FEM 4113
Career guidance and advising

Where your talents and the world's needs cross, there lies your vocation."
Aristotle
Put the pieces together.
"It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.” —Charles Darwin
Generations at Work

<table>
<thead>
<tr>
<th>Retiring from the work force</th>
<th>Middle to end work force</th>
<th>Beginning to mid work force</th>
<th>In K-16 education system</th>
</tr>
</thead>
<tbody>
<tr>
<td>63-84 years old</td>
<td>46-62 years old</td>
<td>26-45 years old</td>
<td>6-25 years old</td>
</tr>
</tbody>
</table>

Veterans or Traditionalists
1922-1943

Baby Boomers
1944-1960

Gen Xers
1961-1980

Nexters or Millennials
1981-2000
Job, occupation, vocation

JOB, OCCUPATION, VOCATION are used interchangeably to indicate activities of employment and employment positions (Zunker, 1990)
JOB (kerja)– GROUP OF SIMILAR POSITION, many person do one job
POSITION/OCCUPATION –
Pekerjaan, referring to a person’s regular work, means of earning a living
VOCATION – the psychological conception of work as the behaviour on individual person
Discuss

- What is your parent’s occupation?
- What typical work they do?
- What is the vocation?
Principles of Frank Parsons

- It is better to choose a vocation than merely to hunt a job.
- No one should choose a vocation without careful self-analysis.
- Youth should survey many vocations, not just drop into a convenient or accidental position.
The Parsonian Approach

- **Step 1**: Develop a clear understanding of yourself -- aptitudes, abilities, interests, resources, limitations, and other qualities.

- **Step 2**: Develop knowledge of the requirements and conditions of success, advantages and disadvantages, pay, opportunities, and prospects of jobs.
Kids have dreams

I can't wait until I get a real job.

Oh? What kind of work do you want to do?

I don't know...

Something that interests me, of course... something worthwhile... something that contributes to society, that makes a difference.
CAREER

Career refers to the pattern of activities that make up a lifetime of work, learning and leisure.

Career is a lifelong sequence of work, educational, and leisure experience (Joslin, 1984)

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The word career identifies and relates the many settings in which people find themselves and the role they play – student, worker, consumer, parents and the events which may occur in their lifetime such as job entry, marriage and retirement.
Example of career (in context)

“My career has included teaching, counseling, graduate study, foreign travel, and many volunteer activities”
What a Career is:

- The sum total of your experiences, paid and unpaid, formal and informal
- You are already in career development
A Career is not

- A job
- A straight line
- A prescription
- A profession
Definition of Work (Super)

- **The systematic pursuit of an objective valued by oneself and desired by others; directed and consecutive, it requires effort. It may be compensated or uncompensated.** The objective may be intrinsic enjoyment of work itself, the structure given to life by the work role, the economic support which work makes possible, or the type of leisure which it facilitates.
Career guidance “is an organized, systematic program to help the individual develop self understanding, understanding of societal roles, and knowledge of the world of work … emphasizes the process of planning, decision making, and implementation of decisions” (Srebalus et al., 1982, p.255)
Career guidance

Career guidance is the utilization of techniques including individual, group work and a variety of media for the dissemination of occupational information, and modification of existing curriculum to meet student needs. It assists in career planning and decision making; enables the students to view lifestyles and personal satisfactions, and investigates education, work and leisure activities.
Career guidance touches all aspects of human life, for it has involved political, economic, educational, philosophical, and social progress and change.

Career development is the total constellation of psychological, sociological, educational, physical, economic, and chance factors that combine to influence the nature and significance of work in the total span of any given individual.
Includes all counselling activities associated with career choices over a life span. In the career counselling process, all aspects of individual needs (including family, work, and leisure) are recognized as integral parts of career decision making and planning (Zunker, 1990)
CAREER COUNSELLING

Is a process progressing through four phases: self exploration and discovery; occupational exploration; deciding upon alternatives and goal setting; and identifying resources and facilitating a research process.
Who seek career advise, guidance, counseling?

