

“Right Sizing” the Workforce: Changing Roles and Responsibilities for Vocational Psychologists

Rosie Phillips Bingham, Ph.D.
Vice President for Student Affairs
University of Memphis

Right-Sizing

- The right number of people providing a good or service delivered effectively and efficiently that produces a profit for the company and the shareholders
- Do Vocational psychologists and Career Counselors have a role in Right Sizing the workforce?

Right Sizing - 2

- The right number of people who want to work providing goods or services in an efficient and effective manner that makes a profit for shareholders AND serves the greater good for people.



Agenda

I. Unemployment and Underemployment

II. Natural and Human-Made Disasters

III. Urban Poverty

IV. Changing Demographics

FEAR

- Fear



I. Unemployment & Underemployment

- Current global and economic crisis
- Fear that “there is not enough”
- Correlation between job and life satisfaction is .44%



I. Unemployment & Underemployment

- Unemployment
 - Global unemployment: 6.2% ...that is 205 MILLION People
 - 15 million in the United States
 - Youth unemployment (15–24) is 12.6%
 - 40% in Spain
 - 23.6% in North Africa

I. Unemployment & Underemployment

- Underemployment
 - International Labor Organization reports vulnerable rate of 50.1%
 - 1.2 billion workers earn less than \$2.00 per day



I. Unemployment & Underemployment

- Underemployment
 - 20% in the US who earn over \$1,000,000 capture nearly 50% of all income



Changing Societies

- As countries move from Agrarian to Industrial to knowledge societies how does the role vocational and career counselors change?



I. Unemployment & Underemployment

- Would vocational psychologists and career counselors believe they have a role in helping the world through changes in moving from a manufacturing society to a knowledge/information society?
- If we collaborate with economists can we better predict right occupations and right numbers of workers?

