Why is it important for young people to engage in career development?
What is Career Development?

Guiding Principles of Career Development

Canadian Education and Research Institute for Counselling
WHAT IS A CAREER?

The word “career” comes from the Latin for cart or chariot (carrus), a means to carry you from one point to another. A career is about the life you want to lead – not just a job, occupation or profession. It involves deciding among possible and preferred futures. It answers: “Who do I want to be in the world?,” “What kind of lifestyle am I seeking?” and “How can I make an impact?”

As Canadians, we like the metaphor of a canoe to represent our
PURPOSE

This document is intended to bring greater clarity and consistency to our national conversations about career development. The guiding principles underpin CERIC’s vision to increase the economic and social wealth of Canadians through career counselling and career education. They are a starting point to inform discussions with clients, employers, funders, policy-makers, families and other stakeholders, and as a basis for collaboration.

BENEFITS

Research shows career development is associated with many educational, societal and financial benefits. Individuals realize greater well-being and satisfaction in life. Schools lift student success and graduation rates. Organizations fill skills gaps and improve employee engagement and productivity. Governments reduce unemployment, boost social mobility and strengthen economic growth. Against the backdrop of an increasingly freelance economy and the rapidly shifting nature of work, career development matters more than ever.
8 GUIDING PRINCIPLES

CAREER DEVELOPMENT...

ENTAILS DETERMINING INTERESTS, BELIEFS, VALUES, SKILLS AND COMPETENCIES - AND CONNECTING THOSE WITH MARKET NEEDS.

IS A LIFELONG PROCESS OF BLENDING AND MANAGING PAID AND UNPAID ACTIVITIES: LEARNING (EDUCATION), WORK (EMPLOYMENT, ENTREPRENEURSHIP), VOLUNTEERISM AND LEISURE TIME.

INVOLVES UNDERSTANDING OPTIONS, NAVIGATING WITH PURPOSE AND MAKING INFORMED CHOICES.
SHOULD BE SELF-DIRECTED: AN INDIVIDUAL IS RESPONSIBLE FOR HIS OR HER OWN CAREER, BUT IS NOT ALONE – WE ALL INFLUENCE AND ARE INFLUENCED BY OUR ENVIRONMENT.

IS OFTEN SUPPORTED AND SHAPED BY EDUCATORS, FAMILY, PEERS, MANAGERS AND THE GREATER COMMUNITY.

MEANS MAKING THE MOST OF TALENT AND POTENTIAL, HOWEVER YOU DEFINE GROWTH AND SUCCESS – NOT NECESSARILY LINEAR ADVANCEMENT.

CAN BE COMPLEX AND COMPLICATED, SO CONTEXT IS KEY – THERE MAY BE BOTH INTERNAL CONSTRAINTS (FINANCIAL, CULTURAL, HEALTH) OR EXTERNAL CONSTRAINTS (LABOUR MARKET, TECHNOLOGY).

IS DYNAMIC, EVOLVING AND REQUIRES CONTINUOUS ADAPTATION AND RESILIENCE THROUGH MULTIPLE TRANSITIONS.
Career development is About Change
Career development happens as individuals adapt to change in order to:

- Respond to vocational development tasks.
- Manage career transitions throughout life.
- Respond to world of work changes.
Some people adapt less well than others.

Most of today’s school students will need to adapt to multiple career transitions and a rapidly changing world of work throughout life.

This is why it is important for young people to engage in **intentional** career development.
“Give a person a fish ….”

This applies to career development too!

We need to teach young people to be career adaptable so that they can respond in fitting ways to:

- Social expectations about preparing for and participating in work.
- The changing nature of work and ways of working over time.
- Multiple career changes throughout life.
Career Adaptability spans time

The imperative to adapt to world of work change is not new.

1900s

1950s

2010s
The Future
What is career adaptability?

Internal coping strengths that enable individuals to respond in fitting ways to:

- Expectations about preparing for and participating in the work role.
- Learning and work career transitions throughout life (Savickas, 2013).
Elements of Career Adaptability

Concern
Control
Curiosity
Confidence
Young people differ in career adaptability.

This is why it is important for young people to engage in intentional career development.
Young people differ in career adaptability

Selected Year 10s
Overall Intentional Career Development Works

![Bar chart showing career adaptability scores for students and mean for Year 10, with labels Career Adaptability T1 and Career Adaptability T2.]

This why it is important for young people to engage in **intentional** career development.
## Sample Content for Developing Student Career Adaptability

<table>
<thead>
<tr>
<th>Concern</th>
<th>Control</th>
<th>Curiosity</th>
<th>Confidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Look ahead to a vocational future</td>
<td>• How to make, monitor, review and refine decisions, e.g. subject choices, extra-curricular activities, volunteering</td>
<td>• About possible selves and future work scenarios, school subjects, lifelong learning, new work order and skills to be successful, entrepreneurial behaviours, gaining or creating work</td>
<td>• Working up to one’s abilities</td>
</tr>
<tr>
<td>• Anticipate vocational development tasks</td>
<td>• Experience decision making, e.g. initial career and course preferences</td>
<td>• Information seeking behaviours</td>
<td>• Learning new skills</td>
</tr>
<tr>
<td>• Recognise today’s choices influence tomorrow’s options</td>
<td></td>
<td></td>
<td>• Solving problems</td>
</tr>
<tr>
<td>• Prepare for the future</td>
<td></td>
<td></td>
<td>• Overcoming barriers and obstacles</td>
</tr>
<tr>
<td>• Plan flexibly</td>
<td></td>
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</tr>
</tbody>
</table>
Examples of Resources to Support Developing Student Career Adaptability

- Australian Blueprint for Career Development
- Australian Curriculum: Work Studies
- My Education
- Youth Central
- Websites: myfuture, labour market information portal, Quality Indicators of Learning and Teaching, My Skills, Study Assist, Job Outlook Grow Careers and more.
- Print Resources: Good Careers Guide and more.
Grow Careers

(www.growcareers.com.au)

The only careers website at the current time that specifically sets out to teach career decision making processes.

(As well as developing other career adaptability domains)
Information to be processed to make career decisions

**Figure 1**
What’s involved in career choice
How to make career decisions

Figure 2
A guide to good decision making
<table>
<thead>
<tr>
<th>Dimension</th>
<th>Early 20th Century</th>
<th>Mid 20th Century</th>
<th>Early 21st Century</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Concern</strong></td>
<td>Choose a job</td>
<td>Progress through career stages &amp; vocational development tasks. Prepare for choosing a career in an organisation. Stabilise, get established, progress, innovate, learn or plateau, disengage.</td>
<td>Revisit vocational development tasks to respond to multiple career transitions and career instability.</td>
</tr>
<tr>
<td><strong>Control</strong></td>
<td>Guidance - match scores to jobs.</td>
<td>Career education and career to prepare for and decide on a career.</td>
<td>Life design - explore life themes through stories, project into future career scenarios, decide over and over again, adapt.</td>
</tr>
<tr>
<td><strong>Curiosity</strong></td>
<td>’True reasoning’. What do the scores say?</td>
<td>Explore self-concept, life roles, courses, occupations in and choose a career.</td>
<td>Explore self-concept, occupations, life roles, new ways of working, emerging fields, new technologies, enterprising skills.</td>
</tr>
<tr>
<td><strong>Confidence</strong></td>
<td>Apply for a job for life.</td>
<td>Manage vocational development tasks, make a career choice, start at the bottom, work up the career ladder to retirement.</td>
<td>Self-manage career, lifelong learning, deal with obstacles, maintain employability, be resilient.</td>
</tr>
</tbody>
</table>