

Training and Credentialing of Career Service Providers in Asia

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U.S.A.

Career Service Providers

- Psychologists and counselors
- Career counselors
- Teachers and career guidance teachers
- Career development facilitators
- Career advisors
- Employee assistance professionals
- Job placement officers
- Career coaches and executive coaches
- Other service providers

Addressing Contemporary Issues

- Rapid and drastic educational, economical, and workforce changes, both locally and globally
- Increased personal freedom and mobility
- Need for skilled and professional workforce
- Growth in service industry (broadly defined)
- Need for higher level managers
- Need for career transferability and mobility
- Increased emphasis on individuality and competition

Contemporary Issues (cont.)

- Changing trends in career decision-making
 - Ability and job assignments
 - Teacher/parental guidance
 - Pragmatic and materialistic orientations
 - Career adaptation due to globalization
 - Person-environment fit
 - Self-agency across the lifespan

Training

- Continuous workforce analyses (to determine what kind, what to train, and how many)
- Establishing educational and training programs to meet workforce demands
 - Degree programs (bachelor, master's, and doctoral levels)
 - Career development facilitator training
 - Short-term certificate programs for specific services
 - Continuing education opportunities

Training (cont.)

- Culturally appropriate career theories, assessments, interventions, and evaluations
- Imported or localized training—a “both-and” approach
- Training of supervision and consultation
- Advocacy for government policies to support career service training for educational, employment, and community settings

Credentialing

- The need for quality control in training and competence
- Forms of credentialing
 - Accreditation (for educational and training programs)
 - Short-term training certificates (for individuals)
 - Licensure and certificates for practice
 - Ethical standards and oversight bodies

Credentialing (cont.)

- Professional organizations taking leadership in credentialing
- International collaboration on establishing standards for credentialing
- Society of Counseling Psychology Globalization Special Task Group (2011-12)
- An “Asian Summit for Career Service Provider Training and Credentialing”

Thank you!

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