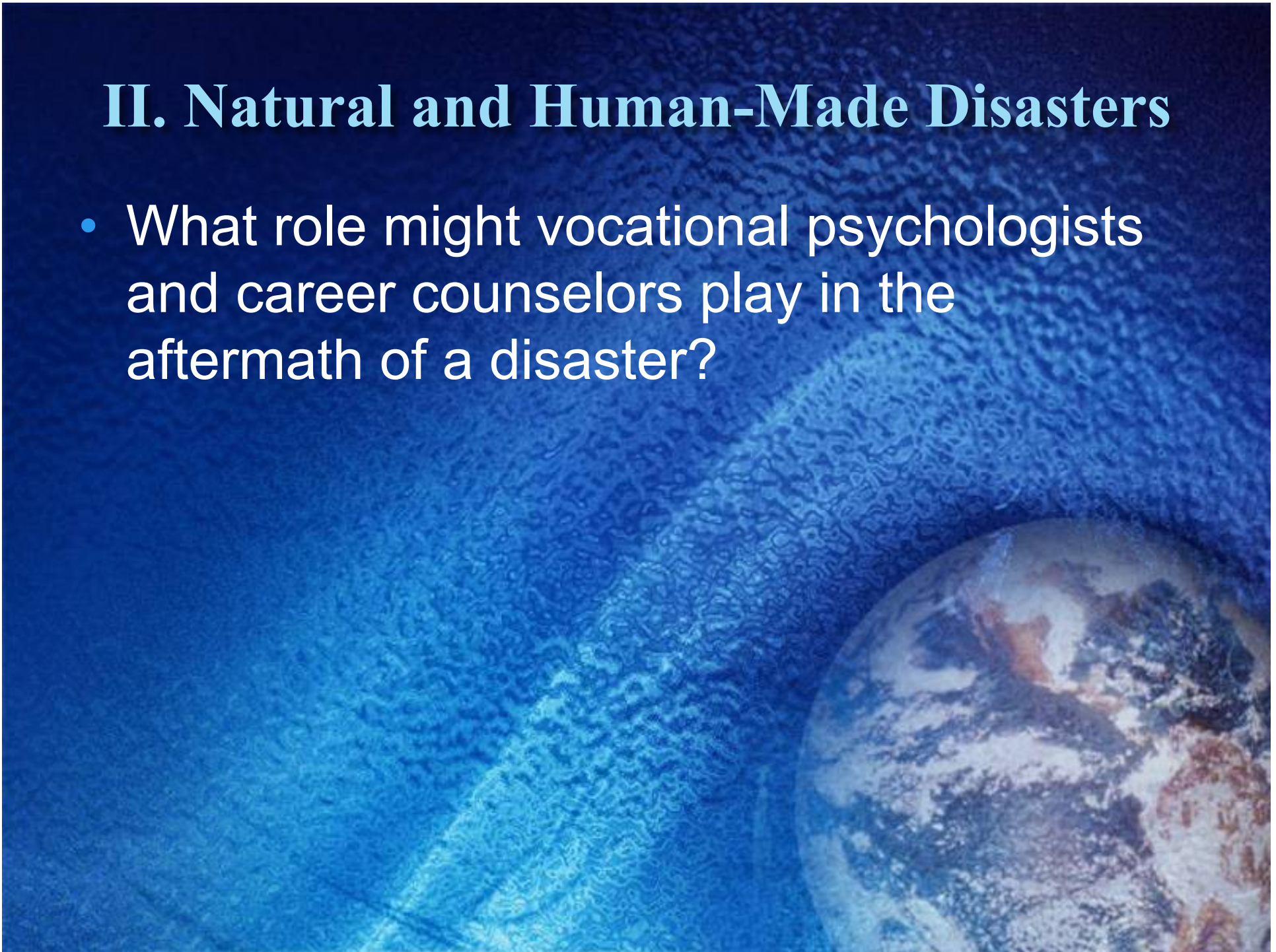
Ethical Questions

- Is it ethical and or acceptable to help individuals select careers for which there is no demand?



II. Natural and Human-Made Disasters

- What role might vocational psychologists and career counselors play in the aftermath of a disaster?









t.sina.com.cn/ghostaloha



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“I have no idea
who I am today;
and I don’t
know how to
figure out, who I
will be
tomorrow.” --
Hurricane
Katrina survivor





A Role for Social Cognitive Career Theory

- Work efficacy, job search, outcomes expectations after a disaster
- Would offering vocational and job help after a disaster fill a potential social justice mission of right-sizing the work force?

