Chapter 28: Sustainable careers then and now

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Abstract

This chapter examines sustainable careers within an historical context. We begin with a group of 1970s scholars who believed that studying careers required sensitivity to both psychological experiences and social context over time. Their approach provided a foundation for the interdisciplinary perspective reflected in our Handbook of Career Theory (1989), an explicit recognition that career theory's home involves many disciplines, at many levels of analysis. Much has changed since then. Sustainable careers require that individuals recognize responsibility for their work within, across and outside organizations. They also require that organizations find innovative solutions for helping individuals reach their full potential while maximizing their institutions' performance. However, much of the earlier work on careers can still inform the sustainable careers' dialogue: we have a durable definition of career, everyone has a career, careers are interdependent with people's lives, and an interdisciplinary approach is more important than ever. We see the sustainable career as an 'ideal type'. It may never be fully realized, but it should be a goal in future careers research and responsible human resource management. Van der Heijden and de Vos' (2015) four elements of sustainable careers – time, social space, agency and meaning – represent important components in framing this research agenda.
Careers in sustainable business. Guardian sustainable business. How to get a career in sustainability: hard work, talent and perseverance. For Shannon Houde, a sustainability careers adviser with UK-based Walk of Life Consulting, the question of professional training needs to be weighed against the costs in terms of time and money. An additional qualification may of course just be the missing piece between you and your dream job, especially if the post is highly technical. Yet she generally advises caution. If nothing else, it's not a sector that favours those out of work or on career breaks. If that sounds all too much, then best stay put. A job in sustainability isn't for everyone. Only the best and the brightest – and the most bloody-minded – need apply. The employment conditions in Sustainability careers and other Green jobs vary considerably from position to position. Because this industry addresses a diverse amount of issues, one Sustainability worker may work in an office, while another may work in a more industrial environment, while yet another may spend the majority of their time outdoors. If you're looking for a field that offers diverse options, then sustainable careers and Green jobs may be a perfect place to look. RELATED: What is Sustainability? Sustainability & Green Job Outlook. Though the outlook of each career path will vary, on the whole, Sustainability careers are growing rapidly. Sustainable development is “development that meets the needs of the present without compromising the ability of future generations to meet their own needs” –World Commission on Environment and Development, 1987. Basically, sustainable development is a long-term solution to how we plan our indefinite progress in the future without causing damage to the environment so as to guarantee a safe habitat for the next generations, who will continue to develop their economies, societies, and care for the environment with a similar ideal in mind.