



ICCDPP

**INTERNATIONAL SYMPOSIUM ON CAREER
DEVELOPMENT AND PUBLIC POLICY**

WORKSHOP AGENDA

Introduction

2019 International Symposium on Career Development and Public Policy

Four sub-themes

Collective recommendations and promising practices

Career Development Maturity Matrix

Discussion with participants

Conclusion

Canada Action Plan



ICCDPP AND THE 2019 INTERNATIONAL SYMPOSIUM



ICCDPP



Improves policies, systems and practices through **international collaboration**

Provides **evidence base** for policy decisions and examples of good practices

Ensures **knowledge production and transfer** on an international scale

Organizes the **International Symposium** on Career Development and Public Policy

Visit: iccdpp.org

ASPECT CONFERENCE 2019



2019 INTERNATIONAL SYMPOSIUM

- **Leading career development services into an uncertain future: the 9th International Symposium** on Career Development and Public Policy held in Tromsø, Norway
- Hosted by *Skills Norway*, in partnership with the ICCDPP
- **Over 150 policy makers, researchers and leaders** in the field of career development from **33 countries** and **several international organizations**
- **1 official Communiqué**



TEAM CANADA

- **Tricia Berry**, Department of Education & Early Childhood Development, Government of New Brunswick
- **Marc Gendron**, Labour Market Information Directorate, Employment and Social Development Canada (ESDC)
- **Sareena Hopkins**, Canadian Career Development Foundation (CCDF)/Canadian Council for Career Development (3CD)
- **Dr. Roberta Neault**, Life Strategies Ltd.
- **Valérie Roy**, AXTRA | Alliance des centres-conseils en emploi
- **Lisa Taylor**, Challenge Factory



NORVÈGE

- Population: 5.1 million
- Unemployment rate: 3.3%
- Youth unemployment rate (aged 15-24): 9.7%
- Employment rate: 75%
- Graduation rates (aged 25-64): 44%



THEME 1

ADDRESSING A CHANGING CONTEXT



ADDRESSING A CHANGING CONTEXT

- There are a range of political, social, economic and technological issues that are impacting people's lives and careers (automation, aging population, digitalisation, the 'gig economy', etc.)
- These issues shape people's careers, opening new opportunities and posing new challenges
- Career development policies, programs and services can empower individuals by supporting them in the development of new skills, attitudes and capabilities including new career management skills
- Most countries participating in the symposium reported that their government recognized the value of career development as a part of public policy and was currently increasing public investment in the field



RECOMMENDATIONS FOR COUNTRIES

1. Develop a cross-sectoral strategy for career development and embed it into wider skills, education, employment and social policies
2. Strengthen quantitative and qualitative evidence on career development to support decisions about policy and practice
3. Create mechanisms for sharing and learning from international policy and practice
4. Ensure that career development programs and services develop citizens' ability to manage their own careers



THEME 2

IMPROVING ACCESS



IMPROVING ACCESS

- Career development supports the achievement of a broad range of social policy goals (reducing young people's early school leaving, upskilling and reskilling for adults, addressing skills shortages and workforce adaptability for employers, and also addressing the needs of vulnerable groups in society)
- In many countries, access to career development programs and services is limited with many individuals (e.g., working people, people living in rural areas, and disadvantaged adults) often struggling to access support



RECOMMENDATIONS FOR COUNTRIES

1. Increase awareness of, and access to, career development programs and services
2. Recognize the diversity of users of career development programs and services and ensure that provision recognizes this diversity



THEME 3
INTEGRATING CAREER
DEVELOPMENT INTO
SOCIETY



INTEGRATING CAREER DEVELOPMENT INTO SOCIETY

- Career development is a complex activity which requires the cooperation of a wide range of actors
- Within government there is a need to coordinate the activities of multiple ministries; outside of government, employers, trade unions, educators and citizens all have a stake in the policies, programs and services provided
- A key challenge for career development policy is to find ways to ensure that all of these diverse actors can work together effectively



RECOMMENDATIONS FOR COUNTRIES

1. Establish mechanisms to support coordination and cooperation between government departments and agencies with responsibility for career development and associated fields
2. Empower citizens to shape career development programs and services
3. Develop and resource a national body to support consultation and coordination in career development