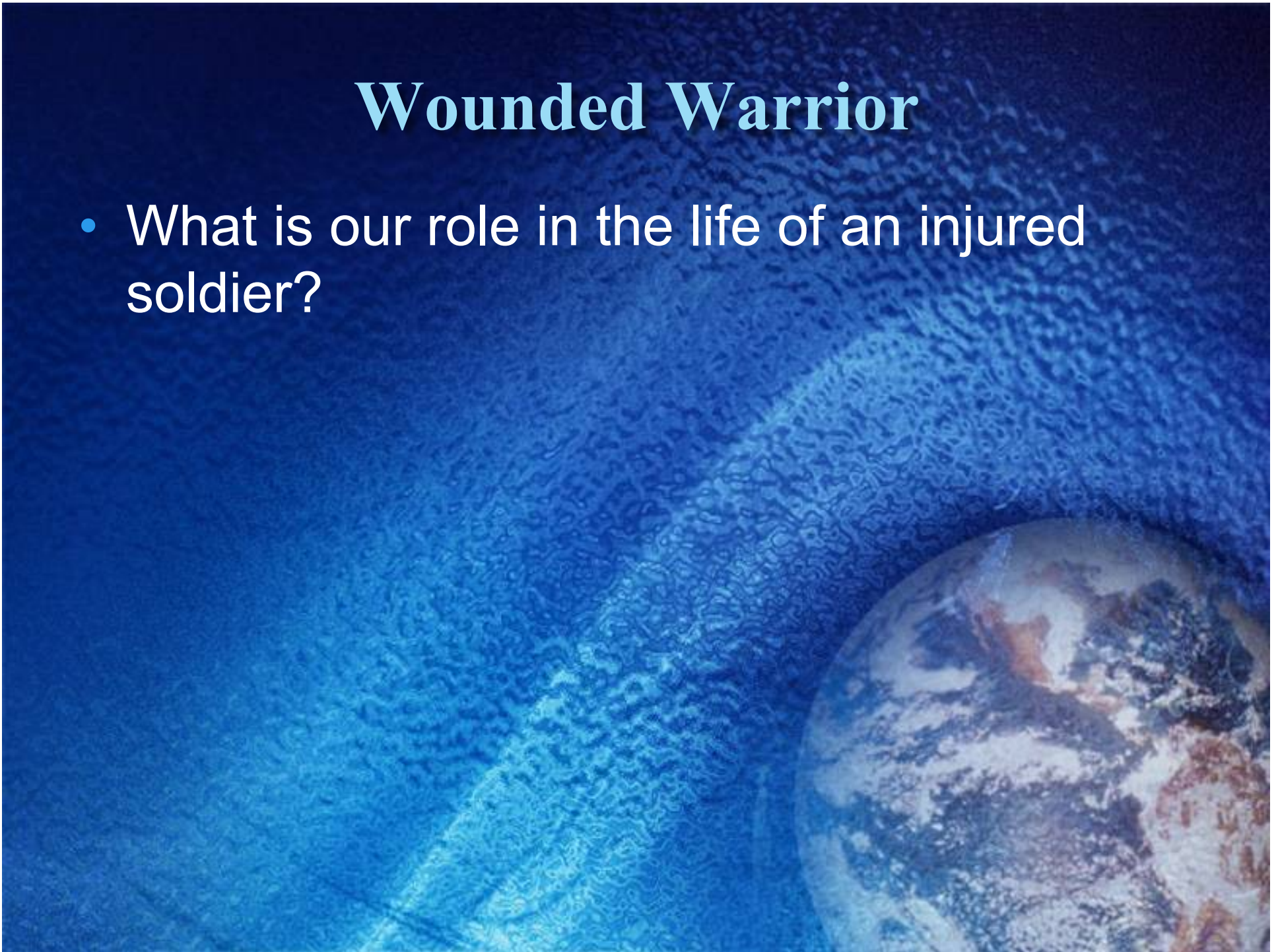
II. Natural and Human-Made Disasters

- How soon after a disaster should we begin interventions and research?



Wounded Warrior

- What is our role in the life of an injured soldier?



Wounded Warrior

“I served my country and provided all this, and come back and what do I have now? Maybe a lot of bad memories that I don’t want and skills that nobody recognizes.”



Source: Daniel Nichols, former chief of staff for the Labor Department's Veteran Employment and Training Services (VETS)

