

# Introduction

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This book is a culmination of the many and varied career development topics which have appeared in the *Canadian Journal of Career Development/Revue canadienne de développement de carrière* over the past ten years. The myriad of methodological approaches which researchers have utilised to study and research career issues have been as varied as the topic of career itself. In fact this healthy approach to career development research embraces the complexity of career development.

This complexity has brought our readers an amazing plethora of insightful, engaging, and stimulating articles. Each researcher followed their own interests and perspectives to uncover issues surrounding work and career development that engaged them and by all accounts engaged our readers each and every day. In the following section we will provide an outline for this book and highlight a number, but not all, of the articles which have spoken to our readers over the past decade.

This chapter, and in essence the entire book, will use as a framework the following sections - research briefs, social factors, health, youth, new realities, psychological factors, post secondary and the all encompassing world of work.

## Research Briefs

The *Canadian Journal of Career Development (CJCD)* acknowledges that the world of career development is constantly changing and as a result many research projects that are submitted to the journal are ongoing or exploratory in nature. The editors of the *CJCD* have decided to address this area of research through research briefs. Research briefs are articles that provide readers with short reports on in-progress research, new programs currently under study, brief reports on completed surveys, or summaries of national surveys. These briefs allow the research community to provide preliminary results or introduce new programs before they are fully implemented.

In the article “Formula for success in career building” Jarvis introduces the blueprint for a life/work program. Designed to overcome the limitations that traditional education and training systems have when it comes to life and work transitions, the article provides a brief explanation of how the program works and where it can be used. Another article by Maranda and Leclerc provides an overview of results from a study looking at the psychodynamics of student course work in the context of job scarcity and economic insecurity.

Research briefs also include articles that propose new evolutionary tools for secondary and post secondary educational programs, as well as private businesses. Darou in ‘Measuring effectiveness in clinical settings’ details a new questionnaire that clinical counsellors can use to measure their client’s progress while in therapy. These research briefs have allowed career counsellors and practioners with innovative tools as they are in the process of being developed.

## **Social factors and Career Development**

Social factors play a influential role in career development decision making. As with all counselling, it is difficult to take a “one size fits all” approach to career counselling, it has to be adaptable to the needs of an individual. Individuals present themselves for counselling with varying backgrounds, cultures, gender orientations, education, learning capabilities, living arrangements, and experiences. All these social factors influence who we are as adults.

One such social issue is bullying. Bullying has come to the forefront as a very serious issue for children as well as adults worldwide. Organizations, educational institutions as well as the media are attempting to educate people about bullying and to find ways to counter and reduce its occurrence. Despite bullying being a global issue research on the impact of childhood bullying on an individual’s adult life has received little attention. In “The tentacles of bullying: the impact of negative childhood peer relationships on adult professional and educational choices”, Roberge examines how childhood bullying influences such factors as adult resiliency, participation and motivations for post-secondary choices, and perception of authority.

It is critical to target specific social factors when developing guidance and career development programs as these factors influence the choices an individual makes at many levels. One such social factor is physical/domestic abuse. Though its’ incidence is reported in both genders, Guenette focuses on the interaction of domestic abuse and work for women, and the challenges faced after escaping abuse and attempting to re-enter the world of work. The importance of having specifically designed guidance and career development programs to address such social concerns is emphasized.

These are a few examples of the many social factors shown to influence career decision-making and the success of career counselling. It is anticipated that as more research explores the social factors that may impact the career decision-making process, we may better understand how these factors interplay and influence an individual’s career decision making and how career counsellors may best support the needs of these individuals.

## **Health and Career Development**

Advancements in science and assistive technology have not only increased life expectancy but have enabled many individuals with learning disorders, mental health issues and physical limitations to become more independent and to further their education and obtain employment. An individual with a severe reading disability can use computer technology to read and to write while an individual with a physical disability no longer has to leave their home to access university courses. Career counselling plays an important role in connecting individuals with the services available so that they can maximize the world of opportunities they can now access. Over the past decade career counselling has expanded steadily in an effort to meet the growing needs of its clientele. One such chapter considers career counselling issues specifically related to individuals with fetal alcohol spectrum disorder (FASD), and individuals who have survived and are living with cancer.

Shepard and Breen argue that traditional career models do not meet the needs of individuals with FASD and suggest how career counselling services can be modified to benefit this group. The authors’ research is grounded in social cognitive career theory

and they suggest that practitioners use this approach to develop transition and career interventions for youth with FASD.

