

THE CAREER COUNSELLOR

A Publication of the Canadian Guidance and Counselling Foundation

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CAREER COUNSELLOR TRAINING - LOOK WHAT'S COMING!!

The Creation and Mobilization of Counselling Resources for Youth Program (CAMCRY) of the Canadian Guidance and Counselling Foundation (CGCF) is first and foremost a program to stimulate creative research and development in the area of career education and career counselling. For almost three years, over 140 Canadian researchers have been concentrating their research efforts on a piece of the career counselling domain. CAMCRY research projects number over 40, each of which is endeavouring to contribute, in an applied way, to the understanding and practice of career counselling. This represents a very significant and unique burst of new energy and new methods into this discipline.

What will be different for the school counsellor, counsellors in community agencies, classroom teachers and youth helpers when these projects are completed late this year or early in 1993? What can the career counselling community expect as a result of CAMCRY?

There will be many exciting advancements: materials, methods, approaches, programs and even classroom credit courses. A key contribution which, in a sense, is the umbrella for many of these advancements, will be the availability of a comprehensive career counsellor training program which is accessible, affordable and current.

Such training in Canada is needed and hard to find. Many highly qualified counsellors, in all settings, lament the paucity of solid training programs to assist them to help others in the career/work dimensions of their lives. Many teachers, youth helpers and counsellors are expected to be proficient in career development and counselling without any specialized training.

This expectation seems to stem from tired perceptions of career development as the giving of straight-forward information, which somehow the receiver can logically manipulate into an appropriate career decision which will be good for life.

E. Cook describes a very different reality: "Career development is much more than helping people make a living; it is assisting people to make a life - this includes, of course, information processing, but it fundamentally includes self-concept, life themes and personal identity" (Cook, E. (1991). Annual Review: Practice and Research in Career Counselling and Development - 1990, *The Career Development Quarterly*, 40, 99-125) - scarcely material for little or no preparation.

The CAMCRY Mission

CAMCRY is dedicated to assisting young Canadians to achieve personally meaningful career development and equality of opportunity, thereby enabling them to contribute to social and economic development.

CAMCRY:

- *undertakes research in career development*
- *promotes excellence in career education, counselling and counsellor training and*
- *builds partnerships among organizations concerned with the advancement of career development practice*

The Career Counselling Training program will be built from several types of projects which have been part of CAMCRY innovations. Consider these potential training applications:

- Classroom and Co-op teachers challenged to infuse career/work into their subjects using experiential learning will find that the course on Group Counselling and Life Skills will respond directly to these needs. Life Skills include job adaptation skills such as flexibility, adaptability and team-building.
- Counsellors and teachers who work with at-risk youth who are almost always struggling with low self-esteem, poor motivation and a limited capacity to project themselves into a hopeful future will be helped by the course and the methods in Career Development and Special Populations.
- Guidance and community counsellors assisting students/clients to use less traditional methods such as fantasy, simulation, narratives and metaphors to explore their life/career directions will find they benefit from the core course in Career Counselling and Meaning-Making.
- Labour Market Information Management and Tools will be helpful to practitioners and teachers in a variety of settings.

Each course will be taught at the professional level, fresh with new ideas, methods, based on current research findings and rigorous in its requirements for proficiency.

Ease of access will be extremely important. The courses will be in modules and may be delivered in several creative formats. The vision is that the courses could be delivered in communities where a minimum of twelve counsellors are willing to commit to training. Distance delivery modes for those parts of the program which can be learned more independently will be encouraged. Counsellor-educators will work with the program to find the right balance.

The CAMCRY training program will recognize career counselling as the demanding specialty it is. It also will stress taking career counselling away from the medical model in which the client/student comes for help because there is something "wrong". Students, clients, counsellors, educators, administrators, and policy makers need to perceive the discussion of self and career as basic developmental activities sought because things are "right" and because clients are making appropriate

CONFERENCE CALENDAR

- ▶ **C.A.C.U.S.S. '92** - Sherbrooke, Quebec, June 7-10, 1992.
Contact: Michèle Roy, George Allard, (819) 822-9614
- ▶ **COLLOQUE '92 de la C.P.C.C.O.Q.** - St-Sauveur des Monts, Quebec, June 10-12, 1992. Contact: Sylvain Bernard, (514) 737-4717
- ▶ **Native Counselling Services of Alberta** - Edmonton, Alberta, June 23-27, 1992. Contact: Chester Cunningham (403) 423-2141
- ▶ **The Canadian Association of Occupational Therapists** - St. John's, Newfoundland, June 29-July 1, 1992. Contact: Jan Fralick, (416) 487-5404
- ▶ **AQISEP, Quebec Academic Advisors** - Ste-Foy, Quebec, September 21-23, 1992. Contact: Jocelyne Bérubé (418) 872-8041

connections between their environments, talents and possibilities to "make their lives" as they want them to be. Good career counselling is about helping people liberate and build on what they have.

The counselling community can begin to anticipate the availability of this training program which is planned for start-up in fall, 1993 - not too far away. Only the leanest description of its many components has been provided here. The community can expect to hear more about the program from CGCF and in future editions of this newsletter which will feature detailed course profiles.

THE CANADIAN GUIDANCE AND COUNSELLING FOUNDATION IS GRATEFUL TO EMPLOYMENT AND IMMIGRATION CANADA FOR ITS SUPPORT.

THE NATIONAL ADVISORY COMMITTEE ON CAREER COUNSELLING

The CAMCRY Advisory Committee has been very active in giving direction to the CAMCRY Program and instrumental to its success. Below is an update on the various activities of each Advisory Sub-committee.

