

CAREER THEORIES CONVERGENCE CONFERENCE

Bob Lent and Mark Savickas have announced a conference on the convergence of career theories, to be held April 23 and 24 at Michigan State University, preceding the Great Lakes Regional Counseling Conference.

Stimulated by Osipow's 1991 *JVB* article, "Convergence in theories of career choice and development, the conference features presentations by the major career theorists as well as today's most prominent career researchers and commentators. The conference hopes to examine the prospects for unifying the major theories into a coherent whole while maintaining their important distinctions, and to create an agenda for future research.

Attendance will be limited to 150 persons in order to accommodate work groups that will discuss major presentations. From the work groups, facilitators will prepare papers summarizing outcomes of the group discussions, which will be presented for general discussion on the second day of the meeting. For more information, write "Career Conference," 344 Erickson Hall, Michigan State University, East Lansing MI, 48824-1034, or call 517-355-1838.

1992 GREAT LAKES REGIONAL CONFERENCE

The fifth annual Great Lakes Conference for Counseling Psychology will follow the Career Convergence Conference at Michigan State University April 24 and 25. The conference will incorporate Div. 17 President Bruce Fretz's theme, "Diversity in Counseling Psychology: Recognition to Affirmation.

The program will attempt to reflect the field's diversity in several broad areas: client and counselor culture and ethnicity, gender issues, theoretical and methodological pluralism, diverse intervention modalities and work settings.

The Great Lakes Conference has traditionally included Indiana, Ohio, and Michigan, but will be expanded to Illinois, Iowa, Minnesota and Wisconsin. It is usually attended by a mix of students and faculty, new professionals and established counseling psychologists.

COMPUTER-BASED CAREER DEVELOPMENT FOR EMPLOYEES

Conceptual Systems, a company headed by Zandy Leibowitz and SIG member Steve Forrer, has released Version 3.0 of *Career Point*, a comprehensive, computer-based career development system, specifically designed to be used by employees in large organizations. It is designed to instruct employees in the career development process, help them evaluate their strengths and weaknesses, search for development opportunities in the employing organization, and develop a specific career development plan.

An employer-based counterpart of systems like SIGI or DISCOVER, *Career Point* employs an overall theoretical base of person-environment congruence.

Career Point is organized in four modules. The first calls for self assessment, using the Self-Directed Search and the Myers-Briggs Temperament Indicator, along with several skills and values checklists, and a feedback opportunity with a supervisor.

In Module 2, Goal Setting, users review information about their employing organization and choose which of several goals they want to pursue, such as moving up, enriching their current job, and the like. The final product of this section is the individual's Career Development Summary.

Module 3, Development Planning, stimulates the user to select actions to achieve the goals of Module 2, leading to Module 4, Action, where a discussion with one's manager is covered, with progress reviews and plan updates.

A separate section contains resources, such as employer positions, and training possibilities within the employer organization. This section incorporates Peterson's College Guide for employees interested in additional higher education. The final resource supports building a resume and writing cover letters.

On-screen, the system is lavish with graphics and in gorgeous color (teal, cerise!). It includes a subsystem that allows employers to customize text, databases, and even graphics. It also generates usage reports for management.

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Career Point, continued....

Fourteen meg of hard drive and 640 RAM is required, with DOS 3.1 or higher, and EGA/VGA. Optional mouse.

Career Point's users include a number of multi-national corporations, and several Federal Government organizations. One is the Internal Revenue Service. At their Des Moines office, a 20-year veteran employee is charged with helping employees use the system. She reports that the system has helped employee morale, especially in the light of the stress of being a government employee in general, and with the IRS in particular. She has no special career counseling training, but is scheduled for an workshop to help employees analyze their MBTI results.

The system describes 195 jobs in its data base, mostly IRS; but some in the private sector. When an employee uses the system to identify a wanted job the program prepares a skill gap analysis to identify what is necessary for that individual to qualify for the position. A special feature helps the user prepare a Form 171, the universal Federal employment application.

NCCA JOURNAL CALLS FOR MANUSCRIPTS

NCCA's journal, Career Development Quarterly, invites submission of original manuscripts for a special section of the journal that will address the question of "How personal is career counseling?" The aim of this special section is to explore whether and how career and noncareer issues are intertwined in counseling.

