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IS CAREER
COUNSELING OBSOLETE?

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LARRY ROBBIN CONSULTING AND TRAINING WILL IMPROVE YOUR OUTCOMES!

1. **REVENTING CAREER COUNSELING FOR THE CHAOS ERA!** The world of work is in chaos. Traditional career counseling does not match today's labor market realities. Learn to help people navigate the fast rate of job and career change and survive the tumultuous world of work. Keep your counseling up to date with what is really happening in the work world and you can help people not only survive, but thrive in the chaotic labor market!
2. **TRAUMA! THE MOST POWERFUL HIDDEN BARRIER TO EMPLOYMENT AND PROGRESS!** The vast majority of the hard-to-employ are trauma survivors. If you do not know the causes of trauma, its symptoms and how to work to help people heal, you may inadvertently retraumatize them. This workshop will make your program design and services part of the healing process!
3. **THE BARRIER BUSTER! NEW AND MORE POWERFUL WAYS TO ELIMINATE BARRIERS TO EMPLOYMENT!** These state-of-the-art field tested strategies will help you eliminate barriers faster than ever! You need this whole new toolbox of approaches to overcome today's powerful barriers. Stop using antiquated barrier strategies and upgrade to the latest and much more effective methods!
4. **THE CAPTAIN AND COACH APPROACH! A REVOLUTIONARY NEW APPROACH TO CASE MANAGEMENT!** This innovative model teaches people how to be the captain of their employment team with staff in the supportive role of a coach. The coach helps the captain assemble a team of pro-work people that help the captain to make more progress in less time! This approach will transform the way you work with people so they can be successful in employment and other areas of their lives!
5. **HOW TO GET MONEY AND MORE FROM BUSINESS ENGAGEMENT!** Discover how to go from placement, to partnerships to champion high level engagement relationships and put your organization on the pathway to donations, volunteers, business association connections and 12 other benefits that can come from businesses, if you know how and when to approach them and what to say!
6. **THROUGH DISCONNECTED EYES! HOW TO RECRUIT, ENGAGE AND RETAIN DISCONNECTED YOUTH!** Learn from the feedback of over 500 disconnected youth innovative ways to recruit, engage and retain them for better employment outcomes! Make your work driven by the voice of youth!
7. **YOU CAN BE A CHANGE AGENT! HOW TO INCREASE EMPLOYMENT MOTIVATION IN THE HARD-TO-EMPLOY!** Take the hard-to-employ from a "no work no way" attitude to "I got the job" using customized powerful motivation strategies!
8. **FROM JAILS TO JOBS! NEW STRATEGIES FOR PEOPLE AND ADULTS IN REENTRY!** Learn how to change a behind the bars background into a future in the world of work!
9. **JUMP START THE JOB SEARCH OF THE LONG TERM UNEMPLOYED!** Combine new motivation strategies, and new ways to job hunt and get them into the labor force now!
10. **HOW TO FIND THE ABILITY IN DISABILITY!** New and creative strategies for increasing motivation and improving employment outcomes for people with disabilities!

**Larry Offers Over 300 Topics To Choose From!
Put His 45 Years of Workforce Development Experience to Work for You and
Turn Your Program Challenges into Success Stories Now!
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Improving the Performance of
Youth and Adult Workforce Programs
for Over 45 Years!

**A BRIEF HISTORY OF CAREER COUNSELING
MODELS AS THEY RELATE TO THE LABOR MARKET**

- 1. TRAIT AND FACTOR**
- 2. THE LADDER**
- 3. THE TREE**
- 4. THE GROVE OF TREES AND LATTICES**
- 5. TODAY'S REALITY OF THE WORLD OF WORK**

CHAOS!!!



