

Caregivers as Career Coaches

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*A Resource Guide: Helping Caregivers Have Career Conversations With
Their Teens*

FANSHAWE COLLEGE

FANSHAWE COLLEGE PRESSBOOKS
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About This Guide

This workbook is designed to compliment the Caregivers as Career Coaches workshop, which is offered by Fanshawe College's Employment and Student Entrepreneurial Services. It is designed to support caregivers and parents in initiating career conversations with their teens, offering tips and resources to help guide conversations, explore interests and values, and support as they begin their career journey.

This open resource has been compiled and edited by Employment and Student Entrepreneurial Services in partnership with the OER Design Studio and the Library Learning Commons at Fanshawe College in London, Ontario.

Contact Information

Career Services | Room D1063 | London Campus | 1001 Fanshawe College Boulevard, London, Ontario , N5Y 5R6
| Telephone: 519-452-4294 | career@fanshawec.ca

Additional Open Resources

Below are additional open resources currently available from Career, Cooperative Education, and Community Employment Services, and Employment and Student Entrepreneurial Services:

- Cooperative Education Workbook: A Work Term Guide for Co-op Success
This workbook is designed to help Fanshawe students make the most of their cooperative education work term. Included are forms, information about steps to take throughout the term, documentation required, deadlines for submission, helpful links and contact information to have on hand should you need them throughout the work term
- Job Search Workbook: 10 Steps to Job Search Success
This workbook is designed to compliment the 10 Steps to My Next Job workshop., which is offered by Fanshawe College's Employment and Student Entrepreneurial Services
- Interview Toolkit
This toolkit helps students prepare for employment interviews by providing key tips for employment communication success, It is designed to compliment the services, workshops, and supports provided by Fanshawe College's Employment and Student Entrepreneurial Services.

INTRODUCTION

Outline

What is Career Development?

Your Role as a Career Coach

What is Career Development?



"Career-Mind-map-Chalk" by flazingo_photos is licensed under CC BY-SA 2.0 © ⓘ ⓘ.

- Career is a lifestyle concept that involves the sequence of work, learning and leisure activities in which one engages throughout a lifetime.
- Careers are unique to each person and are dynamic; unfolding throughout life.
- Careers include how persons balance their paid and unpaid work and personal life roles.¹

1. Canadian Standards and Guidelines for Career Development Practitioners. (2012). Glossary of Career Development Terms. Retrieved from <https://career-dev-guidelines.org/wp-content/uploads/2015/06/Glossary.pdf>

Notes:

Your Role as a Career Coach



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As your child progresses through life, they will start to think about their future and their career journey. Research shows that children rank their caregivers/ parents as the most important people when it comes to help with career decision. As caregivers/ parents, you play a significant role in helping your child navigate through their career journey. You can help them answer questions about:

- What career options are best for them.
- Opportunities that are available.
- How they know if they will like the job/ career options they are considering.
- What type of education they need to pursue to reach their goals.

Notes:

HIGH FIVE MESSAGES OF CAREER DEVELOPMENT

Outline

Change is Constant
Follow your Heart
Focus on the Journey
Stay Learning
Be an Ally
Cultivating a Growth Mindset

Change is Constant



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Rapid and constant technological economic, demographic, and social changes directly influence the work of work.¹ People are likely to experience many different jobs, in different career fields, during their working lives. Most of Canada's youth today are likely to experience:

- An average of 15 employment transitions in their working lifetime.
- A variety of occupations in up to five different sectors of the economy.
- A variety of concurrent work roles.
- Planned and unplanned gaps of no work.

1. Redekopp, D.E. (1995). The High Five of Career Development. ERIC Clearinghouse on Counseling and Student Services Greensboro NC, Canadian guidance and counseling Foundation Ottawa. Retrieved www.vtaide.com/png/ERIC/Career-High-Five.html



Helpful Tip

To help guide your teen encourage them to:

- Learn about labour market trends and which careers are growing and which ones are shrinking

Notes:

Follow Your Heart



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Career Development puts **YOU** in your career. It should be about doing something that you can commit to and have the skills to achieve and realize your goals and aspirations.

- Your “heart” being characteristics built on values, beliefs and interests.
- Dreaming is normal, appropriate and natural. It is important to recognize and validate your teen’s dreams and ambitions.
- Your teen can move towards their dreams when given appropriate tools and strategies to do so.



Helpful Tip

To help guide your teen:

- Recognize and celebrate their successes.

- Support their choices and support them through their mistakes.

Values

A set of beliefs and attitudes about what is preferable in life or in career. When considering a career, career values are one of the most important factors that will guide individual choices.



