Training and Credentialing of Career Service Providers in Asia

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Career Service Providers

- Psychologists and counselors
- Career counselors
- Teachers and career guidance teachers
- Career development facilitators
- Career advisors
- Employee assistance professionals
- Job placement officers
- Career coaches and executive coaches
- Other service providers
Addressing Contemporary Issues

- Rapid and drastic educational, economical, and workforce changes, both locally and globally
- Increased personal freedom and mobility
- Need for skilled and professional workforce
- Growth in service industry (broadly defined)
- Need for higher level managers
- Need for career transferability and mobility
- Increased emphasis on individuality and competition
Contemporary Issues (cont.)

• **Changing trends in career decision-making**
  ▪ Ability and job assignments
  ▪ Teacher/parental guidance
  ▪ Pragmatic and materialistic orientations
  ▪ Career adaptation due to globalization
  ▪ Person-environment fit
  ▪ Self-agency across the lifespan
Training

• Continuous workforce analyses (to determine what kind, what to train, and how many)
• Establishing educational and training programs to meet workforce demands
  ▫ Degree programs (bachelor, master’s, and doctoral levels)
  ▫ Career development facilitator training
  ▫ Short-term certificate programs for specific services
  ▫ Continuing education opportunities
Training (cont.)

- Culturally appropriate career theories, assessments, interventions, and evaluations
- Imported or localized training—a “both-and” approach
- Training of supervision and consultation
- Advocacy for government policies to support career service training for educational, employment, and community settings
Credentialing

- The need for quality control in training and competence
- Forms of credentialing
  - Accreditation (for educational and training programs)
  - Short-term training certificates (for individuals)
  - Licensure and certificates for practice
  - Ethical standards and oversight bodies
Credentialing (cont.)

• Professional organizations taking leadership in credentialing
• International collaboration on establishing standards for credentialing
• Society of Counseling Psychology Globalization Special Task Group (2011-12)
• An “Asian Summit for Career Service Provider Training and Credentialing”
Thank you!

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