
*Reconstructing our Conceptual
Framework of Career
Development*

Robert Shea

Assistant Professor, Faculty of Education

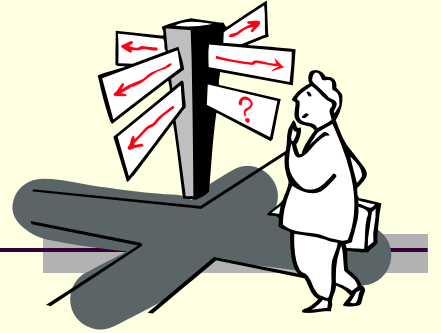
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Career Definition

Career Development for purposes of this presentation is a macro term that incorporates, employment counselling, career planning, career advising, and career counselling.



You will come to a place where the streets are not marked. Some windows are lighted but mostly there darked.”

*Dr. Seuss
Oh the places you'll go*

The time has come

- Why must we reconstruct our thinking about career development
 - The world of work has changed dramatically over the past 10 years. (**Especially in Newfoundland & Labrador**)
 - The new employee of today is not expecting a full time job rather a series of contractual jobs
 - Demographic trends point to a war for talent. Calls into question how we as employers must recruit and retain talent

Reconstructing.....

- We risk wasting the talents and skills of our citizens (young and old alike) if we do not provide effective support and guidance
- Multiple careers are the way of the future
- Career transition supports for those that are retired are critical if we are to enhance our human capital.
- Lifelong learning is an axiom that is used everyday yet we have not provided the requisite supports to effectively make those decisions.

Occupationalism

- John Krumboltz of Stanford University has coined the term occupationalism. In his estimation we have seriously undervalued many career pursuits in our quest for lifelong career success.
- I would further suggest that we have ghettoized the notion of arts and science in the same way. We must value an individual's strengths and values as an indicator of career choice.

Experiential Learning ?

- Why is it that such a basic concept incurs so much misunderstanding ?
- The terms experiential learning, practice oriented education, cooperative education, internships are based on adult education theory that has existed for years. It has as it's main premise that learning by doing with a reflective activity engages learners.

The erudite thoughts of a new academic ..

- We must construct a new paradigm for career development.

This new paradigm must include the following equation.....

Individual competencies + work experience +
volunterism + effective guidance = successful
life/work

What can we do in the future....

- Value the role of career development as a key component of the social and economic development of this province.
- Enhance funding for career advisors
- Redesign all part time/summer employment to incorporate learning contracts and reflective learning practices.
- Provide effective career support to all educational institutions in the province

And.....

- Enhance the number of cooperative education and experiential learning opportunities available to young people across the educational sector.
- Finally, create a mechanism that ensures labour, industry, non profit, government and educational institutions meet on a regular basis to follow the changes outlined above



*“You can get so confused that you start
into race down long wiggled roads at a
break-necking pace.”*

Dr. Seuss

*Thanks for this
and have a great
conference!*

