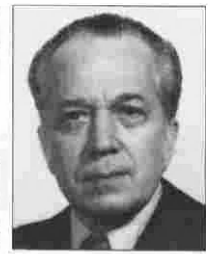


BOOKS

GUEST
BOOK
REVIEW



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CAREER CHANGE

By Paul Ferrini and L. Allen Parker

This book is a result of a study funded by the U.S. Office of Education Bureau of Occupational and Adult Education, and conducted by Technical Education Research Centers, Cambridge, Mass. The objectives of the study were to (1) identify career change programs in business and industrial firms, post-secondary educational institutions, government agencies, and professional associations and (2) prepare case histories of selected programs that were investigated in more detail. The *Career Change* book was intended to provide readers with a perspective on career change programs currently operated by a variety of organizations. It contains a general introduction to the subject of career change, an individual career change model and a discussion of support services usually available to career changers, a description of the selection process used, major features of a series of programs, brief descriptions of other "noteworthy" programs, and a bibliography of related publications.

Chapter 1 points out that, as a result of more flexible work and educational opportunities, there is evidence that career change is being perceived as a necessary option for many adults seeking future growth and self-renewal. Technological and social changes have influenced the way we think about work and the kind of work available to us. Both voluntary and involuntary career changers frequently operate under stress, may have difficulty assessing their abilities and choosing a new direction, and may not be able to find external support and assistance. Career changes are frequently precipitated by major changes in individuals' key values and overall lifestyles.

Career change is an individual proposition, and each person experiences it uniquely.

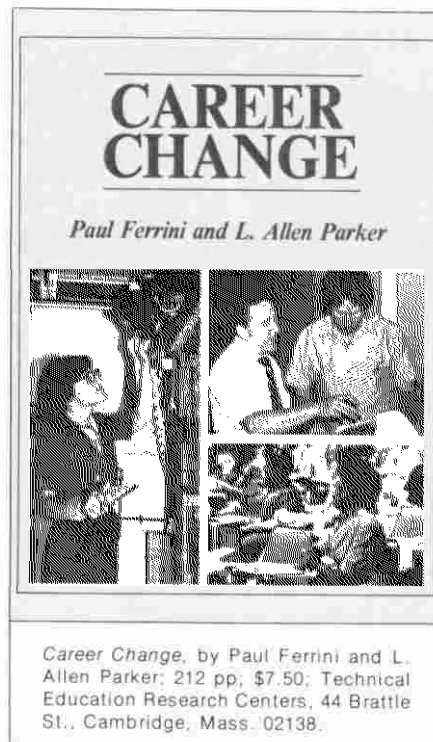
A career change model outlining the major areas and specific tasks involved in making the transition from one career to another is pre-

career change programs that address all the required functions. The process used to identify, screen, and prepare case histories is described, along with detailed case histories of the following: *Programs in Business and Industry*; *Programs in Educational Institutions*; *Programs in Government Agencies*; *Programs in Professional Associations*. To enable readers to obtain more information and to encourage further sharing, the names and addresses of individuals who played key roles in developing the described programs are included in the text.

"Other Noteworthy Programs" are briefly described in the closing chapter. They include programs in Educational Institutions, Business and Industry, Government Agencies, Activities in Professional Associations, and Current Career Change Research Projects.

The listing of additional information sources at the end of each chapter is supplemented by a rather extensive bibliography.

The authors state that the object of their book is "to provide readers with a general perspective of career change programs currently operated by a variety of organizations in the nation." I believe the authors accomplished their goal in a thorough and readable way. I liked the idea of encouraging the exchange of information by listing names and addresses of persons to contact in the different organizations. This book will not be of interest to all ASTD members, and it is not purported to be the final word on the subject. However, *Career Change* addresses an important issue in the area of adult growth and development, and, in doing so, takes a step in a positive direction. — Nelson T. Meckel



sented in Chapter 2. This model consists of the following steps: (1) Career Exploration/Counseling — Self Assessment (skills, interests), Career Identification and Action Plan; (2) Education/Training; (3) Job Search/Placement; (4) Career Assessment/Future Options.

Although some individuals are able to perform these tasks themselves, many rely on a variety of support services. Career change programs in most educational institutions and business firms do not address all of the required tasks.

Subsequent chapters describe