

Ethics for Career Practitioners

Course Outline

Course Developer(s)

Dr. Roberta Neault, CCC, CCDP, GCDF-i

Dr. Deirdre Pickerell, CPHR, GCDF-i

Course Format

Two weeks, 10 hours per week

Course Prerequisites

Current and/or past experience as a career and employment practitioner and/or in a related field.

Course Description

Career management professionals are committed to working ethically with their clients. Due to the professional diversity of this field, however, there are many ethical codes that impact their work. This course will explore how several of those codes inform ethical practice and we will together examine real-life ethical dilemmas based on case studies and shared experiences.

Course Objectives

General:

Participants will develop/enhance their knowledge of relevant ethical codes.

Learning Objectives:

Upon successful completion of this course, students will be able to:

- Discuss broad ethical considerations within the industry
- Clearly articulate employer/employee rights and responsibilities and current legislative regulations
- Identify appropriate ethical codes and principles to guide their work
- Implement an ethical decision-making model
- Analyse specific cases to identify and articulate ethical dilemmas
- Formulate and implement solutions to common ethical dilemmas
- Identify proactive strategies to avoid ethical problems

Required Texts / Supplies

Sheppard, B. C. & Mani, P. S. (Eds.) (2014). *Career development practice in Canada*. Toronto, ON: CERIC.
(eBook or Print available from [CERIC](#)).¹

¹The Sheppard & Mani (2014) textbook is a required reading throughout the Career Management Professional Program. Students taking individual courses, therefore, may only refer to a chapter or two; however, this resource is a wonderful addition to your professional toolkit.

Additional Readings

Throughout the course, relevant readings will also be posted on our website. Plan to spend a minimum of 2-3 hours per week on the readings.

Course Completion Requirements

Students must achieve an overall grade of at least 80% to successfully complete a course. If absent or offline for more than 48 consecutive hours, students are required to contact the instructor.

Participation	25%
Tip Sheet	20%
Ethical Dilemma Case Study	25%
Ethical Guidelines	30%

Online Instruction Overview

This online course will be conducted using the “Moodle” course management system. Registered students will receive log-in instructions by email the Monday prior to the course start date. This system relies on asynchronous discussion forums (i.e., students post when it’s convenient for them, not during a scheduled time slot). However, from time to time, we may schedule live “chats” using online message/conferencing applications (e.g., Skype, GoToMeeting).

Facilitated e-learning offers amazing opportunities for shared learning. Many experts in the field believe that the best learning occurs in the discussion forums and that the posted course content may take on a secondary importance. Although this course will provide comprehensive content, students’ active participation in the discussion forums (i.e., checking in and briefly posting once or twice per day to each open discussion) enriches learning and is required for successful course completion.

Operational Requirements

As this course is offered entirely online, students must have reliable Internet access and be comfortable using Internet technology and participating in discussion forums.

Although there are no scheduled classes, students will be expected to spend a similar amount of time on this course as they would in a classroom-based environment of 20 hours.

Documents will be posted in Word, PowerPoint, and PDF —students must be able to download these documents and also upload similar documents.

Accommodation

If you have a disability that needs accommodation for this course, please let us know and we will work with you to more effectively meet your needs.