Associate Editor Linda Mezydlo Subich seeks theoretical or practice-oriented manuscripts of no more than six to eight pages that focus on some aspect of the often-assumed dichotomy between career and "personal" counseling. Authors are asked to discuss whether these two types of counseling are separate, and the implications of their point of view. Longer empirical articles that are especially relevant to this topic may also be considered. All submissions will be blind-reviewed according to standard journal policy.

Manuscripts may be sent in quadruplicate to Dr. Linda Mezydlo Subich, Associate Editor CDQ, Department of Psychology, The University of Akron, Akron, OH 44325. The deadline for receipt of manuscripts is October 1, 1992.

SIG MEMBERS SHARE COLLOQUIUM VIDEO

Many SIG members have infrequent or no opportunity to attend colloquia on vocational behavior and career intervention topics. To address this problem, our SIG decided at its San Francisco business meeting to experiment with sharing colloquia videotapes. The tapes are intended to be used for personal in-service education, in teaching graduate classes, and as a supplemental resource for students with a particular interest in our subspeciality.

The first tape that is available presents "Career Counseling in the 1990s: Re-examining Our Assumptions," a discussion between Paul Salamone and Bob Slaney about five assumptions pertinent to career counseling. If you want a copy of the tape, send Marck Savickas (NEOUCOM, PO Box 95, Rootstown, OH 44272-9996) a blank videotape, and a self-addressed, stamped tape mailer so that he can return the tape to you.

The SIG thanks Professors Slaney and Salamone for letting us use their tape and for serving as role models. When other SIG members submit colloquia, we will be able to record 4 to 6 hours on a single tape. If you have a videotape to share, send it to Mark along with the participants' written permission for the SIG to use their tape.

DOT REVISION PUBLISHED

The Department of Labor has completed work on the revision of the 4th edition of the Dictionary of Occupational Titles. Still containing over 12,000 occupational descriptions, of which about 20 percent are new or substantially revised, the new DOT retains the general format 1977 edition. In a major change, all computer related occupations have been brought together in a single division, clustered in five new occupational groups.

Each definition now includes a last line that cross-references to the Guide for Occupational Exploration code. It also gives strength requirements of the occupation, as well as GEB levels for Reasoning, Math, and Language, and the level of specific vocational preparation. The final item shows the date the definition was prepared.

The Z-Letter is published three times per year by Donald G. Zytowski, as a service to the Vocational Psychology and Career Intervention Special Interest Group of the Division of Counseling Psychology of the American Psychological Association.

The assistance of CTB MacMillan/McGraw-Hill, publisher of the Kuder General and Occupational Interest Surveys, is gratefully acknowledged.

INTERNATIONAL MATTERS

The European Center for the Development of Vocational Training publishes numerous bibliographies, periodicals, and monographs. If you are interested in receiving a brochure from the Center, write UNIPUB, 4661-F Assembly Drive, Lanham, MD 20706-4391, USA

If you are interested in learning about how the economic unification of Europe may affect career guidance, write Prof. Nathan Deen, University of Utrecht, Dept. of Educational Science, Heidelberglaan 2, Postbus 80140, 3508 TC Utrecht, The Netherlands. He has written an interesting paper discussing how the unification of Europe will affect the position of young immigrants in the labor market. He describes the dilemmas that will confront career counselors, and advocates the harmonization of the school curricula throughout the member states.

The International Journal for the Advancement of Counseling is published under the auspices of the International Roundtable for the Advancement of Counseling and the International Association for Educational and Vocational Guidance. Members of either organization may subscribe for U\$83.50; non-members pay U\$125. Write Kluwer Academy Publishers Group, Box 358, Accord Station, Hingham, MA 02018-0358, or phone 617 871-6600.

Since 1987, the Association of Vocational and Career Counseling in Israel has published the journal Man and Work. Edited by Edgar Krau of Tel Aviv University, the journal publishes original manuscripts addressing the broad issues of career psychology, vocational counseling, the contemporary problems of the labor market, and the role of human factors in work settings. SIG members are invited to submit papers of no more than 13 pages following APA style. A one-half to one-page abstract to be translated into Hebrew should precede the paper. Contact Prof. Krau at Dept. of Psychology, Tel Aviv University, Ramat-Aviv 69 978, Tel Aviv, ISRAEL POB 39040.

