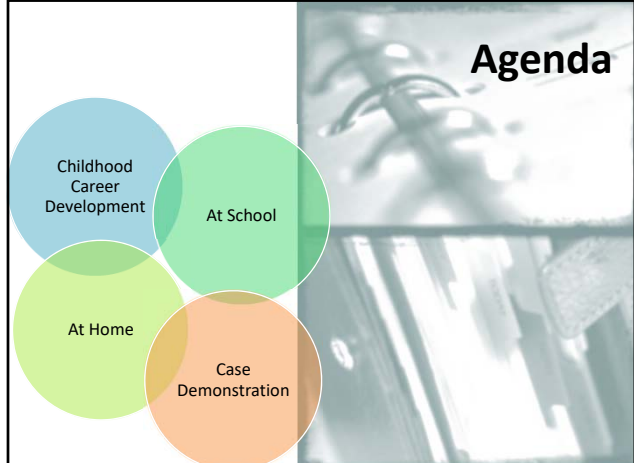


## Childhood Career Exploration: Planting and Nurturing the Seeds of Career Development

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**Presented by:** Dr. Roberta Neault, CCC, CCDP, GCDF-I  
Life Strategies Ltd.



## Agenda

## CHILDHOOD CAREER DEVELOPMENT




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## Early Years

“Career is a lifelong journey that begins in early childhood and takes place over the course of one’s life . . . Children write their own stories. There are many co-authors along the way – family, school, peers, community, and the media. Parents and educators are significant co-authors, integral in the whole process. The roots of career development begin early in a child’s life.”

~ Cahill & Furey, 2017, page 16  
*The Early Years: Career Development for Young Children*  
(A Guide for Educators)



## The Story So Far . . .

- Less research on childhood career development (McMahon & Watson, 2016)
- Additional career and technical education coursework (1 over average) increased probability of high school graduation, college enrollment, employment, and income (Dougherty, 2016)
- High parental postsecondary value and socioeconomic status linked to early consistency in career expectations (Statistics Canada, 2014)
- Consistency associated with greater likelihood of enrolling in postsecondary (within 15 months of graduation) and higher level of educational attainment (at age 25; Statistics Canada)



## Directions for Future Research

- Focus on a younger demographic
- Conduct global, collaborative research
- Investigate theoretical constructs
- Inform evidence-based practice through action research
- Look beyond disadvantaged populations



Source: Watson, Nota, and McMahon (2015)

## Influences on Career Development

- Self-Awareness and Self-Esteem
- Knowledge of the World of Work
- Family and Community, Life Roles, and Role Models
- Hopes and Dreams
- Problem-Solving and Decision-Making
- Media, Books, TV, and Play
- Knowledge, Skills, Abilities, Interests, and Experiences
- Resiliency and Confidence



The Early Years: Career Development for Young Children (Cahill & Furey, 2017)

## Focus Areas

- Development of Self
- Interests & Abilities
- Healthy Relationships
- Change Management, Decision Making, & Problem Solving
- Family and Community Engagement
- Future Aspirations
- Awareness of Work/Life Roles



The Early Years: Career Development for Young Children (Cahill & Furey, 2017)

## CMEC Pan-Canadian Global Competencies

- Critical Thinking and Problem Solving
- Innovation, Creativity, and Entrepreneurship
- Learning to Learn / Self-Awareness and Self-Direction
- Collaboration
- Communication
- Global Citizenship and Sustainability

*CMEC Pan-Canadian Global Competencies Descriptions*  
[http://www.ontariodirectors.ca/CODE-TLF/docs/tel/PanCanadian\\_Global\\_Competencies\\_Backgrounder\\_EN.PDF](http://www.ontariodirectors.ca/CODE-TLF/docs/tel/PanCanadian_Global_Competencies_Backgrounder_EN.PDF)



