



## Editorial

Welcome to the second digital edition of The Canadian Journal of Career Development. You are in for a treat as this edition is the longest in the history of the journal. The articles within contain a vast array of topics that are gaining increasing attention in the career development world.

Three articles within focus on career decision making, employment, and post-retirement. In the first article *The relationship between vocational self-concept, ego-identity development, and vocational decision-making* the reader is introduced to the concept of how vocational identity impacts students developmental and career decision-making processes.

Transitioning into the work world, Martha Reavley and Denise Ghanam examine how labour market information training impacts workers perceptions of their job self-efficacy. Being unemployed or laid off is stressful enough but looking for a new job can be worse for some individuals. There are plenty of helpful tips and career counselling programs for those looking for help, yet how effective are they in isolation and in relation to individual personality characteristics? Reavley and Ghanam explore the relationship between a person's competence and confidence in looking for employment and how labour market information is presented to them. Could this new information lead to new methods of counselling?

Moving to retirement, how does one decide to go back to being employed after retiring? What factors are at play to make people choose to re-enter the workforce? In *Determinants of post-retirement employment: Canadian evidence* Robert D. Hiscott looks at these questions. Knowing what factors could lead to 'bridge' employment is very beneficial to not only counsellors but also to the retirees who could be affected and Hiscott explains the benefits to both employers and employees of this increasing trend.

Youth today are requiring more information about careers and looking for assistance to find employment that matches their skills and competencies. At the same time employers are continually having problems finding workers with the skills to fill available positions. Lorraine Godden examines how two notation career education policies and curriculum documents work to achieve a better match between skills that young people acquire in school and those that are actually needed in the labour market.

In relation to youth, Dr. Peter Dietsche continues his research on career planning of Ontario grade 10 students and provides a look at this topic from the students' perspective. Just how important is career planning to students? Do they see it as beneficial? What kinds of information are they looking for are just a few of the questions Dietsche answers for us in his article. His conclusion also provides additional support as to why experiential learning should be incorporated into more schools.

The need for skilled immigrant workers has been all over the news this year. In the article *The experiences of mainland Chinese immigrant professionals who believe they have made a successful transition: strategies that help or hinder* we are shown the structural and personal barriers that Chinese immigrant professionals face when working in Canada. In order to keep these professional immigrants here and to continue to attract new people, learning from those who made a successful transition is just as important as learning from those who didn't.

Cultural, social, and community identity can closely impact on how individuals find and keep employment. Our Canadian indigenous people are no exception and can often have unique experiences when it comes to finding employment. In *Intersections of career development and post secondary education for indigenous students: exploring the integrity of social and cultural issues* Stewart and Reeves examine the complicated relationship of career development and post-secondary education for indigenous students. A number of questions are addressed - What are the main issues at play? What are the implications for career develop-



ment for this group? What guidelines need to be changed to service the career needs of indigenous students in Canadian universities is addressed.

Our final article is a continuation from the research in motion section of Vol 12 (1). In part II of *Creating hope, opportunity, and results for disadvantaged youth* Acker and Rowen recount the development process of the Pathways to Education program and tantalize you with what it has achieved, their results to date, student achievements, and provide us with the voices of young people who have gone through the program. This article will be of interest to anyone who counsels students, youth, or has a vested interest with youth.

As we end 2013 with this edition, I would like to extend my gratitude and appreciation to all of our peer-reviewers & the authors who have submitted work to The Canadian Journal of Career Development. Without you and our peer-reviewers this journal would not be able to continue and grow as it has over the last 13 years. My associate editor and I look forward to the coming years and to continuing to provide articles of interest to career development professionals and Canadian workers.

Finally a call to the profession, as the journal continues to grow we are looking for additional peer-reviewers to provide feedback and guidance on submitted work. With the vast array of topics submitted to the journal, we are looking to broaden our reviewer database so to better match our peer-reviewers to article topics. If you are interested in becoming a peer-reviewer for the journal please contact associate editor Diana Leadbeater for additional details.

Robert Shea  
Founding Editor