While cancer affects thousands of people each year, medical science advances have significantly increased the survival rate and life expectancy of many cancer patients. Often with medical advances, come social and psychological challenges as individuals attempt to cope with their illness and its impact on their lives and the lives of those around them. Samson and Clark in “The role of career development in the process of psychosocial adaptation to cancer: Re-visiting the task model approach” examines how cancer survivors adapt to the impact cancer has had on them and their lives. The article discusses issues such as employee work life, re-orientation of one’s career, re-adaptation to work, and discrimination. The authors also propose an innovative approach which may help to understand how cancer survivors adapt/cope with chronic illness.

The articles in this section emphasize the importance of understanding the needs of the clients we work with on a daily basis. It is hoped these articles may assist counselling professionals in developing best practices for these unique populations.

## **Youth and Career Development**

Youth is viewed by many as an exciting yet tumultuous time in an individual’s development. Despite this being a time of uncertainty, youth are expected to have the foresight and wisdom to make career decisions that will impact the rest of their lives. The support of a teacher, school counsellor, and/or parent is very important during this important decision-making period as youth attempt to gather accurate and valid information about career options. Career development is a lifelong process with some secondary schools providing students with opportunities to learn about various occupations through programs such as “take your child to school”, field trips to job sites, temporary work experience programs, or in-school work education programs. While some students may have already made career decisions others struggle. What factors and/or influences encourage career indecision or decision? Why is it that some youth already know the career direction their life will take while others struggle with that decision well into adulthood? How can career counsellors support students as they navigate through these life-altering decisions?

In this section the articles deal with youth and factors that impact their career-making decisions and choices. The first two articles deal with the effects of context and experience on the scientific career choices of Canadian adolescents while the last article discusses the integration of a career development program at the secondary level.

In “The effects of context and experience on the scientific career choices of Canadian adolescents”, Urjnik, Garg, Kauppi, and Lewko explore the differential utility of contextual and experiential factors in the prediction of scientific career aspirations of secondary students. Being able to predict students’ career aspirations would not only assist teachers and counsellors to properly direct students interested in science but would also bring about new theoretical and practical implications for career development practices. Students interested in studying science have limited opportunities to learn about the subject in secondary school. Creating programs to ignite this interest will greatly influence youth’s post-secondary choices and the scientific work force. In relation to this notion, Garg, Kauppi, Urjnik, and Lewko also carried out a longitudinal study of the effects of context and experience on the scientific career

choices of Canadian adolescents. This study tracked Canadian adolescents' changes in science/math career choice development, and examined the impact that contextual and experiential factors had on later choices. Participants' current field of study or nature of work, as well as other factors were examined to determine if there was congruence with their 2007 model.

Another article explores the integration of a career development program at the secondary level. Career decision-making is very important during adolescence with many youth remaining undecided about the direction they wish to follow. With the global economy opening an expansive list of possible choices available in the world, youth should be provided with enough time, information and guidance to enable them to make an informed career decision. Youth look to many sources for career information and guidance, for example fellow students, parents, guidance counsellors, the internet, those working in their field of interest, teachers, and material provided by educational establishments. However, research shows that students do not necessarily go to their teachers or school counsellors for career development needs first. In "Integrating career development in school-based curriculum: Preliminary results of an innovative teacher training program" Slomp, Bernes, and Gunn provide readers with some tentative outcomes of the pilot program "Career Coaching across the Curriculum". This program is designed to train new teachers to integrate aspects of career planning into their curriculum. The ability of teachers to infuse career decision-making information into the curriculum may assist all youth but particularly those youth who are less inclined to seek out guidance as they navigate through their career decision-making process.

## **New Realities**

The new realities of our competitive global economy do not allow for career development and counselling to be confined to secondary and post-secondary institutions. Rapid change, growth, and expansion are the new reality so it is vital that young and old alike be prepared to live in this new world. Theories and programs have to be constantly revised and adjusted as new information becomes available. Career counselling is becoming as vital to the world of work as it is to the education system with employers realizing the importance of this service to their companies' survival in the competitive job market. The editors of the Canadian Journal of Career Development have developed a separate section to address this ever changing aspect of career development. This section contains four articles that broaden the frontier of career counselling and development. Each article examines a new topic area in which career development and guidance is not well known for or has not been well researched. These articles look at new ways that career counsellors can assist adults through the use of new theories or models, or new frontiers in the area of career counselling and development.