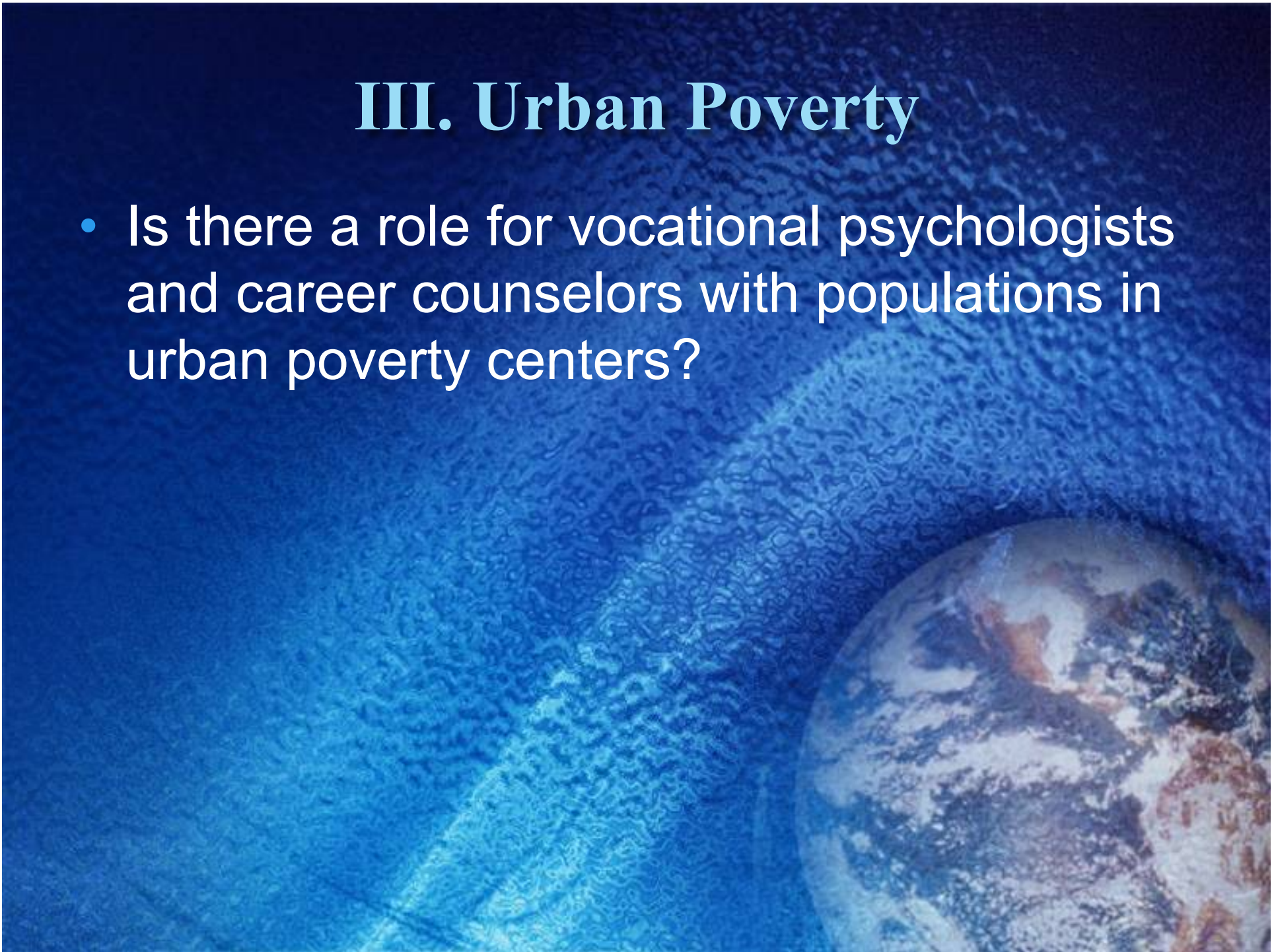
Wounded Warrior

- Perhaps now is the time for vocational psychologists to lend our skills to returning veterans.



III. Urban Poverty

- Is there a role for vocational psychologists and career counselors with populations in urban poverty centers?



III. Urban Poverty

- 1975: 28% of the world's population lived in cities
- 2000: 50% of world's population lived in cities
- Women and Children make up over 70% of those living in poverty



III. Urban Poverty

- “Vocational psychology has been ambivalent about issues pertaining to the struggles of people who have little, if any access to the opportunity structure” (Blustein, et al 2005)
- Combination of Emancipatory communitarian and Social Cognitive Theories might help

III. Urban Poverty

- How do we make a difference in the lives of urban youths who spend their days hanging out?
- Bottom up, top down approach
- Do we have something to offer urban planners and government policy makers?

IV. Demographic Shifts

- Will our scholarship and practice change with demographic shifts?
- Low birth rates in Spain and Italy
- Germany will lose 20% of its population in next 40 years



IV. Demographic Shifts

- **Projected significant worker surpluses:**
 - India: 47 million
 - Pakistan: 19 million
 - Vietnam: 7 million
 - Indonesia: 5 million
 - Philippines: 5 million
 - Mexico: 5 million

Source: Cheese, P. B., Thomas, R. J. & Craig, E. (2008) The Talent Powered Organization. London: Kogan Page.

IV. Demographic Shifts

- **Projected significant worker shortages:**
 - United States: 17 million
 - China: 10 million
 - Japan: 9 million
 - Russia: 6 million
 - France, Germany, Spain: 3 million
 - UK, Italy: 2 million

Source: Cheese, P. B., Thomas, R. J. & Craig, E. (2008) The Talent Powered Organization. London: Kogan Page.

