

Chapter 1

Introduction to Career Development in the Global Economy and Its Role in Social Justice

Objectives

Students should be able to:

1. Articulate an understanding of the impact of the global economy on work in the U. S.
2. Explain how people view work as a part of their lives and the lives of others.
3. Form a personal view of their own career development.
4. Show familiarity with the basic terminology used in career development.
5. Demonstrate the role career development programs can play in the drive for social justice in the U. S.
6. Demonstrate knowledge of the historical roots of career development.

Key Terms/Concepts

Career coaching	NCDA/NVGA
Career counseling	Position
Career development	Career development programs
Technological change	Career information
Work	Historical roots
Career/Job/Occupation	Work ethic
Job satisfaction	Work force
Job sharing	Work place
Flattened world economy	Social Justice
Unemployment and Its Consequences	
Work ethic	Frank Parsons
O*NET	Vocation vs. job vs career
Off-shoring	

Suggested Exercises/Activities

1. Interview two or three school principals on each school level to determine efforts made in each school to assist students in career development.
2. Interview two or three teachers at each school level to determine what aids their classroom and their school provides for career development.
3. Interview two or three school counselors to identify their viewpoint and activities in career development.
4. Visit the career counseling and placement service on your campus and discuss the services provided. Ask if they have seen increased interest in working abroad.
5. Interview two or three workers in different occupations about their jobs. Ask what they like and dislike, what led to their accepting the job, and what they would do if they could start over.
6. Interview several workers for information about how their job relates to early career plans, education, and family background.

7. Articulate the frustrations and psychological issues related to unemployment.

Class Discussion Questions

1. What was work like at these historic points:
 - a. Ancient civilizations - Greece/Rome/Egypt
 - b. Middle Ages (500 - 1500 A.D.)
 - c. Pre-industrial revolution (1700s)
 - d. The 1930s in the United States
 - e. Post World War II
 - f. The 1990s until current time
 - g. Has work changed? How? For better or worse”
2. Discuss changes occurring in the work place as a result of the following:
 - a. Electric power
 - b. Internal combustion engine
 - c. Air-conditioning
 - d. Computers
 - e. Robotics
 - f. The Internet
3. What changes have occurred in women's work roles since 1960? Why do women earn less in the modern workplace?
4. Give at least four reasons why people work today.
5. Give examples of stereotypes of work roles based on gender, age, ethnicity, sexual orientation.
6. Contrast your career development process with that of your parents and grandparents for the same age span.

Examination Questions for Chapter 1

True/False

1. Volatile political and diplomatic relations among major world powers usually have little or no impact on the work force in the countries involved.
2. Experts agree on most of the terms used in to describe occupations and the career development process.
3. Increased use of robots and computers is expected to decrease competitiveness in the work force.
4. Historic periods such as the Protestant Reformation and the Industrial Revolution have had great influence on social structure, but only slight impact on the world of work.
5. New technological developments will continue to reduce employment in the manufacturing sector.
6. Population growth, food scarcity, and modernization in third world countries have great impact on employment in the United States.
7. Most people started in their present job either through family influence or job availability.
8. Positions are usually professional or clerical while jobs are usually skilled or semi-skilled.
9. About one-third of all young workers do not have the skills to perform semiskilled, entry-level jobs.
10. The concept of a global economy is more myth than reality.
11. Generally speaking, minorities express greater interest in getting more occupational information than do white, European Americans.
12. Career development in this country began primarily as an effort to reform education.
13. If one had to pick a city as the cradle of career development it would be San Francisco.
15. Career development practitioners concern about minorities' career development began with the civil rights movement in mid-twentieth century
16. Career school counselors who encounter illegal or undocumented students hands are tied because they have no right to be in schools and should be reported,

Multiple Choice

1. The term career development refers to:
 - a. Training for a career.
 - b. An aspect of total development specifically involving career choice, planning, and knowledge
 - c. Advancement that one makes after starting to work.
 - d. The development of increased understanding of one's own abilities and values.
2. The use of job and vocations as synonyms may depend upon the
 - a. Type of job
 - b. The professional background of the person who is using the terms
 - c. The income of the worker
 - d. How long the job has been in existence

