Career Development Practices in Educational Settings in Asia: A Critical Review for Future Research

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1.0
THE 4IR
Fourth Industrial Revolution

“47% will lose their jobs to automation.”
(Frey & Osborne, 2013)

“9% are at risk”
(Autor, 2015)

“30% resumes with new skill sets.”
(Armst, Gregory & Zierahn, 2016)

Futures of Work
(WEF, 2018a)

1) WorkForce Autarkies
2) Mass Movement
3) Robot Replacement
4) Polarized World
5) Empowered Entrepreneurs
6) Skilled Flows
7) Productive Locals
8) Agile Adapters

Future Work Skills
(WEF, 2018a, 2018b; Bakshi, 2017)

- Adaptability
- Analytical Learning
- Active Learning
- Cognitive Flexibility
- Collaborative Leadership
- Communication Skills
- Complex Problem Solving
- Critical Thinking
- Entrepreneurial Mindset
- Social Skills

1.1
THE 4IR
Career Development

“Changing the nature of work.”
(WEF, 2018b)

“Instability & Opportunity”
(Lent, 2018)

“Proactive strategies to manage barriers, build support & advocate for one’s own career-life future.”
(Lent, 2013)

“Important of Purpose.”
(Schwab, 2017)
Career Development Literature

- Relatively silent (Barley, Bechky & Milliken, 2017) apart from a recent Special Section: Career Development in the Digital Age in the Career Development Quarterly, 4 articles and an introduction were published

2.0 Method

Career Development & Asia

Inclusion
- Period from Jan 2014 to Dec 2018
- "Career Development"
- Education
- Country Name (Excluding Transcontinental countries, and countries located in Asia but is European in nature)

Exclusion
- Non-educational setting population
- "career development" not found within text

1. What is Asia’s current career development practices?
2. Are the practices in line with the future of work?
3. What are the gaps for future research and practice?

Career Development Quarterly (CDQ) 55%
Journal of Vocational Behavior (JVB) 48.48%
Garriot et al., 2017

3.0 + 4.0 + 5.0 Findings + Discussion + Future Directions
Career Development & Asia
### Round 1: Inclusion

<table>
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<tr>
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<th>CDQ</th>
<th>JVB</th>
<th>Total</th>
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<td>63</td>
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<td>17</td>
<td>28</td>
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<tr>
<td>Macau</td>
<td>4</td>
<td>7</td>
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<td>13</td>
<td>18</td>
<td>31</td>
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<tr>
<td>South Korea</td>
<td>18</td>
<td>15</td>
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<tr>
<td>Iran</td>
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### Round 2: Exclusion

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<td><strong>Total</strong></td>
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### Population (Educational Settings)

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<thead>
<tr>
<th>Countries</th>
<th>Primary</th>
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### Educational Settings

- School-to-work transition (S.R. Kim & Lee, 2017)
- Super’s Theory (Super, 1990) (Exploration Stage: 15-24)

**However...**
- Liu, McMahon & Watson, 2015 study on Child career development
  - Career curiosity
  - Learning from Environment (Parent’s influence)
  - Role model

### Top areas of studies – across countries

- **Career Adaptable**
  - China: 59%
  - HK: 18%
- **Social Support**
  - China: 20%
  - HK: 25%
  - Korea: 25%
- **Career Decision Self-efficacy**
  - China: 43%
  - Korea: 25%
- **Culture**
  - China: 50%
  - HK: 25%
  - Korea: 25%
Moving in the Right Direction?

- Career Adaptability
  (e.g., HK – Hui, Yuen & Chen, 2018; Iran - Nafaroushan & Salimi, 2016; China - Guo et al., 2014)
- Proactive personality
  (e.g., China – Pan et al., 2018; Taiwan - Hsieh & Huang, 2014)
- Boundaryless mindset
  (e.g., Singapore – Chan et al., 2015)
- Entrepreneurship
  (e.g., Singapore – Uy et al., 2015)
- Calling & Making meaning
  (Guo et al., 2014; Yuen & Yau, 2015)

Agile Adapters
Cognitive Flexibility
Active Learning
Proactive Strategies
Mass Movement
Cognitive Flexibility
Empowered Entrepreneurs
Purpose

Moving in the Right Direction?

- Social Support & Culture
  Collectivistic in nature, studying environmental influences (i.e., support from family, parents, peer, teachers)
  Parent in itself is a pertinent area
  Parents’ engagement and interference affect significantly on child’s career exploration (Y. Guan et al., 2015)
  Western’s concept does not entirely work for Asian, more work is required in this area

Bridging Gaps

- Social Support & Culture
  Western’s concept does not entirely work for Asian
  (e.g., Parental authority – China – P. Guan et al., 2016; Korea – Sovet & Metz, 2014; Filial-piety – Hong Kong – Hui, et al., 2018)

Bridging Gaps

Developing Indigenous Scales

- Asian countries need to juggle between two important Career Development Practices
- Lack of indigenous scales in Asia, majority Western scales, however, there are some work
  ▫ Planned Happenstance Career Inventory (Korea)
  ▫ Criteria of Career Success (China)
  ▫ Career Locus of Control Measure (China)

Planned Happenstance + 4IR
(Krumboltz, 2008; Mitchell et al., 1999)

- Chance events
  - Open mindedness
- PKH Skills
  ▫ Curiosity
  ▫ Persistence
  ▫ Flexibility
  ▫ Optimism
  ▫ Risk Taking
- Workforce Autarkies
  - Mass Movement
  - Robot Replacement
  - Polarized World
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  - Productive Locals
  - Agile Adapters

- Adaptability
- Active Learning
- Cognitive Flexibility
- Complex Problem Solving
- Entrepreneurial Mindsets

Client: \_(ツ)_/\_
Counsellor: Unsure... well perhaps we could help you be a bit more comfortable with \_(ツ)_/\_

7/24/2019
Korea + Planned Happenstance
- 1) Exploration + 2) Development of Skills
- Construction + Initial validation of Planned Happenstance Career Inventory (PHCI) (B. Kim et al., 2014)
- English version initial validation (Lee et al., 2017)

Bridging Gaps
- Other Asian countries to carry out validation work on PHCI
- As well as with other Asian indigenous scales

Use this Bridge to continue bridging

Bridging Gaps
Career education
- Focuses on building the 5 PH skills
- Work hand-in-hand with building curriculum that strives to teach students these skills directly/ indirectly

Bridging Gaps
Only 2 Qualitative Studies and 2 Critical Reviews
- More Qualitative Studies
- More Experimental Studies
- More Longitudinal Studies
- Critical Reviews
  - Overcome language barriers

Bridging Gaps
Through Collaboration
- While Asia is diverse, Collectivism is consistent throughout this Study
  - Quickens the speed in light of the rapid change of 4IR
  - Development of indigenous scales (CAAS – a good example to follow)

Limitations
- Restricted to only 2 journals
  - There other career journals (e.g., Journal of Career of Development, Journal of Career Assessments etc.)
  - Other international journals or local journals
- Other similar key words were not used (e.g., Vocational, career guidance
- Restricted to English journals
Conclusion

With a few Asian countries named as the 4IR’s power house (e.g. China; India) [MEP, 2017] more work needs to be done to further equipped the future generation and this could be sped up with cross country collaborations.

References


THANKS!
You may contact me at tong.lf@help.edu.my
References