

Long COVID and Your Clients: A Guide for Counselors

WHAT IS LONG COVID?

- Long COVID is a condition that can occur after COVID-19.
- Symptoms may come and go, change over time, and affect daily functioning.
- Clients may experience fatigue, cognitive challenges (“brain fog”), and fluctuating capacity.



WHY THIS MATTERS FOR COUNSELORS

- Long COVID can affect a person's ability to work, participate in training, maintain attendance, and meet workplace demands.
 - Understanding these impacts can help counselors identify appropriate supports and accommodations.
- Because vocational rehabilitation eligibility determinations rely on identifying functional limitations, describing how Long COVID symptoms affect work capacity, training participation, and employment-related activities can help counselors connect client experiences to eligibility criteria.

WHAT YOUR CLIENTS MAY EXPERIENCE

Emotional and situational impact:

- Frustration, confusion, or fear about symptoms
- Feeling dismissed or misunderstood by others
- Uncertainty about rights, services, and next steps

Physical and functional impact:

- Difficulty maintaining consistent work performance
- Difficulty sustaining activity throughout a full workday
- Increased absenteeism due to symptom flare-ups
- Challenges with multitasking or learning new information

The contents of this document were developed under grant H421F240107 from the U.S. Department of Education (Department). The Department does not mandate or prescribe practices, models, or other activities described or discussed in this document. The contents of this document may contain examples of, adaptations of, and links to resources created and maintained by another public or private organization. The Department does not control or guarantee the accuracy, relevance, timeliness, or completeness of this outside information. The content of this presentation does not necessarily represent the policy of the Department. This publication is not intended to represent the views or policy of or be an endorsement of any views expressed or materials provided by any Federal agency. (EDGAR 75.620)



MISSISSIPPI STATE UNIVERSITY™
CAREER HORIZONS PROJECT

Mississippi State University is an equal opportunity institution.

*For more resources, visit
careerhorizonsproject.msstate.edu*

FAMILY ENGAGEMENT & SUPPORT FAST FACTS

Long COVID and Your Clients: A Guide for Counselors

HOW TO INTRODUCE LONG COVID IN-SESSION

- Start with validation: “What you’re experiencing is real, and others are going through similar challenges.”
- Use functional language: Focus on how symptoms affect daily life and work, not just diagnosis.
- Normalize variability: Help clients understand that good days and difficult days are expected.
- Invite conversation: Ask: “What has been hardest for you to manage day-to-day?”

ACCOMMODATION EXAMPLES

- Flexible or modified work schedules
- Additional or longer breaks to manage fatigue
- Remote or hybrid work options
- Written instructions or task reminders to support memory and concentration
- Quiet workspace or noise-reducing headphones
- Visit the Job Accommodation Network (JAN) at askjan.org for individualized accommodation guidance.



SUPPORT TIPS

- **Integrate psychoeducation:** Explain symptoms in practical, functional terms.
- **Build self-advocacy skills:** Help clients describe needs to employers and providers.
- **Support accommodation planning:** Guide conversations about workplace supports.
- **Pace services intentionally:** Adjust expectations based on energy and cognitive load.
- **Address misconceptions:** Validate client experiences and challenge misinformation about Long COVID when needed.
- **Collaborate across systems:** Coordinate with healthcare providers, benefits planners, and other support professionals when appropriate.

LEARN MORE

- Cabello Fernandez, C. et, al. (2025). [Cognitive and affective psychoeducation for Long COVID: A randomized control trial](#)
- MacKinnon, C. et, al. (2025). [Perspectives of rehabilitation professionals on Long COVID interventions to facilitate return-to-work.](#)
- National Academies of Sciences, Engineering, and Medicine (2024). [A Long COVID definition: A chronic, systemic disease state with profound consequences.](#)

The contents of this document were developed under grant H421F240107 from the U.S. Department of Education (Department). The Department does not mandate or prescribe practices, models, or other activities described or discussed in this document. The contents of this document may contain examples of, adaptations of, and links to resources created and maintained by another public or private organization. The Department does not control or guarantee the accuracy, relevance, timeliness, or completeness of this outside information. The content of this presentation does not necessarily represent the policy of the Department. This publication is not intended to represent the views or policy of or be an endorsement of any views expressed or materials provided by any Federal agency. (EDGAR 75.620)



MISSISSIPPI STATE UNIVERSITY™
CAREER HORIZONS PROJECT

Mississippi State University is an equal opportunity institution.

*For more resources, visit
careerhorizonsproject.msstate.edu*