Today's career counsellors not only champion the needs of individuals they are champions for the needs of society as a whole. In "Career practitioner's views of social justice and barriers for practice", Arthur, Collins, McMahan, and Marshall examine how career counselling intersects the area of social justice. Social justice is defined as the idea of creating a society or institution that is based on the principles of equality and solidarity, that understands and values human rights, and recognizes the dignity of every human being. The authors investigate how career practitioners define

social justice and identify barriers that arise from counsellors' attempts to implement career development interventions related to social justice. This article highlights the success of career practitioners in implementing career interventions related to social justice in our society.

Career services reach beyond our educational establishments into our local community. Massey, Chan, Field, and Smith demonstrate how career services can assist and support the local community in making changes to attract and retain creative workers. Understanding the dynamic range of career services that can be provided to communities can only benefit all sectors of our ever changing society.

In "An examination of rural secondary student's post-secondary education decisions", Kirby and Sharpe consider two new models of how students choose their post-secondary education and whether students will choose a university or a non-university program. Such research illuminates our constant desire to understand more about how students make those significant life choices.

Lastly, Kalbfleisch and Burwell report on ground breaking research from their national survey which gathered data to describe the overall view of the typical career counsellor. This article summarizes the results of a national survey which focused on four aspects of this role: practitioner's background, professional identity, practitioner's skills and knowledge, and employee's perspective of career practitioner education. This article highlights the strengths and weaknesses of such aspects of the role as career training, definitions, and job titles. This information is vital to the continual growth, development, and expansion of the career development and guidance field.

## **Psychological Coordinates & Career Development**

Psychology is an integral part of the field of career development. Many of the models and theories of psychology are utilized to increase the effectiveness of career programs. This section contains four articles that discuss various areas of psychology and their impact on career development, career counselling effectiveness, online workshops, and on what qualifications future career practitioners may require.

Personality influences everything from the way we act and think to the type of job we choose. It can also determine if an individual will seek counselling and the type of counsellor or counselling approach that is best suited to the individual. The client-counsellor relationship would be enhanced if this information could be utilized. In "Effective career counselling: relationship between work personality, learning style and client intervention preferences" Penny and Cahill propose a new assessment tool for use in determining an individual's preference for career counselling. The Career Counselling Preference questionnaire allows counsellors to select a counselling plan which works best for each individual client based on their work personality and learning style. Using tools such as this will provide clients with more appropriate career counselling so that they benefit fully from the counselling process.

While the above article examines the impact of personality on career counselling choices, Dahl, Austin, Wagner, and Lukas focused on the relationship between emotional intelligence and negative career thoughts in their research. Negative career thoughts can impact anyone at any age. Negative career thoughts can cripple an individuals' current and potential career paths as mental barriers to success are created. It is quite common to encounter clients in this field who are "stuck" in negative career

thoughts. Having knowledge of the connection between emotional intelligence and negative career thoughts may assist career counsellors to identify and work with this population more effectively.

In addition, psycho-educational workshops in the field of career development are becoming more common not just through traditional in-person workshops but also through on-line workshops. Making psychoeducational workshops on career development available online reduces barriers such as class size, distance and financial constraints. These on-line workshops enable individuals from around the world to access the workshop and continue to broaden their knowledge-base. Lalande and Deboer in a “Evaluation of an online psycho-educational career workshop” evaluate the online workshop entitled “Ex-Scope: experience student and placement education online workshop”. This article argues that online workshops can not only be a beneficial tool but that psycho-educational career workshops work just as well online as they do in-person.

The final article in this section considers the future professional identity of career counsellors and guidance counsellors and what type of work they may do based on their education and training. The article, “Deliberations of the future of career development education in Canada” by Burwell and Kalbfleisch reports on a pan-Canadian discussion. They discuss a model of career development education which includes guidelines regarding career practitioners training, educational experience required for specific counselling services, and counselling certification amongst other items. The idea of specific career development training and qualifications for career practitioners has been an ongoing issue within the field. While the problems and challenges of implementing such training may seem overwhelming it is critical to the continual advancement of career development and services that this topic continue to be discussed.

