

**Why is it important for  
young people to engage in  
career development?**

# What is Career Development?

**The complex process of managing life, learning, and work over the lifespan**

(Department of Education and Training ,  
<http://www.pssfw.myskills.gov.au>)

# **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...*

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

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

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

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

1900s



1950s



2010s



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



Three generations of the Heston family — Bill, Jr., Jim, and Bill, Sr. — on the family farm near Stokes Mountain, North Carolina in the late 50s. Photos from Neighbors by Arnie Liebman, photos and content copyrighted by Arnie Liebman.



# 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**

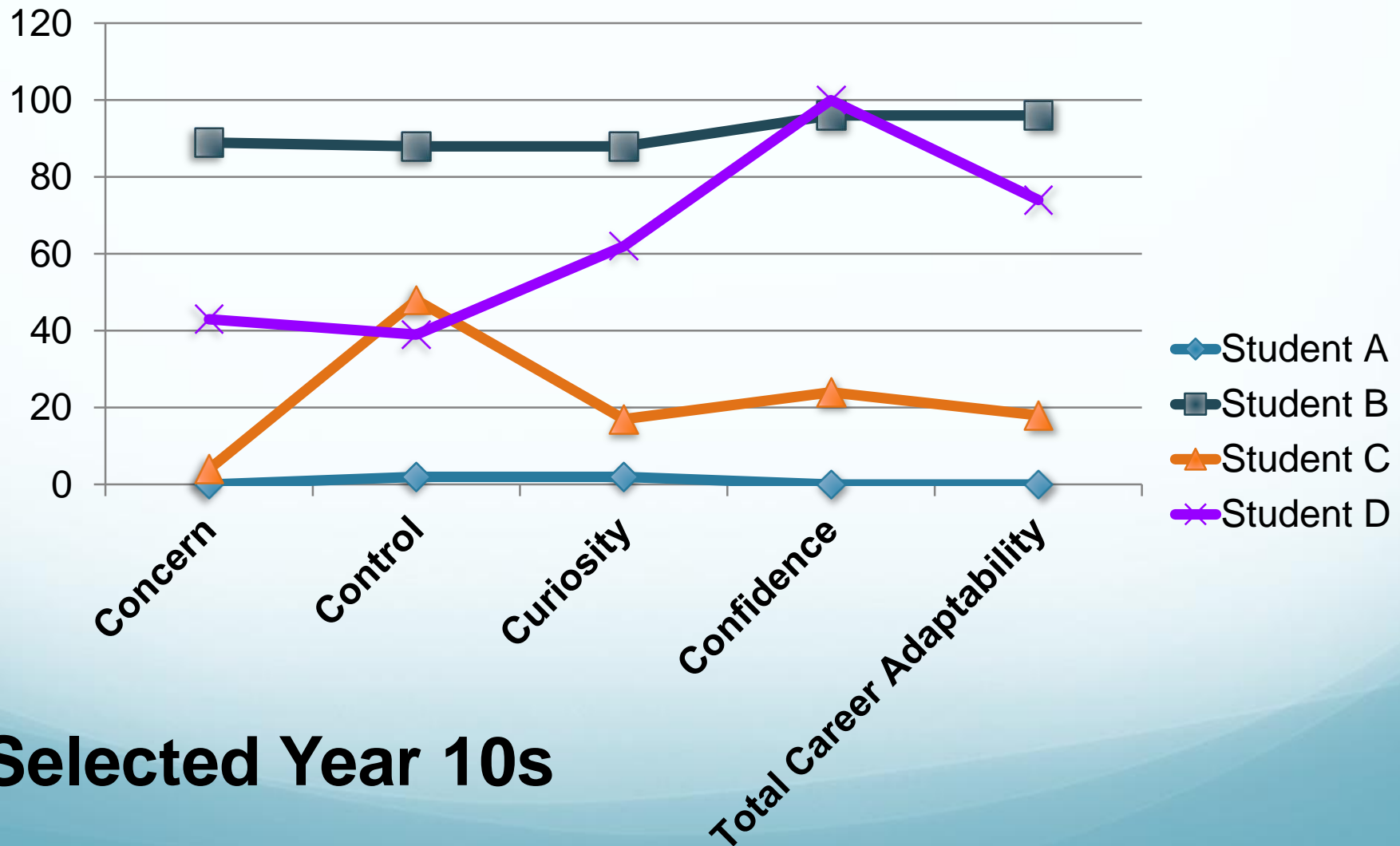
**Curiosity**

**Confidence**

# Young people differ in career adaptability

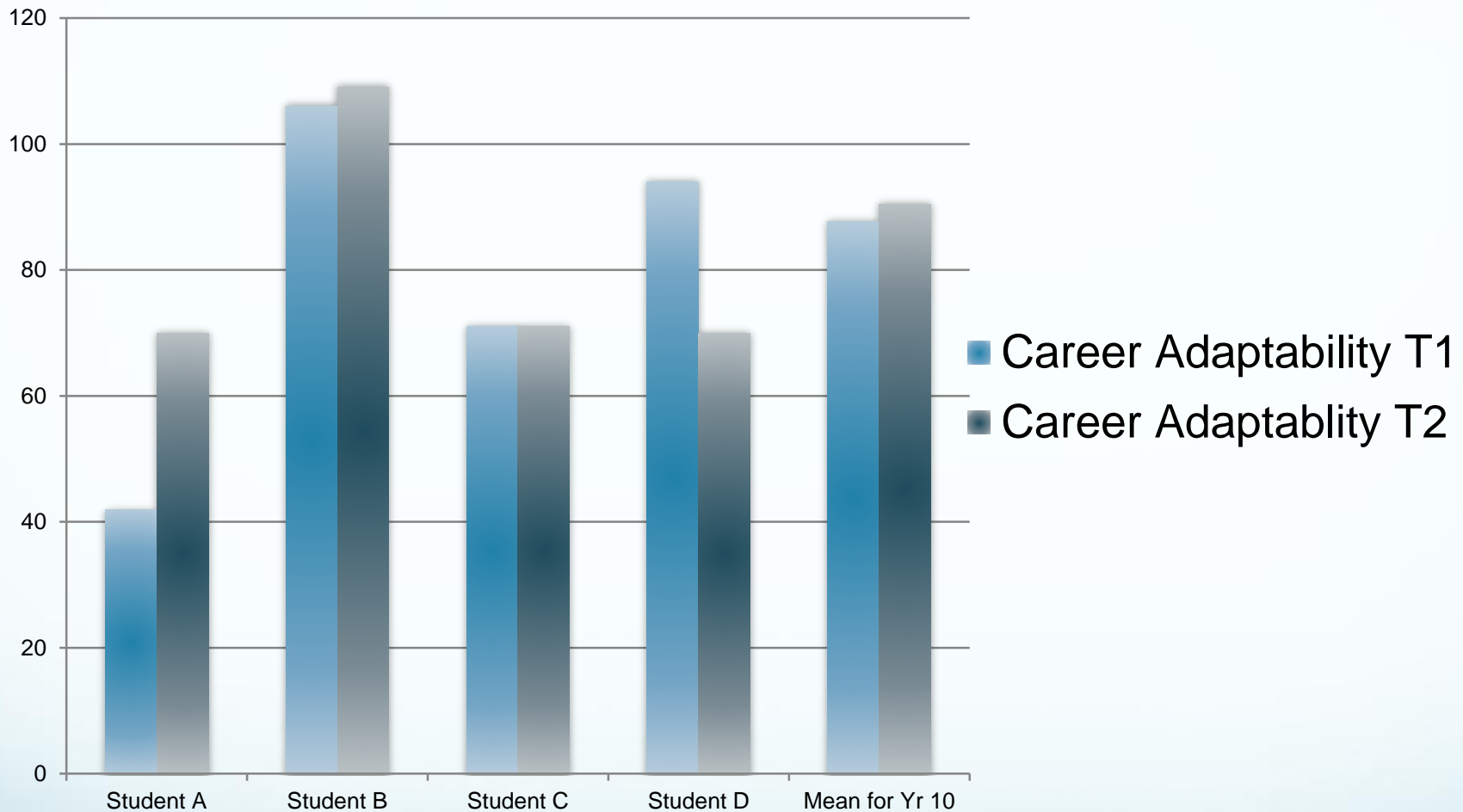
This is why it is important for young people to engage in **intentional** career development.

