Abstract
This paper intends to describe the implementation of career plans in Venezuela on the basis of the Institutionalist and Regulationist theories within the context of labor markets. To achieve this objective, the mentioned theories are analyzed in relation to their incidence on the career plans as part of the human resources management. On the other hand, collective bargaining is being referred to as a key feature in the current labor context and because of its impact on the Estate policies that have been implemented in the last ten years. Finally, some considerations are exposed on the career plans as stimulus to establish a long term labor relation and on their depletion as a result of the regulatory position of the current Estate.

Keywords
Career plans, labor markets, collective bargaining, institutionalist theory, regulationist theory