Helpful Tip

To help guide your teen encourage them to:

- Think back to a time when they were young. What were their interests or passions?

Skills

An alignment between career and core values produces satisfaction, a sense of happiness and fulfillment.



Helpful Tip

To help guide your teen encourage them to:

- Ask the people around them (friends, family, classmates) to identify skills that your teen demonstrates.
- Articulate their strengths.
- Explore what they know.
- Identify areas for growth.

Motivations

Motivations are what energizes us when we think about what we would like to work towards in our careers.



Helpful Tip

To help guide your teen encourage them to:

- Think about what they would like to contribute to the world through their work.
- Consider how career supports other areas of their life.
- Identify what elements of a workplace are important to them or what they think would be important to them.

Notes:

Focus on the Journey



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Career Development is a journey that occurs throughout our lifetime. Each experience we encounter is a stop along that journey. When we only focus on the destination, we might miss the doors that lead to opportunity, new possibilities, and potentially meaningful relationships.



Helpful Tip

To help guide your teen encourage them to:

- Focus on the goals and what needs to be learned along their journey.
- Step outside of their comfort zone and try something new.

Stay Learning



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Completing a degree or diploma is not the end of our learning journey. Striving for continuous personal improvement and staying motivated to learn new skills and talents can help us in preparing for the unknown and the rate of change at which our world is changing.



Helpful Tip

To help guide your teen encourage them to:

- Seek out learning opportunities in formal education, daily life, in the workplace, in extra-curriculars, and through hobbies.

Be an Ally



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Career success is a team effort. There are many people we will encounter in our career development journeys who will directly or indirectly have an impact on our experiences. We are surrounded by people who can assist us including family, friends, teachers, neighbours.

Think about how allies may be helpful in:

- Understanding my child's interests, strengths and how to explore them.
- Exploring careers and opportunities that are available.
- Learning about relevant education and training opportunities.
- Brainstorming ideas on how to pay for education.
- Helping my child with other barriers or challenges they are facing.



Helpful Tip

To help guide your teen encourage them to:

- Ask for help or guidance.
- Find a mentor have conversations with people to learn about other people's passions, careers and interests.

Notes:

Cultivating a Growth Mindset



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A growth mindset is based on the idea that your essential qualities are things you can cultivate through your efforts and assumes that everyone can grow through experience and practice¹. A growth mindset is essential for career success.



Helpful Tip

To cultivate a growth mindset in your teen, help them to:

1. Castrillion, C.(2019). Why a growth mindset is essential for career success. Forbes. Retrieved from <https://www.forbes.com/sites/carolinecastrillion/2019/07/09/why-a-growth-mindset-is-essential-for-career-success/?sh=599ba99b28b5>

- *Evoke Awareness* and help your child understand their values, beliefs, and attitudes about career development and how their mindset is shaped by societal, cultural and familial influences.
- *Challenges their current mindset* and introduce them to new ideas. Consider connecting them with others to learn about different career pathways.
- *Help them stretch outside their comfort zone* and help them grow in ways that are new to them.

Notes:

Helpful links and resources

Career Exploration

1. Career Planning: <https://www.jobbank.gc.ca/career-planning/quizzes>
2. Career Coach: <https://fanshawec.emsicc.com/?radius=®ion=Fanshawe>

Explore the Labour Market

1. Job Bank Explore the labour market – Job Bank (all across Canada)
2. Elgin Middlesex Oxford Workforce Planning & Development Board (workforcedevelopment.ca)
(local to London and area)

Apprenticeships

1. Trades Ontario <https://www.tradesontario.com/>
2. Ontario Youth Apprenticeship Program <https://oyap.com/>
3. Apprenticeship in Ontario <https://www.ontario.ca/page/apprenticeship-ontario>
4. Skilled Trades Ontario <https://www.skilledtradesontario.ca/apprenticeship/>

References

- Canadian Standards and Guidelines for Career Development Practitioners (2012).

Glossary of Career Development Terms. Retrieved from <https://career-dev-guidelines.org/wp-content/uploads/2015/06/Glossary.pdf>

- Castrillion, Caroline. (2019). *Why a growth mindset is essential for career success*.

Forbes. Retrieved from

<https://www.forbes.com/sites/carolinecastrillion/2019/07/09/why-a-growth-mindset-is-essential-for-career-success/?sh=599ba99b28b5>

- Redekopp, Dave, *The “High Five” of Career Development*. Retrieved from [https://life-](https://life-role.com/documents/High%20Five.pdf)

[role.com/documents/High%20Five.pdf](https://life-role.com/documents/High%20Five.pdf)