**10 REALITIES ABOUT TODAY’S WORLD
OF WORK THAT HAVE AN
IMPACT ON CAREER COUNSELING**

- 1. The world of work is in chaos. The labor market is more unpredictable than predictable. The degree, rate and types of changes in the labor market are happening faster than ever. The “experts” often do not agree. We do not know what many of the jobs and careers will be in the near future. Jobs and careers are appearing and disappearing at the fastest rate in history.**

JOBS AND CAREERS THAT WERE COMMON WHEN I WAS YOUNGER THAT HAVE ALMOST OR COMPLETELY DISAPPEARED	JOBS AND CAREERS THAT ARE COMMON NOW THAT WERE NOT AROUND WHEN I WAS YOUNGER

- 2. The large scale of the gig economy (like it or not) has changed the way many people work and think about work. This does not fit with the traditional career counseling model.**

- 3. Most young people entering the world of work today will have dozens of jobs in their working life. Some will be connected by career pathways and others will be in occupational clusters of similar jobs. But many jobs will be isolated unconnected experiences. Job and career retention are getting shorter. This reality makes career counseling difficult.**

- 4. The percentage of people that will have a one career lifestyle is declining at an amazing speed.**

While some people are still following this singular pathway model, their numbers are shrinking. The one career lifestyle is the endangered species of career planning!

- 5. People used to live to work and while many people still live that lifestyle, many people do not work to live today. These people see work as one of many life activities and not as the core life activity. This can lower their interest in careers which require a major life focus.**
- 6. Many people do not want to or cannot invest the time and money it takes to pursue a career pathway.**
- 7. Chance plays a bigger role in how people go through the world of work than we have acknowledged.**

Meeting or getting to know someone by chance, being at the right place at the right time by chance, learning something new by chance, finding out about a job opening by chance can all have a major influence our working life.

- 8. We often assume that people that start on career pathways actually follow those pathways for a long time, but there is little evidence to support this assumption. The majority of people who go to college with a career focus do not end up following that career.**
- 9. People are moving in greater numbers than ever. Except for computer based remote work, career choice is influenced by where you live.**
- 10. Dr. Jim Bright, one of the creators of the Chaos Theory of Careers, cites that there are now more than 54 things that influence career development.**

If we analyze how people go through the world of work today, we can see that it is a much more complex process than the traditional use of matching of interests, skills, personality and other factors historically used in career counseling.

WHAT DO ALL THESE CHANGES IN THE WORLD OF WORK MEAN FOR OUR WORK?

- 1. We need to acknowledge the unpredictability in the world of work and talk with people about it. If we do, we can help people frame this from seeing it from only a fear perspective to seeing it from a mixed concerned and opportunity perspective.**
- 2. Do not only assess and counsel people from a traditional career pathway approach. Incorporate a change history assessment that will lead to conversations about how people have managed change in their past to make their lives better.**

Help people think about that sometimes they can be the victims of change and sometimes they can be the survivors and winners of change. Change may equal problems or opportunities! It is not consistently bad or good.

- 5. Talk about career change as part of careers conversations. Help people think about the signs that it might be time to change careers or work in a different way. What are some signs that it is time to think about changing careers?**
- A.**
- B.**
- C.**
- D.**
- E.**
- F.**
- 6. Change your approach from only talking about a career to talking about careers and other ways of going through the world of work. People should always keep in mind a range of possibilities for going through the world of work. Make the conversation about the journey through the world of work and not only one plan or destination.**

THE ADVANTAGES AND DISADVANTAGES OF WAYS OF BEING IN THE WORLD OF WORK

Way of being in the world of work	Advantages	Disadvantages
JOBS		
ACADEMIC CAREER PATHWAY		
APPRENTICESHIPS		
SHORT TERM SKILLS TRAINING		
WORKING IN THE GIG ECONOMY		
STARTING A BUSINESS		
Other Ways?		

7. Always include the concepts of transferable skills, lattices and clusters in your career counseling. Help people see their range of employability.

8. Bring in speakers who have gone through the world of work using a variety of approaches.

Have people do informational interviews with people that have had multiple pathways.

9. Watch out for your own bias about how people should be the world of work.

Help people think about the pros and cons of their options and make the best choice for themselves and their situation.

10. People should be encouraged to think entrepreneurially and consider the possibility of developing a new way to be in the world of work.

**WHAT OTHER IDEAS DO YOU HAVE FOR
MAKING OUR WORK MATCH THE NEW REALITIES?**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

THINGS I WANT TO REMEMBER
FROM THIS WORKSHOP