## **Post-Secondary**

While post secondary education has become more accessible to all adults it has also become more necessary in order to gain employment. Students must make choices about the direction of their career path which can have drastic implications for their future careers. While post-secondary institutions offer career and student services programs to assist and guide students in their decision-making, many students arrive at their post-secondary institution with minimal or no skills to assist them in their career search. These feelings of inadequacy and career indecisiveness often lead to anxiety, stress, confusion and indecision. Students often feel the pressure to choose a career path and in their haste begin a journey that is unsatisfying and costly. New courses and programs are being designed to include academics and faculty in the student decision-making process. The Hung and Waddell/ Bauer’s articles examine and review career planning and development intervention programs. These authors purport that students benefit from these intervention program as seen by their decreased anxiety, increased confidence, and reduced indecision regarding career choice.

Career choice is really the culmination of a series of critical steps which allows the individual to make an informed decision about their career path. In order to create the necessary tools and programs to assist students in this process, we need to know how students go about making these decisions. Crozier and Doval explore the career and relational values that female students consider when making career decisions. Mani

examines the perceptions and social forces that influence women's decisions to enter careers in the field of social sciences. Knowing the various factors that influence choice and how these factors interplay, having broad models that help explain career choice, and decision making is critical.

Man-Nor Hoi and Hiebert examine one such model to determine how these factors influence first year university students' choice of a career/college major. Knowing the efficiency of such models and the factors that decrease its' efficiency will allow student services and guidance services to better serve its' population. Morgen and Ness examine another model which considers career decision-making difficulties. The model is designed to help understand how various difficulties contribute to career indecision, and how it relates to career decision-making self-efficacy, sex-role identification, and stage of identity development. This information will allow for the continual advancement of post-secondary counselling and guidance by researching the efficacy of factors and models that may need to be revised.

In a time of fiscal restraint families are careful in how they spend their money. This economy has impacted the way people think about post-secondary education. While the economy is making it harder to financially afford post-secondary, it is also affecting employment opportunities for those graduating from post-secondary institutions. Hausdorf and Galler review this problem by discussing a new model which assesses the impact of economic hardship, work involvement, and job search effort on employment quality. Their research into this area also shows how post-secondary institutions' tuition increases can affect students' future careers. As post-secondary institution fees increase so has the competition for student enrolment as students consider the overall cost of education when deciding which institution to make application. Being able to show that an institution's programs and services are on par or above other institutions nationally or internationally is one way to overcome this financial factor. Elliot and Manning examine the service practices used by various Canadian business schools' Career Centres and compare them to the top performing business schools in the United States of America. Their findings about current best practices used in Canada will allow business schools to not only create top career centre programming but also to use that information to attract students who might consider applying elsewhere.

## **World of Work**

Career development is a lifelong process. Career changes may occur for a multitude of reasons. Job loss or restructuring are certainly common themes of late that have forced individuals to consider returning to school and/or a career change. With such a competitive job market it is critical for employees and employers to ensure an individual is a "good fit" for their company. Having access to as much information as possible to evaluate this fit would be beneficial to all parties. Roberta Neault in "Thriving in the new millennium: Career management in the changing world of work" addresses the need to know what characteristics are foundational to effective career management. Having information that will allow employees as well as employers to better manage their careers can be useful for all involved. In relation to career management, many employees work toward promotion, yet it alludes them. While experience and educational upgrading can increase the chance of receiving a promotion,

there are other factors outside the control of the individual which can, unfortunately, prevent or delay promotion. In “The intersection of gender and race: effects on the incidence of promotions” Margaret Yap explores the reasons for promotion and then the rate of advancement for white women, minority men, and minority women. This study suggests that additional programs must be put in place to help assist the continued career development of individuals.

Mentoring is a useful strategy in many aspects of one’s life, particularly in the workplace. Mentoring benefits not only the protégé, by assisting them to grow and make wise decisions, it also allows the mentor to share their experiences, knowledge, and assist their protégé in overcoming hurdles. ‘Mentoring and the world of work: a references model’ by Christine Cuerrier presents a new model to develop mentoring in Quebec. Building on other models and mentoring programs, the Quebec model provides practitioners with tools and knowledge to enhance make the mentoring programs to work more efficiently.

Reflection is important to one’s overall development but has particular meaning when an individual encounters career uncertainty, restructuring, promotion, or job loss. Reflection on work practices and decision making can be valuable to employees. It assists them in maintaining an acceptable work-life balance and in making changes to areas they may not have noticed require addressing. Tom Strong summarizes in “Relentless accountabilities and co-authoring our professional lines” activities from a workshop for the career development of counsellors. This article suggests how readers can reflect and re-connect with their counselling practice and accountabilities. In addition to employees reflection, continuing education and workplace learning has become increasingly important in modern times. Changing technology, population aging, changing retirement age, increasing requirements for skilled laborers, and job reduction has given rise to increasing job loss of older workers. Unlike past decades it is no longer anticipated that an employee will spend their entire career with one company and leave at retirement. Job loss for older workers can be more difficult and challenging than it is for younger workers.