The **Communications Sub-committee** has focused energy on the development of two CAMCRY videotapes. One tape is a brief overview of the CAMCRY initiative (3 minutes) to be used with the CAMCRY display booth. The other tape is longer (7 minutes); it explains the CAMCRY program in more detail and highlights the Career Development Culture. The longer version will be ideal for anyone wanting to provide an introduction to CAMCRY to their association membership, executive or other interested parties. Both productions will be available in English and French and completed in June, 1992.

A major goal of the **Sub-committee on Training and Professional Development** is to prepare groundwork to bring appropriate modules of the CAMCRY training program to its membership. In preparation, Sub-committee members have undertaken to develop a questionnaire which will ask what kinds of skills practitioners perceive themselves as needing, which they would like to acquire, and what are the preferred modalities of training. The results will assist the Foundation to organize the training modules and their delivery modes to best meet the needs of practitioners.

The **Policy and Standards Sub-committee** is continuing its work to develop a resource manual to assist associations and organizations to examine quality of service related to the practice of career counselling. The manual is intended to increase awareness of the importance of explicit standards in career counselling as well as contribute to higher and more consistent guidelines for practice. A draft of the manual is planned for this fall and will be pretested by associations represented on the Advisory Committee.

For more information on the CAMCRY program, its projects or on the partners involved with the CAMCRY Advisory Committee, we invite you to contact the Foundation and order "CAMCRY Projects At A Glance" and/or "CAMCRY Partners At A Glance".

CAREER DEVELOPMENT CULTURE

Career planning and development occurs throughout our lives. It is demonstrated in the more than three million job changes that take place every year in Canada, as well as by the millions of adults who undertake individual learning projects (of which 50 percent are job-related). In this process, every person continually reassesses his/her talents and opportunities in the labour market and the education/training system. With the increased complexity of the labour market and the many transitions demanded of workers, encouraging career self-management is critical.

The Canadian Guidance and Counselling Foundation is promoting the idea of a Career Development Culture as a means of infusing career development activities into all appropriate aspects of our lives. The Career Development Culture will aim to promote an empowerment of individuals by generating ideas around which all of us can organize our thoughts and actions in improving our educational and employment status. The potential of such a movement is very strong. With "social marketing" it would be possible to increase the number of people who are able to:

1. understand the variety and complexity of occupations and career opportunities available within the province, region, or community;
2. understand the relationships between educational opportunities and occupational or career requirements;
3. determine the basic characteristics and qualifications related to preparation for various occupational roles;
4. learn the effective use of a range of exploratory resources and job search skills;
5. develop self-management and self-reliance skills for achieving personal career goals; and
6. learn the means of access to community assistance during periods of unemployment to sustain job-search activities.

PROJECT STATUS

Below is an updated list of the innovations that are being developed through the CAMCRY program. The projects are grouped according to their stage of completion. This information will help keep you up to date on the availability of CAMCRY products.

The first list includes those projects which are currently in the **development stage**:

- Career Counsellor Training
- CRNet Career Resources Network
- NextStep: An Occupational Reality Testing System
- AskAbout Vocational Rehabilitation Counselling
- From A Global Perspective on Female Identity Development Toward a System of Guidance to Meet the Needs of Women
- The Activation of Intentionality for the Realization of Career Plans
- Making Connections: Career Education and Counselling for Parents
- Computer-Assisted Vocational Life Skills for Offenders
- Work Simulations for Students
- Strategic Career Counselling with Low Achievers and Learning Disabled Youth

The second list groups together those projects which are in the process of **field-testing and revision**:

- Goal Setting to Improve Participation, Adherence, and Outcomes in Career Counselling: A Randomized Evaluation
- Collaboration Between Education and Industry to Facilitate Youth Adaptation to Employment
- Pathways for Youth with Learning Disabilities
- The BreakAway Company
- BreakAway Comics
- Interactive Video as a Tool to Motivate Youth for Career Decision-Making
- Social Life Game: Training Developmentally Disabled Youth in Vocational and Social Skills
- A Distance Career Counselling Intervention Program for Teenage Mothers and Pregnant Teens
- Job Skills Simulation
- Youth Life Career Planning
- Skills Plus: An Employability Program
- Counsellor Training in Program Design for Youth Entering the Workforce

- Career Development Strategies for Physically Disabled Students
- Labour Market Integration According to Career Personality Types
- Personality Types and Adaptations to Job Stress
- Careers in Technology: Presenting Career Information Through Interactive Videodiscs
- Why Not Me: Career Development for Youth With Learning Disabilities
- Development of an Internal Locus of Control to Promote the Career Development of Youth
- Breaking the Mould of Occupational Segregation
- Developing the Personal and Vocational Identity of Youth at Risk
- A Distance Education Approach to Career Awareness for Drifters
- Towards the Occupational Integration of Women: A Distance Career Education Program
- Dial-Link: Peer Counselling Outreach Via Teleconferencing
- AskAbout Career Planning
- Career Equity for Youth

The final category highlights the projects with **final products available** - contact CGCF for details:

- Occupational Videos in Demand Skill Trades
- CAMCRY Communication Series

FOR YOUR INFORMATION

CAMCRY is committed to keeping practitioners, educators, policy makers, associations and all those involved in counselling across the country up-to-date on the progress of the CAMCRY program and other CGCF initiatives. If you are interested in receiving future CAMCRY newsletters, publications, and updates please fill out the order form provided, or contact:

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