

Best Practises in Intercultural Career Development

Share and learn from colleagues in the field
how intercultural perspectives shape your
career development practise with newcomers.



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Newcomers

Welcoming People from Around the World

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Career development is an evolving profession in Canada and Alberta is one of the leaders with the formation of the CDAA (Career Development Association of Alberta). The CDAA is dedicated to advancing the career development profession in Alberta and, in so doing, ensuring the highest quality of career development services to the public. One of their mandates as a professional association is to set professional standards and act as a credentialing body for career practitioners seeking professional credentials. www.careerdevelopment.ab.ca

One of the biggest impacts on the evolution of career development in Canada has been the diversity of people seeking career development services. The Canadian Standards and Guidelines for Career Development Practitioners is a national project and a current phase they are working on is to ensure that career development is inclusive and recognizes diversity in its practise. A national survey and focus groups were held over the past year and these findings will be used to review and update the current standards and guidelines for career development practitioners. www.career-dev-guidelines.org

Career development is based on a solid theoretical foundation with core competencies development and specialization by career practitioners. For this presentation we are focusing on Kris Magnusson's Career Counselling Model with five critical processes. We reference the Canadian Standards and Guidelines for Career Development Practitioners to situate the best practises in intercultural career development.

Career development allows us to engage with clients in their exploration and journey to reach their career/employment goals and the dreams and aspirations they bring to a new country. This period of transition and change is like a rollercoaster with many peaks and valleys. How we engage with the client depends on where they are on the rollercoaster journey. Our first task is to identify where we are on our own rollercoaster journey of exploration and development in our own career. Also what do we bring to the relationship with the client? Are we clear how our own values, beliefs and life experiences impact our relationship and way of working with the client?

