and encompasses professionalism cross disciplinary collaboration research applications theoretical foundations policies engagement assessment intervention and evaluation Following a brief historical overview and introduction to the discipline the book delves into school social work practice and delivers timely content regarding professional identity supervision anti racism diversity equity inclusion and social justice Practice knowledge is examined through social work theory evidence informed practice use of data and policies regarding school children and families The text addresses the full range of client engagement service provision the multi tiered system of supports trauma based practices social emotional learning termination and transition planning An instructor s manual sample syllabus and PowerPoints accompany each chapter Purchase includes digital access for use on most mobile devices or computers Key Features Organizes content by the CSWE professional competencies Provides case scenarios and practitioner spotlights in each chapter to illuminate the varied roles and responsibilities of school social workers Includes skill development activities additional resources and reflection boxes to foster understanding and creative thinking Delivers a comprehensive focus covering policy practice and theory Addresses the full range of client engagement and service provision Incorporates contemporary issues relevant to school practice MTSS SEL IDEA ESSA Views the discipline through a decolonial lens and acknowledges structural racism in the school system

HUMANISTIC PERSONOLOGY: A HUMANISTIC-ONTOLOGICAL THEORY OF THE PERSON & PERSONALITY. Applications in Therapy, Social Work, Education, Management, and Art (Theater) 2023 PAPERBACK EXPANDED EDITION ,2023-10-29

This Expanded 2023 Edition of the book entitled HUMANISTIC PERSONOLOGY A HUMANISTIC ONTOLOGICAL THEORY OF THE PERSON PERSONALITY Applications in Therapy Social Work Education Management and Art Theater completes the range of domains brought to attention and represented from the perspective of humanistic ontological orientation with new domains namely medicine politics technology science ecology and economy work project which as stated in previous editions presents an ontological humanistic theory model for the formation development functioning education and therapy counseling of the human personality person offering a philosophical ontological alternative to the prevailing contemporary psychological biological and cybernetic models in both literature and practice To this end the process of personality person formation is described as a successive and simultaneous creation and establishment of internal autonomous BEINGS onto formations These internal beings onto formations such as the organism the self the soul the ego the mind the consciousness play a dynamic ontological and functional specific role in the composition and the functioning of the personality person The personal profile the personality traits the behavior the human being as a whole are depicted as the outcomes of inner dynamic relationships and ontological confrontations among these internal beings which are energetically and antagonistically charged Through this daring project and through these innovative elements the theory model presented in an improved form also in this edition

can represent a significant contribution not only to elucidating and explaining the complex processes of personality person formation development functioning and therapy but also to represent these processes including by invoking the Aristotelian and Platonic concepts of transubstantiation and body soul matter spirit dualism in relation to profound philosophical ontological and metaphysical categories such as human being human essence human nature and human condition bringing the discourse currently located mainly in the sphere of psychology in the sphere of philosophy ontology and ethics as well the formation and development process not leading from the perspective of the model adopted in the project only to the formation of personality and adaptive behavior but also to the formation in a holistic view of the person as a whole of the person as a HUMAN BEING Some of the most significant fragments ideas The essence of the humanistic ontological conception regarding the person the human personality is given by the idea that these are ontological products of some gradual and stadial processes held with the crucial contribution of the concrete contextual contingent socio human cultural and institutional factors where the person grows and lives Very important are therefore the personal human factors In our ontological humanistic model of formation beingness and functioning of the person personality of the human being we will speak therefore about characteristics properties processes principles such as onto formatization persomization and promergence emergence and imergence transmergence and telegence conmergence and sinmergence about stages of evolution formation development establishment of the personal ontological psychological formations of the person as a whole such as of contact of acquisition accumulation of structuration centralization of constitution holistization of establishing networking and finally of ontification fulfillment and about ontological subjective humane and spiritual experiences feelings that represent substances motivational energetical sources and resorts of forming of the personality person s onto formations and spheres

PHILOSOPHY AND SOCIAL WORK: Philosophical Bases, Models and Sources for a Humanistic Social Work 2023 HARDCOVER EDITION ,2023-05-23 This edition comprises brings together incorporates synthesizes some of the author s works books articles chapters ideas fragments in print and electronic form with themes topics ideas that address the relation between philosophy and social work welfare policy with emphasis on the humanistic paradigm approach published in academic format between 2011 and 2023 No new sections were introduced but the bibliography was partially updated bringing to attention relevant titles that appeared after the previous edition In the book it is analyzed the complex and delicate relationship between philosophy and social work welfare between the philosophical system of concepts and ideas and the theory axiology of social work welfare especially from a humanistic perspective bringing face to face on the one hand the great branches or sub domains of philosophy respectively ontology ethics social philosophy personology and on the other hand the great sub domains or issues of social work welfare respectively the way of representation the client and the social problem difficult situation risk situation vulnerability resilience etc the system of constitutive values and principles the way of representation of the professional and the specific practice methodology etc The relation between philosophy and

social work is no doubt biunivocal philosophy encompasses in its purpose and history the social issue dimension in its broader human sense especially with the preoccupations in the sphere of ethics and social philosophy but also of the existentialist humanistic and humanistic personalist philosophies as the social work as general theory and axiology cannot be conceived without a consistent philosophical representation Both the system of fundamental values and the mission or methodology of social work welfare are most often stated in the terms of an explicit applied social ethical and humanistic philosophy even if not always this aspect it is highlighted in an assumed way An important observation that must to be done is that the author does not proposes in his book and nor does it accomplish an exhaustive profound and complete approach and exposure of the relation connection from a humanistic point of view between philosophy and social work welfare between their sub domains but only he brings into attention this subject this theme very little approached in the literature in relation to its indisputable importance Regarding the destination of this paper its design content and bibliography are made in such a way that to be useful both to the academic community to students and teachers in philosophy and social sciences and practices and also to the professional community to social workers psychotherapists educators social managers etc

New Advances in Technology for Social Work Education and Practice Julie Miller-Cribbs, 2024-11-01 Gain practical knowledge of the latest technological innovations in social work This comprehensive book examines the role of technology in four areas information management distance education evaluation video and web based learning and training and working with vulnerable populations New Advances in Technology for Social Work Education and Practice discusses constructive proven applications of technology in settings from modern universities to rural India The empirical research and case studies presented here offer practical suggestions for implementing effective technological solutions tailored to the needs of social workers and their clients New Advances in Technology for Social Work Education and Practice includes useful strategies for creating user friendly systems including involving practitioners in systems design and evaluation dealing with political issues choosing effective instructors for distance education developing multimedia testing for supervisor training designing Web pages for users with disabilities

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