Thoughts on Theories: Contemporary Approaches to Supporting the Workforce of the Future

Panel Presentation
Dr. Roberta Neault, Dr. Nancy Arthur, Dr. Jose Domene, Dr. Mary McMahon

Agenda
- Setting the Scene
- Panelist Presentations
- Q & A

SETTING THE SCENE

JEC Special Edition
Goals:
- Brief descriptions of theories in theorists’ own voices
- Legacy JEC issue

By the numbers:
- 1 year process
- 13 articles
- 17 contributors
- 23 annotated references

Contributors

Themes
- Diversity
- Change and Chance
- Contextual Systemic Influences
- Constructing Careers
- Sustaining Engagement
Panelist Presentations

**CULTURE-INFUSED CAREER COUNSELLING**
Dr. Nancy Arthur
Professor, Faculty of Education, University of Calgary

**SYSTEMS THEORY FRAMEWORK**
Dr. Mary McMahon
Senior Lecturer, School of Education, The University of Queensland

**CONTEXTUAL ACTION THEORY**
Dr. Jose Domene
Professor, Faculty of Education, University of New Brunswick

**Thoughts on Theories:**
* A Contextual Action Theory Approach to Career Counselling

José F. Domene
University of New Brunswick

2015 APCDA Conference, Tokyo

**Background**
* Young and colleagues’ Contextual Action Theory (CAT) of human action in daily life
* 15 years of research on:
  * Career development
  * Transition to adulthood
  * Counselling process
  * Other (non-career) applications
Key Tasks for CAT-based Career Counselling

- Establish/maintain therapeutic relationship
- Conceptualize the career concern though a CAT lens
- Implement interventions tailored to how the career concern was conceptualized
- Attend to emotional dimension of the career concern
- Make connections to daily life

CAT Lens: Perspectives on Action

CAT Lens: Temporal Systems of Action

For additional information, see:
Link: http://www.springer.com/gp/book/9781493907724
Career Engagement

Career Engagement is the current emotional and cognitive connection to one’s career. It is a state in which one is focused, energized, and able to derive pleasure from life’s activities. It is realized through the dynamic interaction of challenge and capacity.

Two Routes to Disengagement

Challenge (10 items)
• Motivating Work
• Meaningful Opportunities

Capacity (25 items)
• Work-Life Balance
• Resources
• Work Fit
• Work-Life Boundaries
• Supervisor Support
• Alignment
• Co-Worker Relationships

Measuring Career Engagement

The Survey of Career Engagement: A Mixed-Methods Approach

Demographic information
• e.g., type of organization, location, gender, age

35 questions
• 10 challenge / 25 capacity
• 5-point Likert-type scale
• i.e., strongly disagree to strongly agree

Self-ratings (5-point Likert-type scale)
• Level of engagement
• i.e., very engaged to very disengaged
• Level of being overwhelmed/underutilized
• i.e., very overwhelmed to very underutilized

Research Overview

Purpose
• Canada:
  • Research Career Engagement Model
  • Investigate CE levels of Canadian CDPs
• New Zealand:
  • Replicate Canadian Study
  • Investigate CE levels of New Zealand CDPs
  • Compare New Zealand and Canadian CDPs

Participants
• Canada: 226
• New Zealand: 116

Method (Online Survey)
• Demographics profile
• Survey of Career Engagement
• Self-ratings
Mean: 0.0575
Canada

Mean: 0.0172
New Zealand

For more information see
Journal of Employment Counseling, 48(4) (December 2011)

Thank You

QUESTION & ANSWERS