## Benefits of Childhood Career Education Programs

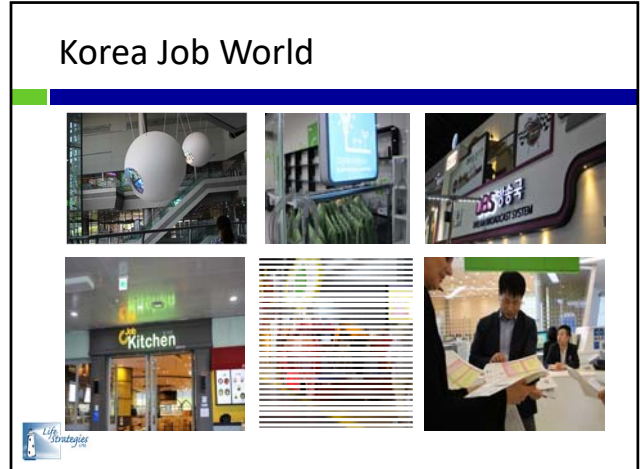
- Increased awareness of choices and options for the future
- Increased understanding of the link between education, qualifications, and work opportunities
- Facilitated opportunities for curriculum and teacher development
- Reduced pupils' gender specific career/role stereotypes
- Provide opportunities to engage parents/carers

Source: Wade, Bergeron, White, Teeman, Sims & Mehta, 2010  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/182663/DFE-RR116.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/182663/DFE-RR116.pdf)

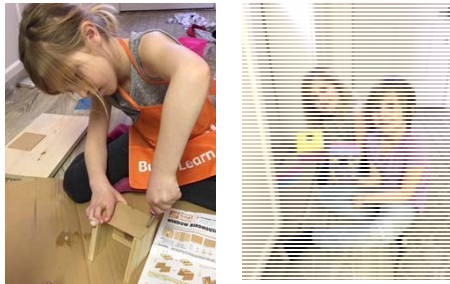
## Age-Appropriate Interventions

- Elementary Career Awareness**
  - Learn from role models and begin contributing to the world around them
  - Promote sense of competence and self-awareness
  - Expand options, explore roles, and link interests to future activities
- Middle Career Exploration**
  - Build awareness of strengths/interests and develop transferable skills
  - Expand options and experience different roles
  - Engage in initial career-planning skill development
- High Career Preparation**
  - Integrate values, interests, and abilities into career decision making
  - Build career-related skills
  - Develop positive work attitude

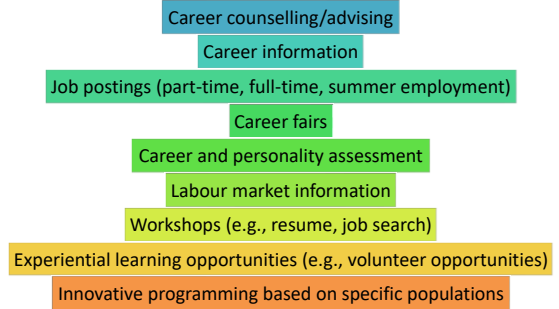
Career Development for Students  
Shepard & Mani (2014)



## Carpenter Apprentices



## Post-Secondary Career Supports



The Practice of Postsecondary Career Development  
Browne & Russell (2014)

## Quality Careers Provision Benchmarks

- Stable careers program
- Learning from career and labour market information
- Addressing the needs of each pupil
- Linking curriculum learning to careers
- Encounters with employers/employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

Source: Hooley, Matheson, & Watts, 2014

<http://derby.openrepository.com/derby/bitstream/10545/333866/1/Advancing%20Ambitions%20-%206.11.14.pdf>



## Tips for Educators: Supporting Parental Involvement

- Communicating**
  - Reciprocal, active, personal, frequent and culturally appropriate
- Connecting Learning**
  - Overlap between home/school environments
- Building Community / Identity**
  - Improve community while honouring culture, traditions, values and relationships
- Role of the Family**
  - Lasting influence on child's attitudes and achievements at school
- Consultative Decision-Making**
  - Parental right to be consulted and participate in decisions concerning child
- Collaborating**
  - Identify, locate and integrate community resources
- Participating**
  - Families' time, energy and expertise can support learning



Source: <https://cica.org.au/wp-content/uploads/Parental-Engagement-Report-March-2012-FINAL.pdf>



### Tips for Families

- Develop new ideas, concepts, and ways of doing things through play
- Provide an encouraging, caring, and supportive environment
- Nurture imagination, creativity, curiosity, etc.
- Model essential career-related skills (e.g., adapting to change)
- Foster a sense of hope/optimism
- Focus on effort, strengths, and positive accomplishments
- Instill a sense of responsibility, mastery, and pride through activities

*The Early Years: Career Development for Young Children*  
(Cahill & Furey, 2017)



Fort Langley

History & Travel

Books

Trades

Politics

Arts/Dance