IV. Demographic Shifts

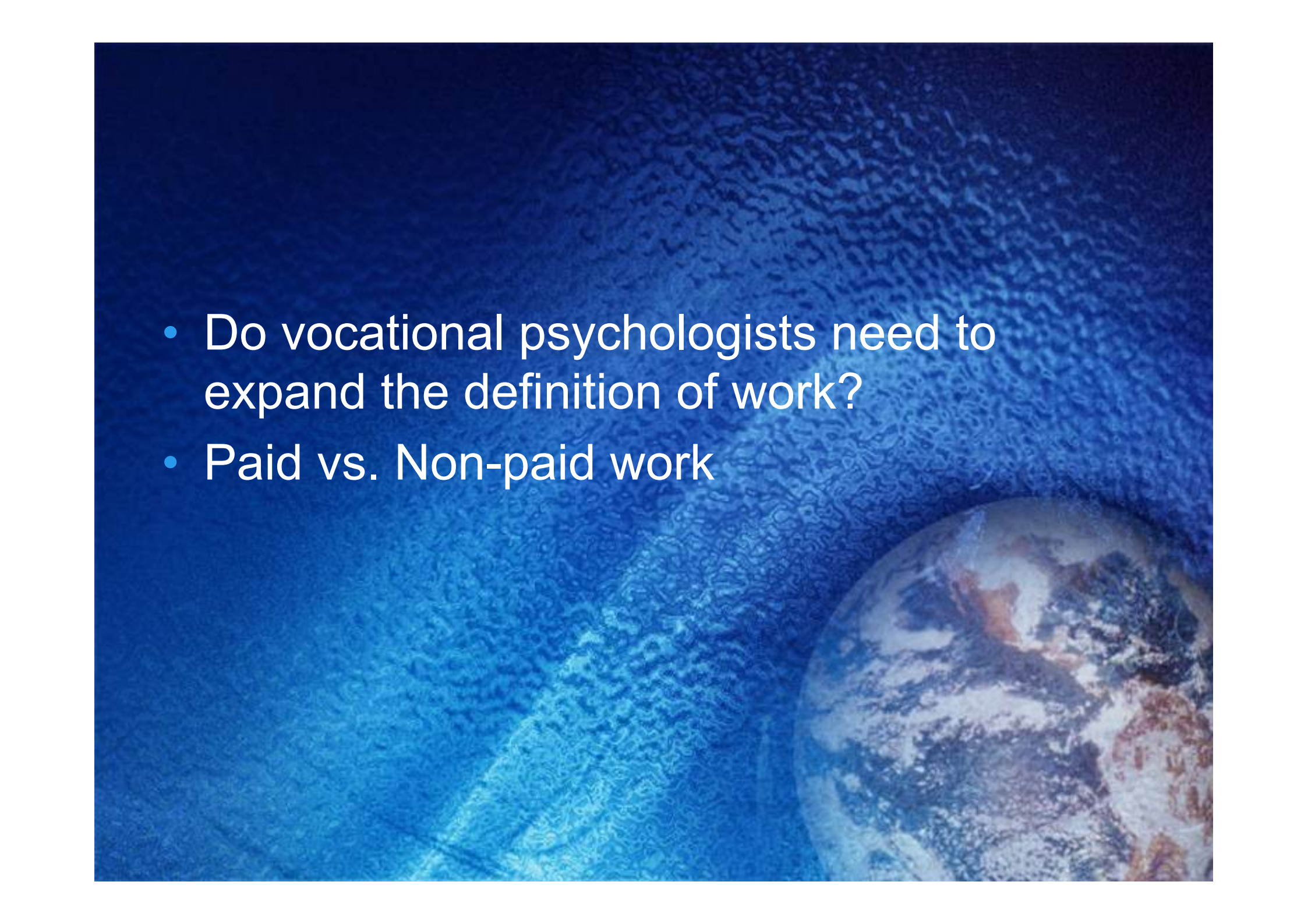
- Working age is 18-64 years
- 63% of the population was in this group in 2008
- It will be 57% by 2050



Four Major Forces

1. Current Unemployment and fear that there will not be enough
2. Natural and human-made disasters
3. Rise in urban poverty
4. Changing Demographics



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- Do vocational psychologists need to expand the definition of work?
 - Paid vs. Non-paid work

What can you Do?

1. Dream Big
2. Select part of vision on which you will work that matches your skills
3. Develop and implement a plan
4. Measure the results
5. Adjust the plan
6. Form Productive Partnerships
7. Advocate

Getting Ready for Change

- a) “Know thy self”
- b) Work and Spirituality
- c) Critical Thinking
- d) Cultural Literacy
- e) Flexible in the Face of Change
- f) Relationships



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- Assessment
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- Ethical Leadership
- Relationships
- Spirit

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Student Affairs Vision for Students

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- Engaging Others in a Diverse World
- Succeeding as a Professional
- Student Affairs Website:
www.memphis.edu/studentaffairs

Challenge

- Determine What is Unacceptable
- Push Hard for Change
- Move the Unacceptable to Acceptable



Another Walk in the Park

- Turn your...
 - Depression to **Joy**
 - Anxiety to **Excitement**
 - Fear to **Faith**



**THERE IS
ENOUGH!**

