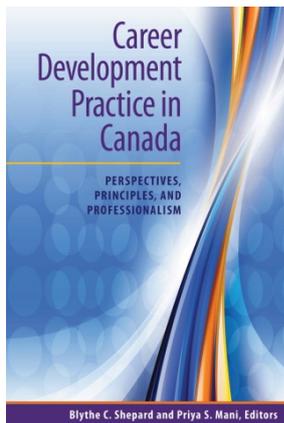


★ Review: Career Development Practice in Canada

Dale Furbish reviews the new Canadian career text published by CERIC and launched at Cannexus in January this year.



Canada is a country with a large land area and a relatively small population. Despite their smaller numbers, Canadians over the years have “punched above their weight” as contributors to the career development profession. Significant contributions to career development literature and practices have been emerged from the Canadian originated *Blueprint for Life/Work Designs* and *the Canadian Standards and Guidelines for Career Development Practitioners*. These documents have influenced the development of national career development policies and standards for professional practice in a number of countries. Another Canadian innovation, *the Real Game*, a career role-play tool, has been successfully adopted by a number of other countries and has proven useful in career development programmes in many settings. Canadian

authors are overrepresented in the career literature and they have made significant contributions in many career development topics.

Career development practice in Canada: Perspectives, principles and professionalism is recent evidence of the continuing substantial Canadian input to the career literature. This large volume of edited chapters by many important Canadian career writers has been managed and recently published by the Canadian Education and Research Institute for Counselling. While it is intended to serve as a textbook for new career practitioners, experienced career practitioners will also find the content useful, practical and thought provoking.

The book is divided into 22 chapters, comprised of 7 sections. Sections explore the Development of the Profession, Basic Conceptual Frameworks of Career Development Practice, Working with Diversity, Navigating Developmental Tasks and Pathways, Specialties in the Profession and New Directions and Emerging Trends in Career Development Practice. True to its purpose of introducing career development concepts and practices, each chapter is well organised and comprehensible. Learning aids such a “stop and reflect” prompts, glossaries, references with web-links, discussion and activities for individuals and groups, and resources and supplemental readings are part of each chapter. Many chapters contain resources that can be used with clients, and therefore provide tools that can be practically applied to clients.

Space is not adequate for commenting on the expertise and experience of all the chapter authors. However, many are likely to be familiar to CDANZ members. Norm Amundson wrote the Foreword. Norm has visited New Zealand a number of times and has presented sessions on his Active Engagement model of career counselling. Roberta Neault has recently visited New Zealand and presented CDANZ-sponsored seminars on Career Engagement and Hope Based Career Counselling. Roberta contributed a chapter on career theories. Nancy Arthur and Sandra Collins have written extensively on social justice and have collaborated with Australian colleagues on a number of research projects on this topic. They have contributed a chapter on Diversity and Social Justice. Lynne Bezanson, Sareena Hopkins and Elaine O’Reilly work with the Canadian Career Development Foundation and have presented sessions at the IAEVG conferences in

Wellington. Their chapter is on the Professionalisation of career practice. Bryan Hiebert also has been involved in IAEVG Wellington conference as IAEVG President. His chapter is on empirical evidence for establishing the value of career development services. Phil Jarvis is a developer of *the Real Game Series* and has been to New Zealand a number of times to adapt *the Real Game* to the New Zealand context. Phil contributed a chapter on the economic value of career development services.

Certainly, *Career development practice in Canada: Perspectives, principles and professionalism* was written for a Canadian audience. That is, actually, one of its strongest merits. Many contemporary career theories and practice models emphasise the importance of context for career development. *Career development practice in Canada: Perspectives, principles and professionalism* was written for the Canadian context and therefore provides a rich resource for Canadian career practitioners. Yet, career practitioners in New Zealand and other countries should not overlook the value of the content. Much is seminal to career practice in all contexts and the resources are easily adaptable.

The availability of the book as a PDF at low cost encourages its acquisition and use by career practitioners around the world.

★ Dale Furbish – Senior Lecturer, AUT Graduate Diploma in Career Development and CDANZ Life Member

Reference

- Blythe C. Shepard and Priya S. Mani (Eds.). (2014) *Career development practice in Canada: Perspective, principles and professionalism*. Toronto, Canada: CERIC. 607 pages, CAD\$27.99