The International Journal of Career Management is now in its fourth year, providing an international vehicle for communication among academics, researchers, and practitioners in the career development and management areas. Welcomed contributions include reviews of research on career paths and structure, theoretical articles on vocational choice and development, validation studies of career assessment instruments, case studies and workshops, and book reviews. Direct manuscripts to Rod Davies/Nikki Mead, IJCM, PO Box 709, Toowong 4066, Queensland, AUSTRALIA.

NEW BOOKS

Gary Peterson and SIG members James Sampson and Robert Reardon, all at Florida State University, have brought out Career development and services: A cognitive approach, published by Brooks/Cole. The text takes the unique approach of beginning with cognitive information processing (CIP) to integrate theory and practices in career development. The first part of the book demonstrates the use of CIP theory to describe how individuals use information to solve career problems and make decisions. In a crucial chapter, the prominent theories of career development are analyzed in terms of their information-processing components. The second part shows how counselors may use CIP to help clients develop career problem-solving and decision making abilities through individual, group, and self-directed interventions. Here a wide variety of interventions other than formal testing are discussed. In the third part, CIP is applied to the design, development, planning, and evaluation of career services.

The book is intended as a text for an introductory career counseling course, including plenty of case examples and learning activities. An appendix presents a detailed syllabus for a course to aid undergraduates in their own career development.

Ed Watkin's and Larry Schneider's edited book, Research in Counseling, has been published by Lawrence Erlbaum Associates. Their ten-chapter book consists of three sections: Foundations of counseling research, Approaches to counseling research, and Issues and innovations in counseling research. Contributors include Nancy Betz, John Galassi, Clara Hill, George Howard, Mike Lambert, Naomi Meara, Sam Osipow, Don Polkinghorne, Jim Sampson, Lyle Schmidt, and Terry Tracey.

Career development: Theory and practice, edited by David Montross and Christopher Shinkman, will be issued in 1992 by Charles C. Thomas. Contributors include major theorists from higher education (including several SIG members), business organizations, and private practice, and deal with theory, career resources and programs, and intervention strategies applicable to college students, new employees and to those in the establishment and preretirement phases of individual careers.

Of interest: Volume 22, No. 2 (December, 1990) of Youth and Society, a special issue on youth and work.

MEMBER NEWS AND NOTES...

Gerald Middents, who directs the Contemporary Policy Studies Program at Austin College, will present a paper to SPSSI on "Bridging the gap between the public and policy makers" on health care matters. He recently proposed to local church, community, and business leaders a vocational support and job search group for the unemployed and people in job transition. He would like to hear from others who have knowledge of similar programs.

Jackie Sheehan founded the Self-Help Center as an adjunct to the Cal State-Chico Career Center. Staffed by senior or graduate student "interns," the Center has more than 100 audio and video tapes on topics like relaxation, pain control, and learning skills, that the counselor-phobic can use to help themselves.

Frank Karpati, in private practice in New Jersey, recently conducted a one-day workshop on adult development for career counselors at the University of Wisconsin. He will present a seminar on outplacement at the AACD Convention in late March. In October, he will address the Hungarian Academy of Science, in Budapest, on "Career Development in a Global Economy."

Carol Eikleberry, at the University of Pittsburgh Counseling Center, is preparing a book to assist Artistic-type personalities in their career development. She points out that there is substantial discongruence between artistic interests and opportunity. Ten percent of high school students obtain an A first-letter code on the Hollogon, while only 1% of jobs are A-type.

Anne Lovett, a consulting psychologist to private industry, with Dr. David Forrest, has presented a 3-day workshop for R&D professionals, under the sponsorship of the Industrial Research Institute, to help them decide whether to continue their careers in R&D or switch to the management ladder. The workshop included "classic self-assessment" e.g., Strong, MBTI, with visiting speakers representing both career paths, and offered group and individual counseling sessions, the latter designed specifically to permit a safe environment for decision-making, away from the employer's sphere of influence.

YOU! The Z-letter needs your news-- job changes, books and chapters written, instruments in development, workshops and presentations, unique consultations and collaborations. Now you can Fax it to me, baby, at 515-292-2024. Do it today!

The Z-Letter
Donald G. Zytowski
PO Box Z, University Station
Ames, IA 50010