- **INDECISIVE**
  a person which such personal characteristics as anxiety, self doubt, lack of sense of personal identity which interferes with rational decision-making

- **UNDECIDED**
  Person who is simply undecided about their occupational choices due to insufficient information about the world of work and/or themselves

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Career development

A lifelong process which involve a series of experiences, decisions, and interactions, and which, taken cumulatively, result in the formulation of a viable self concept and provides the means through which that self concept can be implemented both vocationally and avocationally.
Career Development

- The lifelong psychological and behavioral processes and contextual influences shaping one’s career over the life span
- A person’s creation of a career pattern, decision-making style, integration of life roles, expression of values, and life-role self-concepts
Career Development

The lifelong process of developing work values, crystallizing a vocational identity, learning about opportunities, and trying out plan in part time, recreational, and full time work situations (Tolbert, 1980)
Career Development Interventions

- Activities that empower people to cope effectively with career development tasks--
  - development of self-awareness
  - development of occupational awareness
  - learning decision-making skills
  - acquiring job search skills
  - adjusting to choices after their implementation
  - coping with job stress
Career Development Program

- A systematic program of counselor-coordinated information and experiences designed to facilitate individual career development (Herr & Kramer, 1996)
CAREER EDUCATION

A comprehensive educational program focused on careers which begins in childhood and continues through the adult years. It provides job information and skill development and helps students to develop attitudes about the personal, psychological, social and economic significance of work.
Career Education

- The systematic attempt to influence the career development of individuals through various types of educational strategies -- including:
  - provision of occupational information.
  - infusion of career concepts into the academic curriculum.
  - offering of worksite-based experiences.
  - offering career planning courses.

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Pendidikan Kerjaya

Program pengajaran yang menyeluruh dan tersusun yang membolehkan pelajar memperoleh pengetahuan, kemahiran dan atribut lain bagi membina rancangan peribadi yang bersesuaian untuk pembelajaran jangka panjang, produktif dan menguntungkan khususnya dalam masyarakat yang sentiasa berubah bersesuaian dengan minat kebolehan mereka (Sidek, 2002, p258)
Oleh Majlis Kaunseling & Kerjaya, IPTA

■ Bimbingan Kaunseling & Kerjaya

Merupakan khidmat membantu individu dalam proses pemahaman diri, penerimaan diri, membuat perancangan masa depan dan mengurus halangan yang mengusutkan fikiran di samping bimbingan cara penyelesaian masalah yang dihadapi.

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CAREER PLANNING

is an ongoing process that allows for change of directions as individual needs change and/or situational circumstances cause change … (allowing for) greater opportunity for fulfillment in life (Zunker, 1990).
CAREER PLANNING

A three phased process involving assisting the individual to develop as complete an understanding of himself as possible, as complete an understanding of the world of work as possible, and then assisting him in integrating these so that effective decision can be made.
Career and Health

- High levels of career uncertainty and occupational dissatisfaction are positively correlated with high levels of psychological and physical distress (Herr, 1989).

- High levels of unemployment are associated with increased rates of chemical dependency, interpersonal violence, suicide, criminal activity, and admissions to psychiatric facilities (Herr, Cramer, & Niles, 2004).
Career Choices

Interest
Goals
Salary
Education
Preparation
Skills
Planning
Career Counseling

- A formal relationship in which a professional counselor assists a client or group of clients to cope more effectively with career concerns through
  - establishing rapport.
  - assessing client concerns.
  - establishing goals.
  - intervening in effective ways.
  - evaluating client progress.
Definition of Career Counseling (Brown and Brooks)

- **Career counseling** is an interpersonal process designed to assist individuals with career development problems.
Benefits of careers education and guidance

- Provides policymakers with an important means to achieve a wide range of public policy goals
- Supports local, regional, national and global economies through workforce development and adaptation to changing economic demands and social circumstances
- Assist in the development of societies in which citizens actively contribute to their social, democratic and sustainable development.
How does careers education and guidance contribute to government policy goals?

- Economic development
- Labour market efficiency
- Efficient investment in education and training
- Lifelong learning
- Social inclusion
- Social equity
The World Is Flat

Types of jobs that will be in demand for a long time to come:

- the great **corroborators**
- the great **leveragers**
- the great **synthesizers**
- the passionate **personalizers**
- the great **localizers**
- the “green ones”
- the great **explainers** and
- the great **adapters**.

Thomas Friedman, *The World Is Flat*, 2005

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Friedman and Collins

- “The World is Flat”
  T. Friedman - Education is a process not a place. Security is still an important concept for employees. However, employee security should be developed by moving away from reward for lifetime employment and towards concepts which invest in lifetime employability of employees.

- “Good to Great”
  J. Collins - Those HR programs which make the difference between good and great are those policies and ideas which support the employer’s strategic interests and invest in business simplification.
Conclusion on definitions

- The terms vocation, occupation, and job are used interchangeably to indicate activities and positions of employment.
- Career refers to the activities and positions involved in vocations, occupations, and jobs as well as to related activities associated with an individual’s lifetime to work.
- Career counseling includes all counseling activities associated with career choices over a life span.
- Career guidance encompasses all components of services and activities in educational institutions, agencies, and other organizations that offer counseling and career-related educational programs.