

CJCD:

Can you tell me a little about your own career development?

Stu:

Like most career counsellors (I suspect), I did not plan to be a career counsellor. I actually planned to be a clinical psychologist and got my first job as a psychologist in the Ontario psychiatric hospital in London. I was assigned to the after-care department and was responsible for group counselling of patients before discharge, help them get and keep jobs, and counselling them and their families. I enjoyed the work very much, but when I became engaged to be married I realized that I had to find a job that paid better. I was able to get a job as a career counsellor in Canadian General Electric (CGE), which I also enjoyed very much. Subsequently, I worked in human resources departments in Ontario Hydro and R. L. Crain Limited. In 1962, I won a competition to become the Chief of Small Business Management Training in the Federal Department of Industry, and organized a national small business management training program. This gave me a great insight into policy-making, how governments operate and how to promote national programs. In 1965, I was asked by the Federal Department of Labour to organize a national committee to make recommendations on career counselling in technical and vocational education. Gerald Cosgrave drafted the report which the committee unanimously accepted, and which served as a national discussion paper. In 1968, I was appointed Executive Director of Saskatchewan NewStart which was established to create new methods of adult training and counselling. One of our products was Life Skills training. In 1975, I returned to Ottawa to head up the branch of Human Resources Development Canada that was responsible for career and employment counselling and occupational analysis. I

found many talented people in my branch and enjoyed giving them challenges and opportunities. People like Lynne Bezanson and Phil Jarvis were among them. I quickly discovered that provincial guidance consultants had too little contact with each other and therefore, I established the National Consultation on Career Development. Initially, I restricted it to federal and provincial officials, but eventually opened it to all people involved in career counselling. In 1980, I organized a joint conference in Ottawa of the Canadian Counselling Association and the International Association for Educational and Vocational Guidance. I subsequently became a Vice President of the International Association, and President of CCA. I used some of the profits from this conference to create the Canadian Career Development Foundation. I retired from HRDC in 1986, but was soon engaged by the Foundation to establish the Creation and Mobilization of Career Resources for Youth (CAMCRY) which did an enormous amount of good work in the way of career development research and development. I retired again in 1996 devoting most of my time to my wife's (Joyce) care as she had developed terminal cancer. My current involvement in career development is limited to speaking on career issues at conferences of counsellors in Australia, Canada, Italy and U.S.A.

CJCD:

What have been some of the milestones in career development in Canada over the period of your career?

Stu:

There have been too few major milestones in the development of career counselling over the second half of its first century. Perhaps the first major development was the enormous harm done to career counselling when it switched its theoretical base from occupational psychology to counselling psy-

chology. This prompted a great confusion between career counselling and therapy. We are still suffering from this error. There have, however, been some great accomplishments over the past 5 decades including: the creation of a lot of **counselling resources** (the CCDO and now the National Occupational Classification), CHOICES, The Real Game, The Blueprint for Life/Work Designs, career development curricula, career and labour market information websites, etc. The Real Game and the career development courses are a good sign of program-based approach to delivering career development.

Counsellor training has also improved over the years. I think the greatest impetus was HRDC's competency based training program in employment counselling which trained 2000 counsellors, but also set a curriculum adopted or adapted by both colleges and universities. It is worth noting that although we have a very successful annual conference on career development (NATCON), we do not have a national association of career counsellors. **The organization of the delivery of career counselling** has generally been a disappointment. Some provinces did establish promising career resource centres, but generally career counselling is very badly organized in Canada. In 1980, HRDC adopted a **policy on counselling** which served a useful purpose for several years, but it seems to me that few organizations currently have such a policy and that needs to be rectified - thankfully the Canadian Career Development Foundation is leading a national and international project to promote the formulation of career development policies.

CJCD:

From your perspective, what is some of the current thinking ongoing in the career development community in Canada?

Stu:

I can't really answer this question as I am not now in communication with key Canadians in career development. I would have to question your term "career development community" as I am not sure that there is as much cohesion as your term would suggest.

CJCD:

What do you think some of the challenges for the future will be?

Stu:

I believe that future career development will be influenced by research being done in **neuroscience**. I believe that such areas as decision-making, optimism, risk-taking, etc. are going to be revealed as by-products of our DNA material. These findings will greatly inform the future creation of better career counselling methods. I also think that we will learn a lot from research in **chaos theory**. For example, the principle that we cannot predict the future has great implications for career planning. The idea that we are interacting within ourselves and with others and that new characteristics emerge from these interactions is a welcome promise to re-invigorate trait-factor theory. Only Danielle Riverin-Simard appear to be aware of this. I would hope that there will be better organization structures for the delivery of career development. Governments are currently trying to replace counselors by **Internet-based** programs, but they currently rely on providing information. I hope they will eventually be able to create intelligent, animated, interactive counselling programs. I would also like to see the development of minimum standards for a career development service. I know that some people are working on minimum standards for counsellors, but I would also like to see standards for the services that schools and agencies should provide. I think such standards would be a great help for counsellors and clients alike. Along with the standards there will be an accreditation body that will give a seal of approval to those services meeting the standards.