3. Using one's work as an opportunity for self-expression seems to be more important for which major occupational group?
 - a. Unskilled.
 - b. Skilled.
 - c. Professional
 - d. Sales and kindred.
4. A group of tasks performed by one person in one business is the definition for:
 - a. Position
 - b. Job.
 - c. Occupation.
 - d. Vocation.
5. George Merrill, Jesse Davis and Anna Reed had one thing in common. It was:
 - a. They founded the National Vocational Guidance Association
 - b. They initiated career development programs at the turn of the 20th century
 - c. They developed some of the tests used in the 1930s in career guidance programs
 - d. They successfully lobbied Congress for passage of the Merrill Act, which supported vocational education.
6. The first formal theory of career development was published by:
 - a. Super
 - b. Holland
 - c. Bordin and Associates
 - d. Ginzberg and Associates
7. The poverty rate for minorities is generally greater than that of white workers. Which of the following situations reflect recent research by the U. S. Department of Labor?
 - a. Hispanic have about the same level of poverty as whites.
 - b. Hispanic and African American poverty rates are approximately equal
 - c. The poverty rate among Asian Americans is about the same as that for Native Americans
 - d. Hispanics have the highest poverty rate of any group
8. By emphasizing social justice career development professionals are
 - a. Adopting a new goal
 - b. Renewing a goal first articulated in the 1960s
 - c. In keeping with the founders of the career development movement
 - d. Departing from the main theme of career development
9. In relative terms, women's earnings when compared to men's
 - a. Have stayed about the same for the past 25 years
 - b. Have lost ground, that is, women make relatively less today
 - c. Have gained ground, that is, they make relatively more today
 - d. Cannot be calculated because of differences in occupations entered.
10. The concept of career education is
 - a. Gaining in popularity because it emphasizes the relationship between career and academic performance
 - b. Rapidly being displaced by the term career guidance
 - c. Rapidly being displaced by the term career development programming
 - d. Is favored by vocational educators
11. The impact of the global economy on the workforce in the U. S.
 - a. Has had its greatest impact on unskilled worker to date
 - b. Will impact skilled and professional workers in the near future
 - c. Will slow in the long term as U. S. businesses reorient themselves
 - d. a & b above

12. Friedman identifies several forces and events that led to the linking of the major economies. The single factor that seemed most influential in the process according to Friedman was.
 - a. The Internet
 - b. Labor costs
 - c. The breakup of the Soviet Union
 - d. Immigrations
13. In the author's view one factor overlooked by Friedman in his discussion of the development of the global economy was
 - a. The influence of unions
 - b. The relative value of currency around the world
 - c. Worker productivity
 - d. The profit motive
14. Countries that seem best equipped to take advantage of the global economy
 - a. Have a well-developed infrastructure
 - b. Have an attractive tax structure that encourages new businesses
 - c. Have socialist governments
 - d. Have an abundant supply of cheap labor
15. The cost of labor is a major factor in the business decisions to businesses from this country to another country (offshore). If labor costs were the only consideration U. S. businesses would most likely move their businesses to which of the following countries
 - a. Germany
 - b. Canada
 - c. Australia
 - d. Spain
16. The first comprehensive source of information about careers was
 - a. O*NET
 - b. The Dictionary of Careers in the U. S.
 - c. The Dictionary of Occupational Titles
 - d. The Career Advisor's Handbook
17. The ethnic group in America with the highest average family income is
 - a. Asian American
 - b. Hispanic
 - c. Caucasian
 - d. African America

Answer key for Chapter 1

True/False

1. F
2. F
3. F
4. F
5. T
6. T
7. T
8. F
9. T
10. F
11. F
12. F

- 13. F
- 14. F
- 15. F
- 16. F

Multiple Choice

- 1. B
- 2. B
- 3. C
- 4. A
- 5. B
- 6. D
- 7. B
- 8. C
- 9. C
- 10. C
- 11. D
- 12. C
- 13. D
- 14. D
- 15. D
- 16. C
- 17. D

Short Essay Questions: The answers to essay questions should be determined by the instructor and should be based both on the input from the instructor and the text. The questions and answers that follow are offered as models only. Questions only are offered for the following 19 chapters.

1. Briefly identify and define three factors that are likely to have a major influence on work in the U. S. in the 21st century.
 - a. Technology – computers, robots, the world-wide web, etc.
 - b. Minorities coming into the workplace, particularly immigrants, legal and illegal
 - c. Global competition from low wage countries
 - d. Monetary policy
 - e. Quality of the infrastructure
2. What is the long-term impacts of the Internet on working Americans?
It will become easier to offshore jobs that involve information. Communication will be easier and lower skilled jobs will be the most affected although professions will be impacted when costs for services become disproportionately high.
3. Differentiate among career counseling, career coaching, and career intervention.
Career intervention is the broadest term and subsumes individual, small group, large group and organizational career development instruments.
Career coaching is, usually a one on one intervention and is often initiated by managers to improve individual employees functioning, but some employees identify and employ career coaches.
Career counseling occurs both individually and in groups and may deal both with personal issues and specific career problem. Career counseling is more likely to be regulated by codes of ethics and legislation at the state level.

Long Essay Questions

1. Why do people work?

For most people work pays the bills by which I mean the bills for housing, transportation leisure activities, education, etc. Work is an important to one's identity development and may be an important contributor to self-esteem. Just as importantly work is the basis of lifestyle options. Where one lives (geography) and the types of leisure activities one chooses are largely determined by the nature of one's occupations. Family activities and friendships are also influenced by work. Finally one's social status is also tied to the nature of one's employment.

Suggested Additional Assignments

Blustein, D. L. (2006). The psychology of working. Mahwah, NJ: Lawrence Erlbaum.

Search BLS and Bureau of Census reports on unemployment, poverty, and the working poor

Do a Google search on employment, discrimination, and women. Also look at wage information for men and women.