

CULTURAL LEARNING THEORY AND CAREER DEVELOPMENT

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OVERVIEW

- Background
- Summary of cultural learning theory
- Relate to practice: the learning alliance
- Examples



Cultural Learning Theory: Background

Cultural learning features in a number of important career theories (e.g. Bill Law, Phil Hodgkinson & Gideon Arulmani)

The cultural learning theory of career development (McCash, 2020) is integrative and represents a fusion of over 50 key concepts from career and educational theory. Draws from two main traditions:

Interactionist sociology of the Chicago school

Career is made up of the work and non-work activities of both men and women of all social classes. It is 'the moving perspective' in which persons orient themselves with reference to other people, institutional forms, and social structures, and 'interpret the meaning' of their lives. Career helps us understand the nature and 'working constitution' of society. (Hughes, 1937: 410-414)

Educational theory with a cultural focus

Culture is 'a toolkit...for understanding your world' (Bruner, 1996: 98)

Cultural Learning Theory

Cultural learning theory of career development emphasises the cultural connections that influence us and indeed forge our identity.

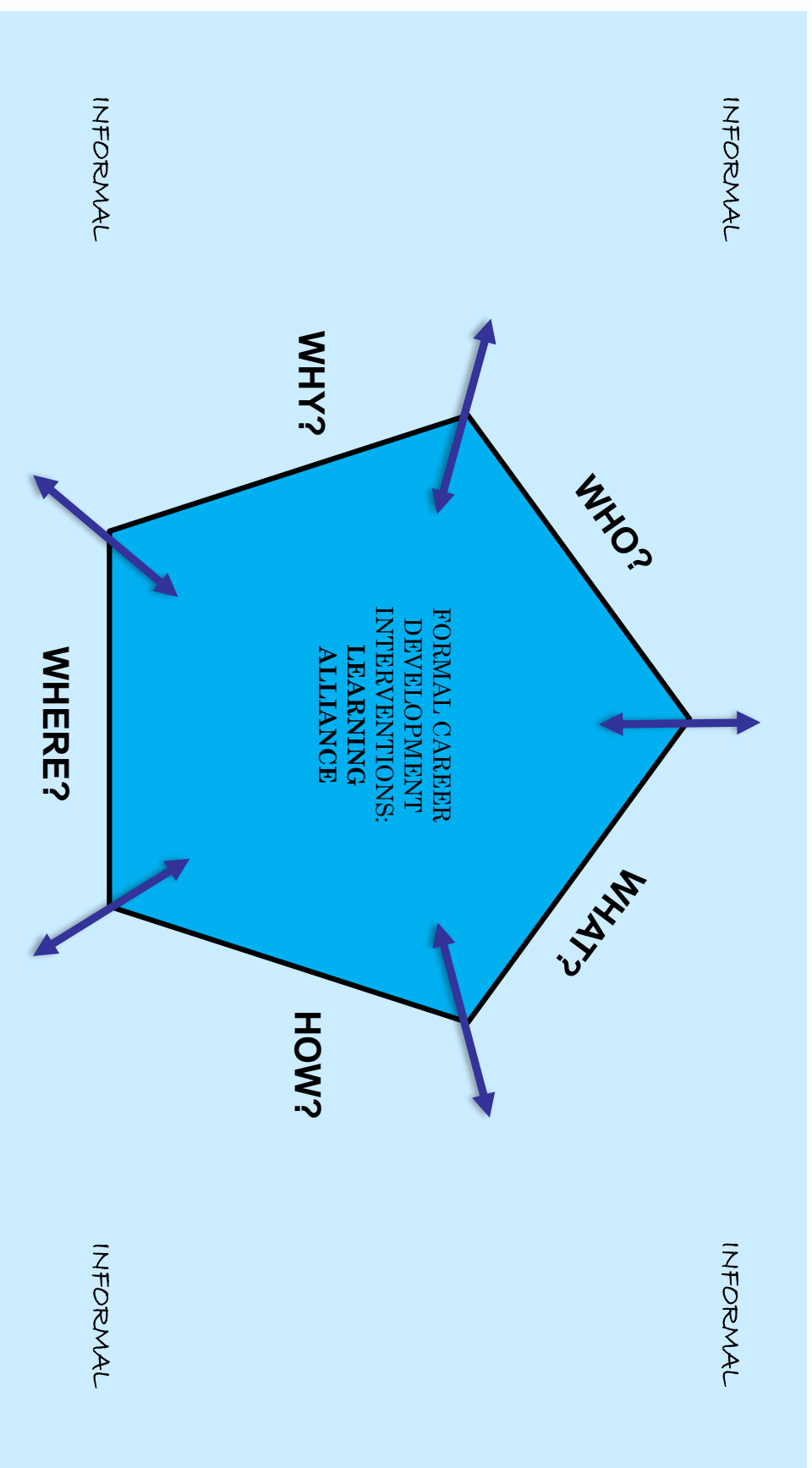
It is made up of five facets: the who, what, how, where, and why of career.

1. **Who?**
2. **What?**
3. **How?**
4. **Where?**
5. **Why?**

Cultural learning theory states that important learning happens in both informal and formal ways.

Formal career development interactions draw from the five facets through a learning alliance.

Five Facets of Career





Final Thoughts...

...don't be satisfied with stories, how things have gone with others. Unfold your own myth... (Rumi, 2004, pp. 40-41).

The learning alliance is about *enhanced connections* in career development

Through it, clients can count on you for *an invitation to participate* - both in the discussion....and in wider life



Appreciation and Contact Details

Thank you very much for your attention and participation

If you would like to discuss any aspect of this talk, please email me at
p.t.mccash@warwick.ac.uk

References

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