



A Parent's Guide to Career Development

Friday October 16, 2009

A collaborative model for
coaching your child

THE VALUE OF YOUR STUDENT'S LIBERAL ARTS DEGREE

A liberal arts education has long been recognized in the workplace for its value and versatility. Employers say they want employees who can think critically, communicate clearly, and solve problems creatively. They emphasize the need to work collaboratively in teams, to continue learning on the job, and to view things from multiple perspectives. This is the essence of the education your student is receiving at Tufts. Your daughters and sons are prepared to enter the workplace or graduate school with transferable skills that ensure their success in a variety of challenging tasks and environments. Both parents and Career Services can help students better understand the value and marketability of their degree.

TUFTS CAREER SERVICES

Tufts Career Services ~ Access to staff and resources to help guide students through every step of career development. <http://careers.tufts.edu>

A sampling of online resources:

Tufts Alumni Network ~ 8,500+ alumni with advice about careers and grad school

Tufts Career Connect ~ Jobs, internships, and the Tufts Recruiting Program

Vault Online Library ~ Information about careers, employers and industries

"What to Do with a Major in..." ~ How academic majors relate to the workplace

PARENTS & CAREER DEVELOPMENT

Parent Involvement in Student Career Planning, by Bob Fisher

National Career Development Association. <http://ncda.org>

America's Career Resource Network ~ Advice for parents from elementary school through college. <http://www.acrnetwork.org/parents.aspx>

Parent & Student Resources for Career Development ~ MA Dept. of Education

<http://www.doe.mass.edu/cd/resources.html>

Research on Transition from College to Work & Employment Readiness of New Grads

Collegiate Employment Research Institute (CERI) Michigan State University

<http://www.ceri.msu.edu/>

Worried about Work? Mind What You Tell Kids

Dr. Barbara Moses, career and work-life expert has written about a range of career issues, most recently publishing, "Dish: Midlife Women Tell the Truth about Work, Relationships, and the Rest of Life." Among the articles on her website is one that discusses the effects of the messages we send to our children when we talk about our own careers.

<http://www.bbmcareerdev.com/>

CAREER TRENDS & PROFESSIONAL DEVELOPMENT

National Association of Colleges and Employers (NACE) ~ This professional association maintains a Career Library with information about entry level employment trends, job outlook, compensation, and job search resources. <http://jobweb.org/>

*O*NET* ~ The Nation's Occupational Information Network, an online database sponsored by the U.S. Dept of Labor. The site is rich with career resources and occupational information, though it can be overwhelming to navigate. Try this section to begin your research: <http://online.onetcenter.org/>

The Wall Street Journal's Executive Career Site ~ Despite the reference to "executive," this comprehensive resource offers value for professionals at all stages. <http://www.careerjournal.com/>

MILLENNIALS @ HOME, SCHOOL, AND WORK

Millennials Go to College ~ Neil Howe and William Strauss, generational gurus and coiners of the term, Millennials, discuss how the Millennial Generation is changing the landscape of higher education in their 2007 book. In an upcoming volume (December, 2009), they explore "*Millennials in the Workplace: Human Resource Strategies for a New Generation.*" <http://www.lifecourse.com>

Generations and Archetypes ~ Recurring cycles of generations in history defined by Howe and Strauss, are discussed in depth at this site. Interesting forums and an historical perspective. <http://www.fourthturning.com/>

Generations at Work ~ Overview of Millennials: definitions, key characteristics, and implications for the workplace. Offers tips on managing millennials and insights into the generation's assets and liabilities on the job. This site is maintained by Claire Raines, co-author with Ron Zemke and Bob Filipcza, of *Generations at Work: Managing the Clash of Veterans, Boomers, Xers, and Nexters in Your Workplace.* <http://www.hreonline.com/pdfs/ManagingMillennials.pdf>

Boomerang Nation ~ Refers to adult children returning home to live with their parents after college. Research indicates that 18 million 20-34 year olds fall into this category. See what young people say about the experience of "boomeranging." <http://boomerangnation.com>

YOUR CHILD'S WORLD

The Chronicle of Higher Education ~ This is the industry bible for the academic community where your child currently resides. Periodically scan the journal to better understand the world of higher education from an insider's perspective. Current articles range from social networking sites to plagiarism. The most recent edition is available online; a subscription is necessary to search the archives. www.chronicle.com



Career Coaching Your Child: Questions to Consider



Who is the most important influence on your child's career development?

Research indicates that it's you: the parent. Your beliefs, comments, and interactions with your children may profoundly influence their career decisions. This connection is evident in research which indicates that parental expectations strongly influence adolescents' aspirations. To ensure that your child gets the maximum benefit from your coaching, we recommend you consider the following questions.

- Do I allow my child the freedom to engage in new experiences?
- Do I encourage exploration of occupations without being judgmental?
- Am I listening with openness and understanding?
- Do I tolerate ideas and values that differ from my own?
- Have I discussed my own career history, "the good, the bad, and the ugly?"
- Do I impose ideas (even with the best intentions) that can limit my child's options?
- Do I *objectively* guide my child in looking at his/her skills, interests, and abilities?
- Am I positive and supportive when my child makes poor decisions or fails?
- Do I check in periodically to ask, "How can I be helpful?"
- Do I encourage my child to assume responsibility for career decisions?