WHAT IS CAREER

The following definitions will help young people to develop a more accurate understanding of ‘career’.

YOUR CAREER is the lifelong process of managing life, learning, work, leisure, self and transitions in order to move towards your evolving and changing future. It applies to people of all ages. Life skilling is essential for successful career development and decision making now and in the future.

A CAREER is the sequence and variety of occupations (paid and unpaid) which you undertake throughout your life. Career includes life roles, leisure activities, learning and work.

A JOB is a paid position requiring a group of specific attitudes and skills that enable you to perform tasks in an organisation either part-time or full-time, casual for a short or long duration.

An OCCUPATION is a group of similar jobs found in different industries or organisations.

CAREER GUIDANCE describes a range of support services including career education and counselling, that help people to move from a general understanding of life and work to a specific understanding of the realistic life, learning and work options that are open to them. Career guidance is often thought to incorporate career information, career education and career counselling.

Career development counsellors/practitioners provide services that help people manage their careers, identify opportunities and pathway options, make occupational and study decisions, plan career transitions and/or find career information.

THE HIGH FIVE PRINCIPLES OF CAREER DEVELOPMENT

Young people can make better career decisions at a school and throughout life when they understand that:

Change is constant – embrace it!
Recognise that the world around you is constantly changing. Be open to change and remain alert to new opportunities.

Learning is ongoing
Strive for continuous personal improvement. Stay motivated by learning new skills and developing new talents.

Focus on the journey
Don't focus on one destination only. Recognise that your career journey will be throughout your lifetime.
Appreciate and value each experience along the way.

Know yourself, believe in yourself and follow your heart
Pursue your passion to find fulfilment. Discover ways to combine your interests with career opportunities.

Access your allies
Rely on the support of your family, friends, mentors, colleagues and peers. Career success can be a team effort.
WHEN TALKING WITH YOUNG PEOPLE

- Talk with them, not at them – this is a ‘new conversation genre’ for them and they are feeling their way.
- Chat, don’t question - listen to them, they are still not sure about themselves let along where they are going, so let them talk through their thoughts (no matter how random or unrelated they may be).
- Ask them to tell their story – talk about themselves, their likes, dislikes, ideas, influences etc. Tell them your career story which will help them build a picture of ‘career’.
- Encourage them to identify their interests and skills. They are still at the age of being ‘part of the pack/year level’ and looking at themselves as individuals is a new concept for most of them.
- Be patient with them – the conversations are ongoing. Processing takes time and we live in an ‘instant world’. They need time to research and process information, thoughts, feelings etc.
- Value all their options – although you may think that their dreams are unrealistic, many dreams do come true although not always in the original time frame.
- Promote aiming high … they can always rearrange their plan for success. A thought, “Aim high, you can always adjust … aim low, to slow” 😊
- Foster in them a sense of ownership of their unique career journey. It can often be easier to ‘do it for them’ but it is the young person who takes the journey.
- Encourage them to explore all options and appropriate training and learning pathways.
- Use analogies, young people have little life experience to fall back on so making links to familiar experiences can help their understanding.
- Encourage questions and be willing to answer them or support them as they find the answers.
- Be up to date with today’s world of work and career options for young people

Most of all … be encouraging!

WHAT NOT TO DO!

You should not bring into career conversations:

- Your own career frustrations
- Judgemental view as to what the young person ‘should’ do
- A focus on only one career pathway
- Don’t compare siblings
- A focus on only one training or learning pathway
- Advice – you should suggest, encourage, support etc but not advise as taking ‘advice’ can be the easy way to make a career decision with little or no ownership.
- Negative issues that are not relevant to the career conversation/s
- Out of date information and ideas – always be up to date with your facts.

And always remember …
There is NO RIGHT answer … but many opportunities to explore