

Productivity more than numbers

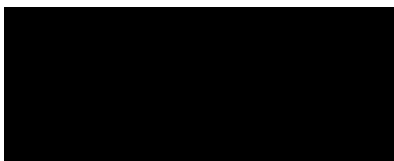
“It is never too late to be what you might have become”


George Eliot

Peter Tatham
Executive Director CICA



Career decisions impact on productivity



A hand is shown holding a white puzzle piece against a background of a blue sky and green field. Several other white puzzle pieces are floating in the air around the hand. The scene is bright and clear, suggesting a positive and hopeful atmosphere.

What do I have to offer ?
Who needs what I have ?
How can I get there?



Career management skills include

Personal Management

- Build and maintain a positive self image
- Interact positively and effectively with others
- Change and grow throughout life

Learning and Work Exploration

- Participate in lifelong learning supportive of career goals
- Locate and effectively use career information
- Understand the relationship between work, society and the economy

Career Building

- Secure/create and maintain work
- Make career enhancing decisions
- Maintain balanced life and work roles
- Understand the changing nature of life and work roles
- Understand, engage in and manage the career building process

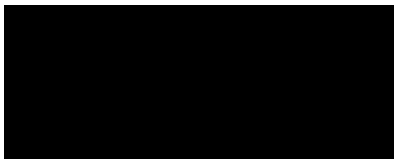
See: Australian Blueprint for Career Development



Career development contributes to :-

- Life long learning
- Social equity
- Labour market development

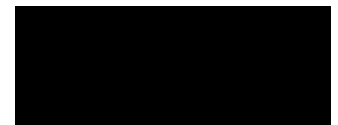
OECD 2004



Three elements of Career Development & Workforce Development



- **Workforce preparation** (focus on young people)
- **Workforce adaptability** (focus on the employed workers and on employers)
- **Workforce reintegration** (focus on adults entering or re-entering learning and work).



The protean career –

- *Psychological* success rather than vertical success
- Lifelong series of identity changes and continuous learning
- Career age not chronological age
- Job security replaced by employability
- Development through work challenges & relationships, not necessarily training & retraining programs
- Career contract is not a pact with the organisation; rather, it is an agreement with one's self and one's work
- Focus on learning *metaskills*
- Adaptability and identity learning is best accomplished through interactions with other people.



Ten features of lifelong career development systems

- Transparency and ease of access over the lifespan,
- Attention to key transition points.
- Flexibility and innovation in service delivery
- Processes to stimulate regular review and planning
- Access to individual consultations provided by qualified practitioners
- Develop career-management skills.
- Opportunities to investigate & experience learning and work options before choosing them.
- Access to independent services
- Access to comprehensive and integrated educational, occupational and labour market information.
- Involvement of relevant stakeholders.

COAG and a compact with Australia

Compact with Young Australians;

Compact with Australians who have been retrenched

A Compact with Local Communities

- **Lifting YR12 rate to 90 per cent by 2020 – now 2015**
- Halving gap for Indigenous students literacy & numeracy by 2020
- Halve gap in Year 12 or equivalent for Indigenous students by 2020
- Halving the proportion of Australians aged 20–64 years without qualifications at Certificate III level or above between 2009&2020
- Doubling the number of higher qualification completions (diploma and advanced diploma) between 2009 and 2020.