

Career development support at the heart of lifelong learning systems

Online policy dialogue - 27th October 2021, 10-11:30 CEST

Rapid changes in skills demands, digitalisation, and automation have been heightened by the pandemic. Increasing labour market instability and the need for frequent individual transitions require workers to be able to relevantly engage in lifelong learning, companies of all sizes to meet mutating skills needs and governments to be able to ensure inclusive and equitable quality lifelong learning opportunities. The current diversification of learning pathways, environments and methods require that individuals of all ages can navigate a new skills development ecosystem where the learner frequently is challenged to take the driving seat.

National career development support systems must be seen at the heart of building lifelong learning systems. They meet rights consigned by the Human Resources Development Convention (C 142) and are strongly encouraged by the Human Resources Development Recommendation (R 195). Providing career guidance according to the diverse needs of individuals is key to ensure informed learning choices and the efficacy of learning incentives. Providing career education promotes successful contacts of youth with the world of work and reduces the likelihood of skills mismatches. Ensuring outreach and career development support for workers facilitates employment-saving enterprise restructuring, transitions into formality and supports a growing number of workers in non-standard forms of employment (e.g. platform workers, dependent self-employment).

To inform the debate on how to support the development of national career development support systems, the ILO and the ETF have recently published a joint report¹ based on research and policy experience, providing a discussion around key reference points for system development and a methodology to perform system reviews.

Objectives of the online policy dialogue

The purpose of this meeting is to promote a policy dialogue that raises awareness about the central role of career development activities in enabling economic recovery, promoting decent work and building lifelong learning systems. The event will be structured around key reference points for system development, looking into country examples and drawing from the experience of a diversity of stakeholders, including policy makers, social partners and practitioners. The importance of promoting policy reform and investment based on evidence and a strategic vision of career development support will be of particular importance.

Key topics covered in the event include

- Role of career development support in LLL systems
- Importance of context sensitive approaches to national career development support systems
- Lessons learnt from national reform experiences with system building
- The role of donors and social partners in supporting system enhancement
- Lessons learned from national system reviews

¹ See: <https://www.etf.europa.eu/en/publications-and-resources/publications/developing-national-career-development-support-systems>