# Young people differ in career adaptability



**Selected Year 10s**

# Overall Intentional Career Development Works



This why it is important for young people to engage in **intentional** career development

# Sample Content for Developing Student Career Adaptability

Concern	Control	Curiosity	Confidence
<ul style="list-style-type: none"><li>• Look ahead to a vocational future</li><li>• Anticipate vocational development tasks</li><li>• Recognise today's choices influence tomorrow's options</li><li>• Prepare for the future</li><li>• Plan flexibly</li></ul>	<ul style="list-style-type: none"><li>• How to make, monitor, review and refine decisions, e.g. subject choices, extra-curricular activities, volunteering</li><li>• Experience decision making, e.g. initial career and course preferences</li></ul>	<ul style="list-style-type: none"><li>• 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</li><li>• Information seeking behaviours</li></ul>	<ul style="list-style-type: none"><li>• Working up to one's abilities</li><li>• Learning new skills</li><li>• Solving problems</li><li>• Overcoming barriers and obstacles</li></ul>

# 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](http://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

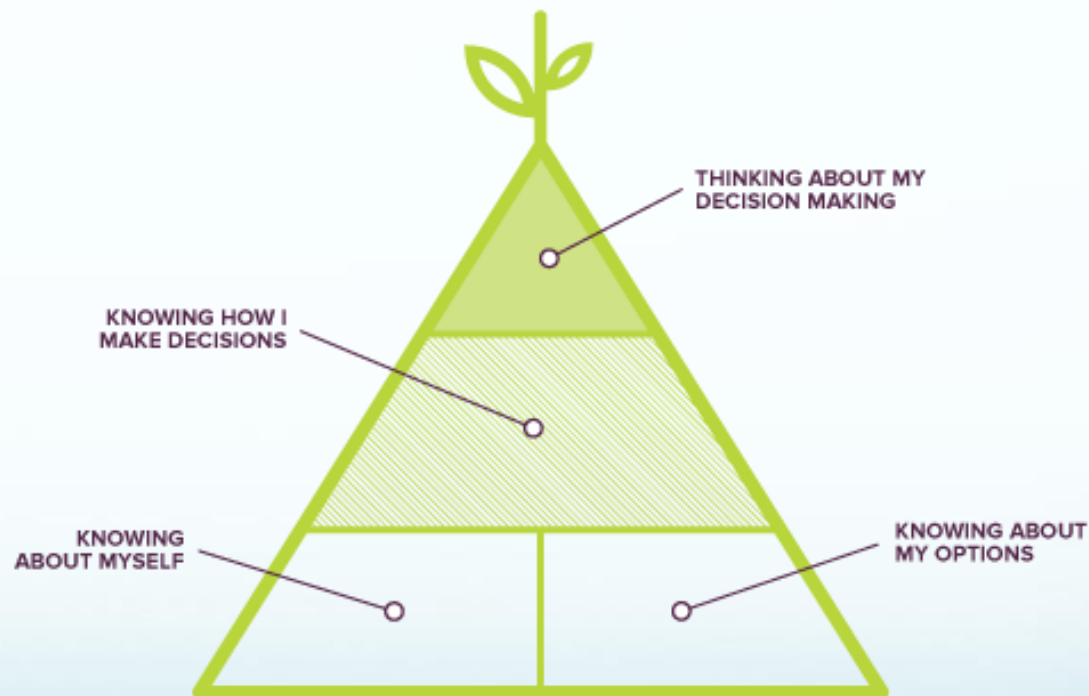


FIGURE 1

What's involved in career choice

# How to make career decisions

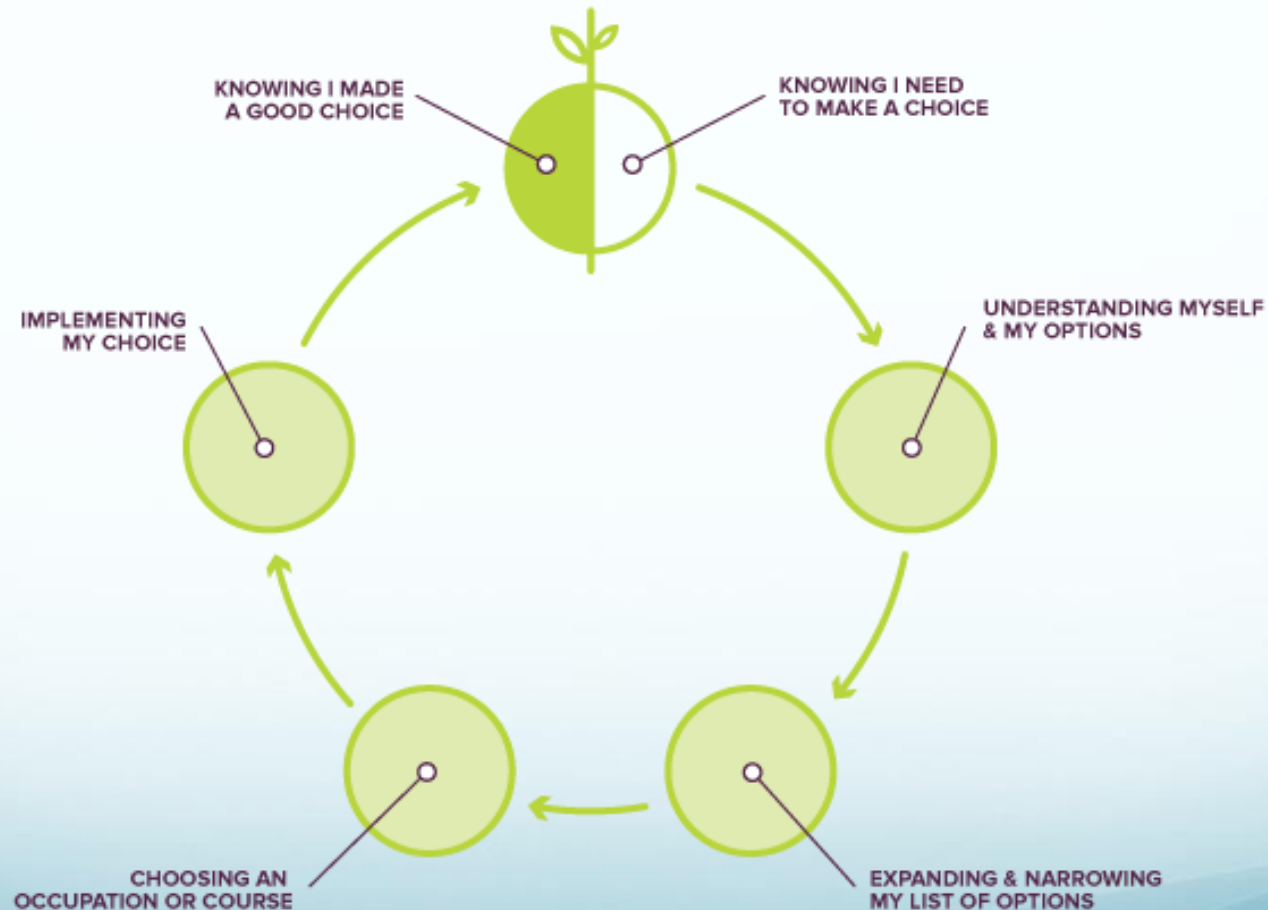


FIGURE 2

**A guide to good decision making**

## Ways of Working with students to Develop Career Adaptability

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