

Career Planning and Development (H002033)

Course size *(nominal values; actual values may depend on programme)*

Credits 5.0 **Study time 150 h**

Course offerings and teaching methods in academic year 2025-2026

A (semester 2)	Dutch	Gent	independent work seminar lecture
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Lecturers in academic year 2025-2026

De Fruyt, Filip	PP07	lecturer-in-charge
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Offered in the following programmes in 2025-2026

	crdts	offering
Master of Science in Teaching in Behavioural Sciences(main subject Psychology)	5	A
Master of Science in Psychology(main subject Personnel Management and Industrial Psychology)	5	A
Micro-credential Career Planning and Development	5	A

Teaching languages

Dutch

Keywords

Career management, vocational guidance, career coaching, talent management, talent assessment

Position of the course

The course Career Planning and Development is situated in the Master (Personnel Management and Industrial Psychology) and provides an in-depth discussion of theories on career management and vocational orientation.

Contents

Overview of traditional and contemporary theories on the development of individual careers (vocational choice, career transitions and advancement, career success, employability).
Examining and adopting theory to practice using case work, analyzing career questions, generating diagnoses, and proposing possible interventions.
Translating human capital into individual talents and link these to labour market demands.
Overview of the different career tools that the consultant can use for individual contemporary career questions (orientation, outplacement, career coaching, end-of-career questions).
Practice assessment- and reporting skills in the context of career planning and coaching.

Initial competences

Final competences

- 1 Being able to use and explain theoretical concepts and their implications.
- 2 Being knowledgeable about recent developments in the career field.
- 3 Choose among different diagnostic and intervention methods and techniques.
- 4 Develop diagnostic and intervention methods and techniques.
- 5 Reflect about the interaction between psychology and policy questions.

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Seminar, Lecture, Independent work

Extra information on the teaching methods

The student makes an individual assignment where s/he analyses the career trajectory of a person, adopts concepts from the theoretical course, and reports about the case. In addition there is an individual assignment related to the guest lectures.

This course assumes the responsible use of generative artificial intelligence (GAI). During the lessons, what this means will be explained.

Study material

Type: Syllabus

Name: Career Planning and Development

Indicative price: Free or paid by faculty

Optional: yes

Language : English

Number of Pages : 250

Oldest Usable Edition : 2023

Available on Ufora : Yes

Online Available : Yes

Available in the Library : No

Available through Student Association : No

References

Brown, S. D. & Lent, R. W. (2013). Career development and counseling: Putting theory and research to work. Hoboken, NJ: Wiley.

Dingemanse, S. (2009). De loopbaanadviseur in actie: Werken met de Holland-theorie. Amsterdam: Pearson Assessment and Information.

Greenhaus, J. H. & Kossek, E. E. (2014). The contemporary career: A work-home perspective . Annual Review of Organizational Psychology and Organizational Behavior, 1, 361-388.

Course content-related study coaching

- interactive support via Ufora.
- by appointment.

Assessment moments

continuous assessment

Examination methods in case of periodic assessment during the first examination period

Examination methods in case of periodic assessment during the second examination period

Examination methods in case of permanent assessment

Assignment

Possibilities of retake in case of permanent assessment

examination during the second examination period is possible in modified form

Calculation of the examination mark

Score on 20, as follows:

Individual work case: 10 points

Assignment guest lectures: 10 points

Facilities for Working Students

Classes are recorded (except when a guest lecturer does not give us permission to share)