Career development has taken on global significance as individuals prepare for work that increasingly crosses borders. Internationally, individuals and career practitioners helping them are grappling with such issues as development of cultural competencies for cross-cultural work, issues vary in different sociopolitical contexts. As Eastern Europe and China move to more Western-style economies, new ways of school-to-work transitions are sought. One research focus is cross-cultural applicability of career development theories, models, and instruments. Women's successful career development varies across nations, although impact of family on women's careers remains a universal theme. International collaborations have resulted in a career development facilitators' curriculum, transnational career theory, and a website for the professional development of career development specialists. Common concerns include the ethical, equity, and quality issues of career development on the Internet; a need for current, accessible labor market information; and stronger links between education and employment and between the career development field and policymakers. The major portion of this publication consists of an annotated bibliography of 27 items and a list of 4 websites. (YLB)
International Career Development Trends
Trends and Issues Alert No. 37

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International Career Development Trends

Career development has taken on global significance as individuals prepare for work that increasingly crosses borders. Internationally, individuals and the career practitioners helping them are grappling with such issues as development of cultural competencies for cross-cultural work (Arduz 2000). The issues vary in different sociopolitical contexts (Santos et al. 2001). As Eastern Europe and China, for example, move to more Western-style economies, new ways of school-to-work transition are being sought (European Training Foundation 2000; Hu 1997; Mansuy et al. 2001). Cross-cultural applicability of career development theories, models, and instruments is a focus of research (Lee 2001; Leong and Serafica 2001; Lerman 2001; "Special Issue" 1998; Tracey et al. 1997). Women's successful career development also varies across nations (Charles et al. 2001; Linehan and Walsh 2001; Mavin 2000; Zabudovskys 2001), although the impact of family on women's careers remains a universal theme.

International collaborations have resulted in a career development facilitators' curriculum (Carlson et al. 2000), transnational career theory (Samson et al. 2000), and a website for the professional development of career development specialists (Tuorpace and Hiebert 1999). Across nations, common concerns include the ethical, equity, and quality issues of career development on the Internet; the need for current, accessible labor market information; and stronger links between education and employment and between the career development field and policymakers (Hiebert and Beznano 2000; Lerman 2001).

Arduz, N. "Career Competencies for Managing Cross-Cultural Transitions." Canadian Journal of Counselling 34, no. 3 (June-July 2000): 204-217

Key demographic and market trends have influenced the cross-cultural nature of work, requiring a repertoire of cultural competencies for managing career development.


Describes how career development programs became the focus of an international partnership between the United States and Canada. Traces the history of each country's efforts, beginning in the 1970s, which led to this significant international collaboration.


Labor force participation of Swiss women was more strongly influenced by family configuration. The association between educational credentials and occupational sex typing was more persistent in Switzerland. Results show how cultural, institutional, and governmental factors constrain women's career choices.


The different situations confronting young labor market entrants in Denmark, Italy, France, and the United Kingdom are described in terms of qualifications, experience, access to jobs, and occupational mobility.


In Central and Eastern Europe, shifts from the old paternalistic economy to a market economy have been abrupt and devastating, and career guidance must be made available to help people learn to plan and guide their own careers and lives.


Contains papers addressing preparation for the world of work, the impact of information and communication technologies, and connections between career development and public policy. Includes papers from Argentina, Australia, Canada, China, Denmark, Finland, France, Germany, Ireland, Netherlands, New Zealand, Spain, and the United Kingdom.

Hu, Y., ed. "Special Issue: Career Counseling around the Pacific Rim." Career Planning and Adult Development Journal 13, no. 2 (Summer 1997).

Includes articles on Japan, China, Hong Kong, Taiwan, and Australia, and a cross-cultural study of Canada, New Zealand, Singapore, and the United States.


Includes "Comparing International HRD Practices and Experiences with Cross-Cultural Theories and Research" and "Information and Feedback Seeking in U.S. and British Human Resources Development and Training Settings."


Discusses how "new work" accommodates global trends; suggests that workplaces choose to succeed or fail in the new environment.


Constructs of career maturity were similar across both cultures. Level of maturity was culture related: U.S. students had greater confidence; Koreans were more prepared.


A review of cross-cultural career development research since the 1960s resulted in an integrative cross-cultural model of counseling and psychotherapy that supports both the cross-cultural validity of Super's model and Leong's emphasis on cultural accommodation.


A strong consensus that close institutional links between industries and schools are critical to improving career outcomes appeared to be emerging in most OECD countries. Most countries were moving to strengthen work-based education.
Articles describe career development practices in South Africa, Japan, Portugal, Singapore, Australia, Canada, Hong Kong, and India.


Zabudowsky, G. "Women Managers and Diversity Programs in Mexico." Journal of Management Development 20, no. 4 (2001): 354-370. Under the current climate of organizational changes in Mexican businesses, the study focuses on the specific policies to support and advance women executives. A few companies are beginning to recognize their responsibility and develop diversity programs focused on increasing the numbers of women in management.

Websites

International Association for Educational and Vocational Guidance: http://www.iaevg.org
International Association of Career Management Professionals: http://www.iacm.org
International Career Development Conference: http://www.careerccc.com
International Career Development Library: http://icdl.ucnc.edu/

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