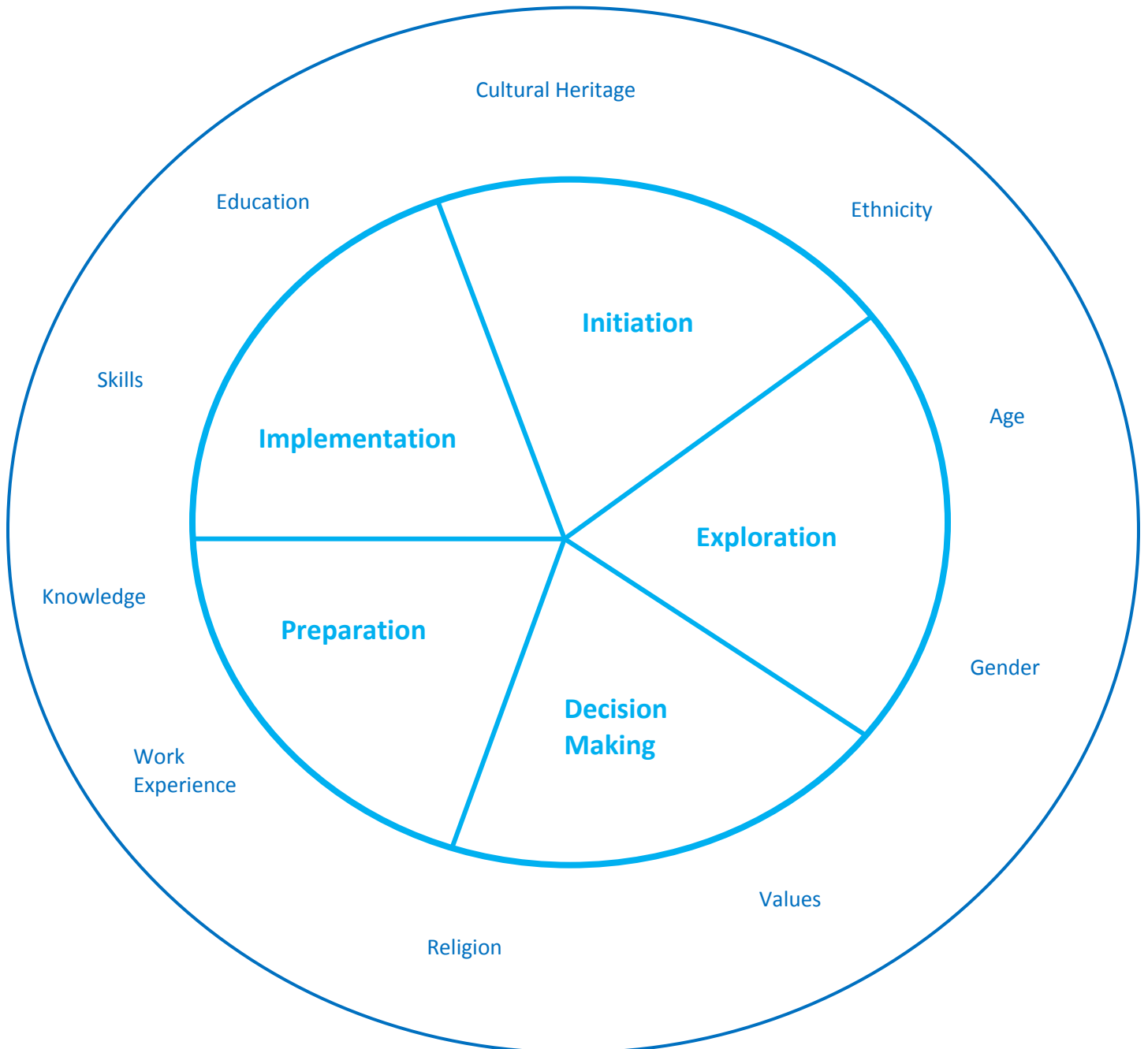


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The Five Critical Career Counselling Processes and Intercultural Counselling

Based on Kris Magnusson's work





The Five Critical Career Counselling Processes

Based on Kris Magnusson's work (1992)

Five Critical Career Counselling Processes:

1) *Initiation:*

- It involves developing strong working relationship between client and counselor
- Renew or create hope- assess presenting issues, assess client motivation for change, what other interventions are needed, other referrals
- Counselor must encourage clients to foster hope and increase awareness of their own situation. *Increase* client awareness of the career planning process and how to work collaborative.

2) *Exploration:*

- Assist the client in gathering a detailed analysis of who the client is and what the client has to offer, and how client's talents and interest can be maximized.

3) *Decision Making:*

- Prioritize or select the most appropriate option from the range of alternatives that client has.

4) *Preparation:*

- This step involve: action plan and steps that will be taken by the client to achieve their goal.

5) *Implementation:*

- The client carries out the action plan.

The process is not linear and the career practitioner and client will move back and forth between the counselling processes depending on many things including what stage of change or transition the client is in; whether they need to make course corrections to their employment/career action plan; what is happening in their lives.

The outer circle refers to all the influences in our lives that go into making up who we are and what our values and beliefs are and how we behave. For each of us the impact of these influences is different. And for each of our clients it is different.



Best Practices for Intercultural Career Development

Based on Canadian Standards and Guidelines for Career Practitioners

Core Competencies:

1. Professional Behaviour

- Ethical decision making, takes into account emotional – intuitive approach and critical – evaluative approach (professional code, laws, legal precedent) and awareness of power differential.
- Know your limits and don't engage in practises for which you are not qualified.
- Solution belongs to the client; let go and be guided by the client.

2. Interpersonal Competency

- Respect diversity including:
 - ✓ Be reflective in knowing yourself; what are your beliefs & values and how did they develop and influence your behaviour. Don't assume that your experience, perceptions, needs & wants are the same as the clients.
 - ✓ Meet the client where they are at in their needs.
- communicate effectively
 - ✓ active listening
 - ✓ differentiate between advising and advise
 - ✓ clarify expectations and be clear about your role
- understand process of change and transition and where client is at in that process of change

3. Career Development Knowledge

- Career Counselling assumes an understanding and acceptance of many mainstream values and perspectives that are not universally accepted by all peoples – Amundson. For intercultural career development this means Canadian approach of client focused and driven means the client does the work. This dovetails with Canadian workplace values of accountability, ownership and self-sufficiency. Counsellor needs to find ways of reducing clients' fear of taking ownership of their process.
- Be able to communicate the building blocks of culture and how this may be different from place to place and how this impacts on the career development process in Canada and the client's ability to achieve their career/employment goals.
- task based training approach; experiential and adult learning model based on clients experiences

4. Needs Assessment & Referral

- Know your community and government resources for referral

Specializations:

Many career practitioners specialize in specific areas of career development including: Assessment; Facilitated and Individual Group Learning; Career Counselling; Information and Resource Management; Work Development and Community Capacity Building.



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Reference List

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www.career-dev-guidelines.org Canadian Standards and Guidelines for Career Development Practitioners