THEME 4

SUPPORTING INNOVATION



SUPPORTING INNOVATION

- Career development policy and practice continues to move and develop in response to the changing context
- It is important that policymakers understand the possibilities offered by a range of innovations and consider how they can best be applied in context
- Successful innovation requires careful implementation planning from governments



RECOMMENDATIONS FOR COUNTRIES

1. Provide resources to support innovation and space for piloting new career development programs and services
2. Adopt an integrated and transformative multi-channel approach to the delivery of career development programs and services
3. Ensure that career development professionals are highly trained and supported to continue to innovate and develop their practice



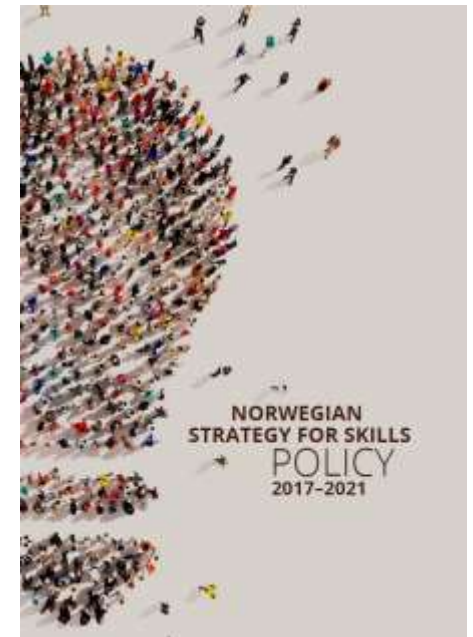
PROMISING PRACTICES



PROMISING PRACTICE

Norwegian Strategy for Skills Policy 2017-2021

- **Government's commitment** to provide a National Skills Strategy
- **Important skills stakeholders** are joining the efforts
- **Career guidance** – the heart and core of modern skills policy



PROMISING PRACTICE

South Africa : A National Career Development Policy for All its Citizens

- Establishment of an all age, national, integrated and a differentiated career development service
- Challenge of meeting the needs of all citizens and ensuring that they have **access to quality services throughout their lives**
- **Integrated multi-stakeholder approach** (national public campaigns, national web portal, extensive media coverage, public publications)



PROMISING PRACTICE

Singapore: Easy Access to Career Services!

- Careers Connect On-the-Go: bringing career and employment **services closer to the public**
- Job kiosks and Mobile Job Search Workshops to assist clients for a **faster and more effective job match**
- Search for jobs **near jobseekers' geolocation**
- Part of a **national movement** to enable Singaporeans to develop their fullest potential throughout life



CAREER DEVELOPMENT MATURITY MATRIX



USE OF TECHNOLOGY

Which statement best represents your own context?

Technology is not typically harnessed in career development services.

Technology is sometimes harnessed in career development services.

Technology is widely embraced and a variety of technologies support career development services.

Technology and career development experts collaborate to create technology solutions to enhance career development services.

Creative uses of technology grounded in career development expertise increase access, quality and impact of career development services nationally.



PUBLIC AWARENESS OF SERVICES

Which statement best represents your own context?

Average citizen unaware career development services exist.

Average citizen aware career development services exist, but unsure of value or how to access.

Career development services are valued, but difficult to access.

Career development services are valued and accessible, but the service system is inconsistent and confusing.

Career development services highly visible, accessible and recognized as a public good.



TRAINING AND PROFESSIONAL DEVELOPMENT FOR CAREER DEVELOPMENT PRACTITIONERS

Which statement best represents your own context?

No training or professional development specific to career development.

Limited career development training or professional development; quality and accessibility variable; not aligned to a national competency standard.

Variety of career development training or professional development available; some consideration of national competency standards.

Training or professional development aligned to national competency standards available.

Training or professional development aligned to national competency standards at entry, professional and leadership levels to support continuous learning; widely available and accessible.



CANADA ACTION PLAN

One main objective, four major tasks and ten intended outcomes

Main Objective

Strengthen the professionalization of career development in Canada

Four major tasks

Put career development on the national agenda and benchmark internationally

Collaborate with career development stakeholders throughout Canada

Equip career development professionals

Contribute to a lifelong career development culture in Canada





THANK YOU!

FOR MORE INFORMATION VISIT:

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