
Innovations in Career and Employment Counselling

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The area of career and employment counselling has been challenged for the past several years by rapid and continuous changes in societal mores and labour market opportunities. Traditional approaches to career/employment counselling have and continue to be challenged to take into account influences on career development of gender, age, disability, culture, socio-economic status, and the changes to the labour market brought about by advances such as those in technology and globalization.

The articles that are included in this special issue of the Canadian Journal of Counselling on Innovations in Career and Employment Counselling reflect an expanded consideration of career issues as they apply across groups and cultures in Canada. These issues are not often included in the mainstream of career/employment counselling literature, but clearly they are pertinent within our evolving multicultural society.

Three articles focus on career/employment issues with different groups of young people. They all recognize the importance of the community or cultural context of the young people involved. 'Career Development for Rural Adolescent Girls' provides the perspective of rural young women and touches on the life and career opportunities and challenges involved in growing up in a rural setting. 'Career Counselling for First Nations Youth: Applying the First Nations Career-Life Planning Model' reports the results of a career development program with First Nations young people. This program included First Nations approaches to helping and involving family members of the young people who participated in the program. 'Community Service Learning with Unemployed Young Nova Scotians' describes a program for young people who have not yet been able to connect in a meaningful way with the labour market. The program was designed to connect them with both employment and their community.

One article, 'Women's Career Development and Relationships: A Qualitative Study', points out the influence of others in women's developing self-knowledge and career decision making. Results from the study also reflect the interweaving of women's psychosocial and career development.

Two articles discuss the ongoing importance of considering career development issues in the workplace. 'Career Competencies for Managing Cross-Cultural Transitions' describes the increasing importance of recognizing the challenges that can accompany working in different countries and working with colleagues from different cultures. 'Career Management: The Role of Career Counsellors in Building Strategic Partnerships between Individuals and Their Employers' points to the importance of career counsellors within rapidly changing workplaces in assisting

employees to engage in ongoing career development activities and in training managers to be career coaches and mentors.

'The Twinning of Potential: Toward an Integration of Prior Learning Assessment with Career Development' reflects another important aspect of career development. The paper recognizes the growing importance of prior learning assessment in helping to address the ongoing career development needs of adults within a societal and career context that demands life long learning.

I would like to thank the authors for their work in advancing our understanding of several career/employment related issues, and the reviewers whose thoughtful comments enhanced the quality of the manuscripts.