Roers and O’Rourke in “Health, job loss and programs for older workers in Canada” examine the impact that unemployment has on older adults’ health and review the employment programs available to this group. These retraining assistance and continuing education programs are invaluable for older workers to adapt and to continue to feel useful in society. Some businesses are starting to assist their employees in upgrading their skills while on the job. Continuing education courses are helpful for upgrading as long as the choice of courses is beneficial. This decision no longer needs to be left up to the employee. Employers can now help guide employees to get the learning necessary to keep their workforce competitive. John Stewart examines how portfolios can be used to direct workplace learning. His article details how using a portfolio benefits both employee and employer.

Career decision making and choice can be a life altering task. While most make this decision while they are young and single, there comes a time similar decisions must be made with a partner in mind. Decision making becomes increasingly difficult when the needs, values, and career of a partner collide. Brosseau, Domene, and Dutka investigate the impact and connection that partner involvement has in determining career decision making difficulties. Their findings about the roles and involvement of the partner will help counsellors assist their clients in recognizing these impacts and take steps to address them. Satisfaction with career choice whether individually or with

a partner is important to work enjoyment. The modern workforce allows both genders to cross over into jobs not typical of their gender. Both men and women still encounter barriers and stereotypes which can affect their satisfaction with their career choice. Twomey and Meadus explore the world of nursing and the men who made the decision to enter this field. The findings from this study provide new information that can assist in attracting men into the nursing profession, as well as guide recruitment, retention and career development strategies.

The work world is complex and employees will face new challenges upon entering the workforce. Transitioning from post secondary to the workplace is filled with expectations, misunderstandings and disappointments. While some employees have gained experience in their chosen position, many will be coming in with a clean slate. Because of this there can be disconnect between the expectation of new employees and the realities and workings of the organization. Carolin Munro examined this occurrence and proposes a template for fostering academic-business partnerships which will ensure new recruits in the professions receive positive experiences. This edge should allow new employees to excel in their chosen fields, as well as benefit the employer by creating an attractive work environment for potential workers.

The difference between those workers who attain supervisory roles is discussed by Robert D. Hiscott. He examined the patterns and factors that influence supervisory experiences. The findings indicate that the likelihood of receiving a position is not equal across the board. Challenges also arise when employees have to leave their country for work terms and then return. Adjustment to foreign cultures and culture shock has been researched, and many businesses have plans to account for this when sending their employees to other countries. What is lacking is information on what employees' experiences when they return home. Having adjusted to the culture they were working in, sometimes over many years, the changes they will experience once they returned home are at times unanticipated by both the worker and the employer. Susan MacDonald and Nancy Arthur bring awareness about the repatriation experiences and adjustment strategies that employees use when returning to Canada. Their work shows why it is necessary for employees to have a positive and effective repatriation experience.

The time of having one job at a time has become impossible for many individuals in Canada. On the other hand, some individuals seek out self-employment rather than work for someone else. What is it that brings people to belong to one of these two atypical employment categories? Simard and Chenevert answer this question by identifying factors that influence individuals towards one of these two categories. Their findings are of importance to business who want to retain their employees, as well as satisfy their employers expectations.

With all the challenges, barriers, and changes occurring in the world of work, it no longer looks like what it was at the beginning of the century. In 'New realities in the work world: the impact on workers and on the professional practice of career counsellors' the authors provide us with descriptions of how the work worlds has changed over the last half century. We are introduced to new types of employment, career path diversity, complexity of career choice, and how work is now socially represented. They then show how all of these changes are impacting the practices of career counsellors.

The following pages will allow the reader to explore the numerous facets of career development research in Canada. While these articles highlight the wide variety

of career research occurring across the country – it is only the beginning. The next decade of career research will undoubtedly push new boundaries. Boundaries which we do not even understand exist.

Our economy and the economic realities around the world will challenge career practitioners to develop new and existing programs to meet the needs of society. It will further challenge researchers to delve into the new and uncharted waters of career research. We hope you enjoy the following chapters.