Editorial
Careers Work: Staying Relevant, Staying Current
Anuradha. J. Bakshi

The year 2016 has been especially marked by political events and political upsets. As career development professionals, we have been observing keenly just how much of the political rhetoric (or polemic) has revolved around jobs and careers. Majority decisions have swung in favour of local, which some may consider partisan, needs. There appears to be a backlash against globalization, against migrants and refugees, and a desire for protection of jobs on the home turf, for guarding of different types of boundaries. At the UN, the discussion is of a post human rights world, a world in which the human rights charter may no longer be respected (Foulkes, 2016). In all fairness, I believe we continue to live in an enormously, perhaps needlessly, complex world where human rights have many shades of grey with the rights of one group always at the cost of another or other groups.

The year 2016 reminds us that notions of work/jobs/careers, the role of the State in guaranteeing jobs, and the overall career development landscape continue to be reconstrued in direct response to lived experiences and events. Career theory, research and practice also have to metamorphose synchronously and in fact even initiate and not just respond to change.

The papers in this issue represent the direct efforts of 15 authors from five countries, and four continents for that matter. The topics addressed are equally wide-ranging and include, for example, career practitioner training and certification using a cross-cultural lens (Neault et al.), a meta-theoretical framework for understanding career theories (Yates), and an ideographic approach to understanding the impact of the Brexit vote (Chant). Three of the papers draw attention to underserved populations: retirees (Mokgolodi et al.), rural disadvantaged youth (Joshi & Bakshi), and those engaged in the informal economy (Kumar).

Neault, Artess, Tien, Hopkins, and Arulmani have joined hands to provide a four country (Canada, UK, Taiwan and India) analysis of training, certification, and supervision of career practitioners, and the overall professionalization of career practice. Training which is responsive to local needs whilst recognizing that these needs are simultaneously embedded in wider contexts, including the global context, will include curricula which incorporates culturally-resonant theory and practice as well as universally acknowledged competences. More dialogues such as those that can be initiated through this paper are needed across countries to strengthen the coherence, credibility and contribution of the community of career practitioners worldwide.

Yates attempts to bridge the gap between career theories and practice by providing a framework for navigating the archipelago of theories relevant to career development. She organizes these multifarious theories through a schema of embedded concentric circles which include, for example, identity; understanding, influencing, being influenced by the environment; and cultivating hope, optimism, adaptability, agency, self-efficacy and other attributes to help meet synergic goals related to one's identity and career.

Anuradha Bakshi,
Co-Editor, IJCLP,
Associate Professor & Head Department of Human Development, Nirmala Niketan College of Home Science (A Grade), University of Mumbai. email: anustra@gmail.com

Exemplary of a life span perspective in career development, Mokgolodi, Mohangi, Lubbe-DeBeer, Scherman, and Sefotho present a research paper that can help inform policy on the career development of both those entering and exiting the workforce. They present preliminary findings from Botswana that can lead to the conceptualization of career development programmes in which retired educators enable capacity building among young teachers. Their idea of potentially coupling the younger workforce with the retirees holds ample merit, with opportunities for gains in career development for both.

Joshi and Bakshi, in their mixed-methods research paper, take us to two rural regions in Western India to listen to disadvantaged youth as they share about their career-related challenges and articulate what kind of career guidance they would like. Interestingly, some of the challenges the youth described appear common to the experience of any youth, other challenges appear prototypic of any disadvantaged context (rural or urban), and a few challenges seem related particularly to their rural residence.

Kumar's paper is on informal/unorganised employment, with a special focus on the advocacy counselling role that career practitioners can adopt with street vendors in urban Indian and other similar contexts. Kumar reminds us of the social justice goals of career practice. Especially when individuals have not actively chosen to participate in the informal economy (as freelance workers in the formal sector for example) and informal work which does not meet decent work standards is their only recourse to earning a livelihood, it becomes incumbent on us to commit to action our social justice and social change agenda.

Chant in her poignant portrayal of one family's life being turned around in the UK post-Brexit captures the intersection of macro and micro events. A macro event such as Brexit is created by individuals, yet may or may not represent the voice or position of particular individuals (or in the case of Brexit or for that matter the US election, of many individuals). A macro event, regardless of one's original position, is not just something "out there" but one which creates micro events which represent change, albeit of varying type and degree for different individuals. The case of Alan illustrates the deep ramifications that a macro event can have for one's career and personal life as also for the lives of colleagues, family members and associates.

Reference:
Foulkes, I. (2016, December 30). Are we heading towards a "post human rights world"? *BBC News*, Geneva. Retrieved from http://www.bbc.com/news/world-europe-38368848.