



Career Development Theories Matrix

Use this tool as a guide to review career development theories, identify challenges and brainstorm solutions.

Challenges Faced by Youth Workforce Providers

What challenges are you facing?

What have you done to address those challenges?

Proposed Solutions Aligned with Career Development Theories

Use the career development theories to brainstorm possible solutions to the challenges you are experiencing. Use the example solutions under the proposed solutions to get you started.

Theory	Proposed Solutions
Holland's Theory of Vocational Types	<i>Example: Implement diverse career exploration activities to cater to various personality types.</i> Your Solution:
Bandura's Social Cognitive Theory	<i>Example: Establish mentorship programs to provide positive role models and build self-efficacy.</i> Your Solution:
Super's Developmental Self-Concept Theory	<i>Example: Design workshops that help youth explore and clarify their self-concept, connecting it to potential career paths.</i> Your Solution:



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Krumboltz Social Learning Theory of Career Decision Making	<i>Example: Develop experiential learning opportunities, internships, and apprenticeships to expose youth to diverse career options.</i> Your Solution:
Linda Gottfredson's Circumscription Compromise	<i>Example: Challenge stereotypes through awareness campaigns and provide resources for career exploration beyond traditional norms.</i> Your Solution:



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Theories	Limited Resources	Diversity Issues	Lack of Engagement	Evolving Job Markets
Holland's Theory of Vocational Types	Develop partnerships with local businesses to share resources and costs for career exploration initiatives.	Collaborate with community organizations to address cultural sensitivity and provide inclusive resources.	Implement interactive virtual events and workshops tailored to the interests and preferences of Philadelphia's diverse youth.	Establish connections with local industry leaders to stay informed about emerging job sectors and align program offerings accordingly.
Bandura's Social Cognitive Theory	Create a mentorship network with professionals, offering virtual mentorship opportunities to overcome geographical barriers.	Promote role models from various backgrounds in the workforce to inspire and connect with youth of different ethnicities and cultures.	Utilize social media platforms for outreach and engagement, leveraging success stories of Philadelphia-based professionals.	Encourage online platforms for skill-sharing and collaborative projects, fostering a sense of community among Philadelphia's youth.
Super's Developmental Self-Concept Theory	Design workshops that address self-concept in the context of Philadelphia's unique cultural and social dynamics.	Incorporate career exploration activities that showcase role models with diverse life roles, emphasizing work-life balance and personal fulfillment.	Implement gamified learning modules based on local interests and industries, making the content relevant and engaging for Philadelphia's youth.	Integrate career counseling services that provide real-time information on job market trends in Philadelphia and offer personalized guidance.
Krumboltz Social Learning Theory of Career Decision Making	Establish partnerships with local businesses for internships and apprenticeships, leveraging resources for hands-on learning experiences.	Create outreach programs targeting underrepresented communities, providing access to diverse career opportunities and resources.	Form partnerships with employers who can introduce virtual reality (VR) career simulations aligned with Philadelphia's industries to enhance youth engagement.	Foster relationships with Philadelphia-based industry associations to stay informed about evolving skill requirements and training needs.



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Linda Gottfredson's Circumscription Compromise	Challenge stereotypes through targeted campaigns that highlight successful youth who have defied traditional career norms in Philadelphia.	Collaborate with local schools and community centers to address educational disparities and promote equal access to career resources.	Implement online forums and discussion boards that focus on youth workforce-specific challenges and opportunities, encouraging open dialogue.	Develop strategies to address skill gaps identified through partnerships with local businesses and align training programs accordingly.
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Questions for Implementation

What partnerships with local organizations, businesses, and/or educational institutions can be formed to enhance program effectiveness?

Are program staff equipped to adapt solutions or accommodate the evolving needs of Philadelphia's youth and workforce system?

What actionable step will you take to involve the community in your program design to ensure cultural relevance and inclusivity?