

Career Development Theory

Course Outline

Introduction

This course provides an introduction to and overview of some of the major schools of thought in career development and transition theories. It is not a comprehensive course in the theories used in career development practice and transition but will provide a foundation/framework for practitioners to use when interacting with clients.

Goal of Training

The goal of the pre-training, in-class/on-line and post-training sections of the course is to equip career development practitioners with knowledge of theories that can be applied to many different interventions used with clients of all ages and backgrounds. The knowledge and practice will provide a framework for both the practitioner and client to have a deeper understanding of clients' life journeys, transitions and choices made or to be made.

Competencies Covered by the Training

This course will meet the following core and specialized competencies from the Canadian Standards and Guidelines for Career Development Practitioners:

Core Competencies

- C3 Career Development Knowledge
- C3.1 Possess Career Development Knowledge
- C3.1.2 Describe major career development theories.
- C3.1.3 Describe how change and transition affect clients moving through the career process.
- C3.1.4 Describe how life roles and values impact career development.
- C3.1.5 Identify major components of career planning process.

Specialized competencies S-3: Career Counselling

- S3.1.2: Explain major theories and models pertaining to career development.
- S3.1.3: Explain major models pertaining to change and transition.
- S3.2.1: Develop a method of practice that is grounded in established or recognized ideas.

Learning Outcomes

At the end of the course and assessments participants will be able to:

- Describe some of the main theories of career development.
- Describe some of the main theories of transition and change.
- Demonstrate application of theoretical models to actual case studies and where applicable integrate components of different theories to one case study.
- Articulate how knowledge of career and transition theories will be relevant and applicable to their work.

Methodology

The course involves intensive **pre-reading** of theories, listening and watching videos and PowerPoint slides on different theories and other materials, to enable participants to fully participate in the training workshop. This pre-reading may take 5 or more hours to complete. **In-class training** will be online in a synchronous manner with all participants on camera. It will be comprised of review of questions from pre-course PowerPoint presentations, large and small group discussion, activities to put theory into practice and a knowledge exam. There will be a **post-training** assignment to put theory into practice with an actual case study. Total hours for pre-, post and synchronous in class learning will be a minimum of 20 hours. **Participants need to complete the pre-course work before the synchronous classes to be successful. The content of the pre-course work will not be taught during the synchronous classes; it will only be open for questions and application.**

Evaluation

Day 2 of the training course will have a multiple-choice exam to assess participants' knowledge of the theories covered in the pre-reading and in-class training.

The post-training assignment will be using a case study to demonstrate:

- Application of career development theories and/or transition theories to an actual client case study.
- Application can combine theories to best describe client situation and interventions used with the client to meet their needs.

Multiple choice exam	In synchronous online class	35%
Case study on cd theory/transition theory or both	Post-training	65%
Total		100%
Passing grade		70%

Synchronous online Class Training Schedule

Day One

Welcome, Introductions, Housekeeping

Overview of Theory

General take-up of pre-reading on a course-by-course basis followed by application exercises.

1. Trait/Factor, Person/Environment Fit Theory
Application exercise
2. Super's Life Span/Life Space Theory
Application exercise
3. Transition Theories
Application exercise

Review of any material from the day to prepare for the exam on day two.

Day Two

Take up of material and questions from Day one.

1. Social Learning Theory
Application Exercise
2. Planned Happenstance Theory
Application exercise
3. Combination of theories

Instructions for Post-training assignments

Knowledge Exam

Evaluation of course and closure