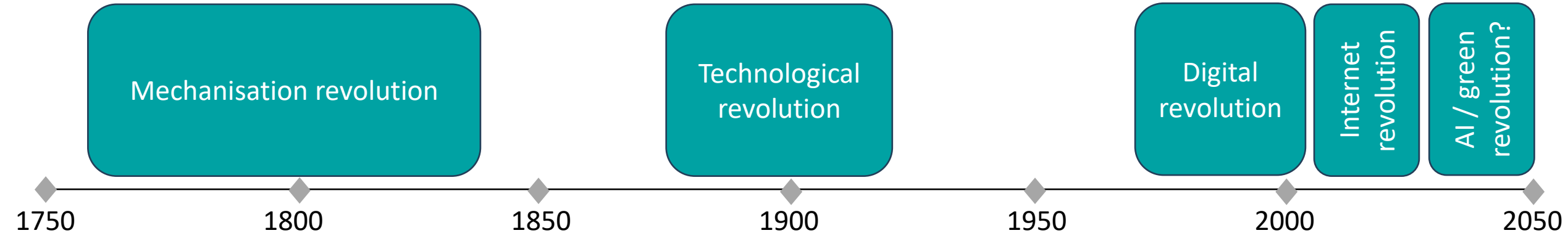


Career development as an enabler of the future skills system

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The world of work is changing ever faster



We have a growing mismatch between the pace of change in skills needed and the ability of the workforce to learn and adapt.

- The pace of change in the workplace is quickening, driven by rapidly technological development, globalisation and a recognition of the planetary impact of human activity.
- Employment is less certain – there is no longer a job for life (or even tomorrow).
- The education and skills system is not evolving at anything like the pace of the workplace.
- Once people leave formal education, many undertake little or no significant skills training – especially those who leave with low educational outcomes.

We see issues for the workforce and the economy from a lack of skills



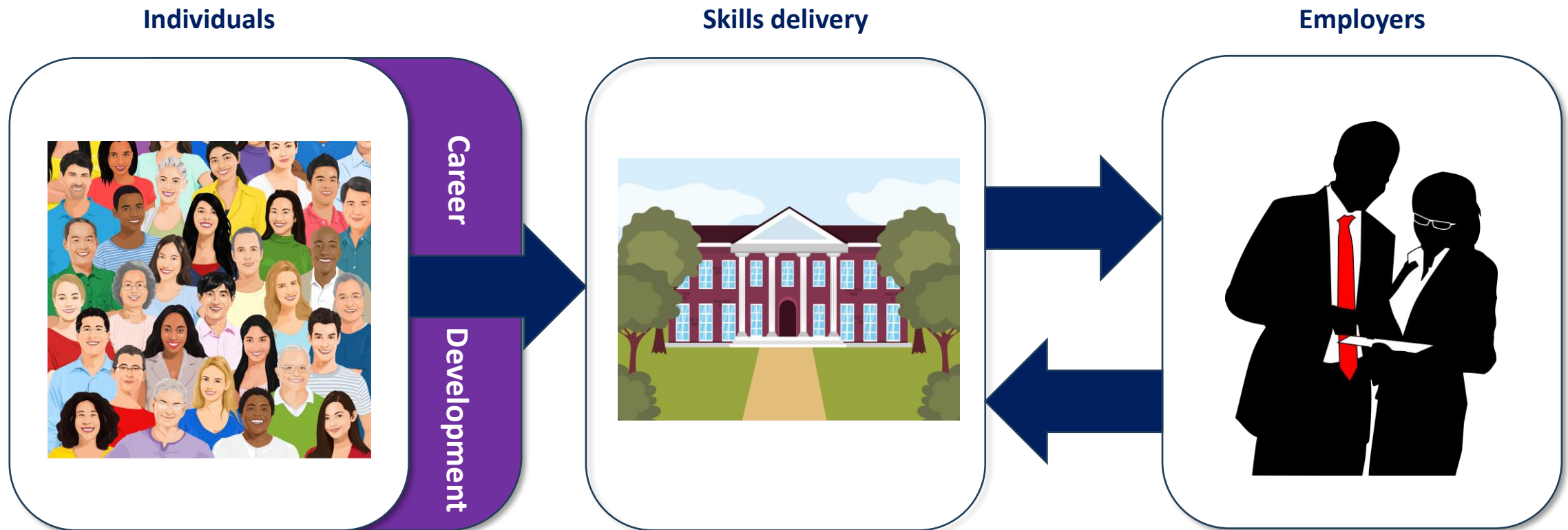
Even with a flat economy, employers are struggling to find skilled staff to fill vacancies

- Unemployment is at 4.3% but over 22% of the workforce are economically inactive.
- Shortages in skills impacts across a wide range of industries.
- Longer-term concerns about identifying and developing the skills we need for the future.
- A need to reskill to realise the opportunities of the AI and net zero economies.
- There is a lack of a skills strategy linked to an industrial strategy.
- Key pain points within the system need addressing – such as the apprenticeship levy.

We need a better skills system and career development is a key enabler

Skills Commission – Skills 2030: A World-Class Skills System

- A vision for reforming the skills system to build a world-class skills system by 2030.
- To address workforce skills shortages and prepare for the AI and net zero economy.
- Report will be launched on 15th May.



To achieve this, we need a shift in policy thinking around career development...

Not just...

...helping people showcase the skills and knowledge they have learned, to move onto the next stage of their education or work.



But also...

...developing career management skills to enable them to engage with the skills system throughout life and have a positive, lifelong career.

Career preparation

- I understand the range of careers available to me.
- I have defined my career goals.
- I know my strengths and development areas.
- I know the skills and experience I need to achieve my goals.
- I know the right pathway for me to gain those skills.

Skills development

- I have;
- Qualifications.
 - Experience in work.
 - Experiences outside work.
 - Specific skills and knowledge.
 - Career readiness skills, e.g.:
 - Teamwork
 - Organisation, etc.

Employability

- I can research the jobs I want to apply for.
- I can research a specific employer to apply for a role.
- I can present myself effectively in my written and interview applications.
- I am able to work effectively for an employer.

Career management

- I can continue to reflect on my goals.
- I can deal positively with barriers and setbacks.
- I can explore and decide the pathway for each of my next steps.

...with a greater focus on outcomes related to career management skills

The Career Development Framework clarifies the skills, knowledge and attitudes that individuals need to have a positive career.

Schools can use the Career Development Framework to enhance their career guidance provision and strive to ensure young people leave prepared not just for the next step but to manage their careers and learning throughout their lives.



The Career Guidance Guarantee sets out the policy agenda

A call for every young person and adult in England to have access to lifelong career guidance backed by a Career Guidance Guarantee.



Our Valuing Careers campaign champions the value of career development

Demonstrating how we support economic growth

Whilst our work underpins the growth of the economy, career development is under-utilised, particularly in bridging the gap in skills and getting the UK future-ready.

Engaging the public to help them grow throughout life

The careers profession is poorly understood by the general public.

We need to engage them to show why and how they can engage with skills throughout their career.

Building a robust career development workforce

We know that we also have workforce challenges.

We need to do more to develop the talent pipeline for the profession and be prepared to support future economic and social changes.

- Survey of 5,000 people regarding their careers and the support that could enable them to progress or change.
- Showcasing the evidence of the benefits career development can have for the individual, economy and society.
- Resources and communications to engage policy-makers, the public and potential careers professionals.

Thank you
