ETF and UNICEF Meeting – Empowering Futures: Demystifying Career Pathways through Youth Lens
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Overview

• Pre-Assumptions for a 21st Century Career guidance reality
• Old and new career guidance?
• Making career guidance for youth reality
• Focus: CMS based on Social Emotional Skills
• Focus: Career Practitioners Competence
• Conclusion
A 21st Century Career Guidance Reality

- Digital transition
- Vulnerability
- Uncertainty
- Segregation
- Social disintegration
Old and new career guidance?

- Focus on transition
- Information oriented
- Approach: CV writing and Matching

- Focus on Lifelong Learning and Development
- Life Skills & Identity oriented
- Approach: Development of individual Resources
Career Guidance for Youth – Elements for success

- CMS based on social-emotional skills
- Early and continuous support
- Reach out for dropped out
- Trained practitioners
CMS based on Social Emotional Skills

• Career Management Skills (CMS) are the base for long learning and career
• Social-Emotional Skills are an integral part of current CMS concepts
• Social-Emotional Learning (SEL) is a cross cutting topic in school to develop such life-skills
• Investing in CMS can reduce drop-out and supports NEETs
• CMS supports smoother transitions during life

Sources: WHO 2014; ELGPN 2015; OECD 2018; Sala et al. 2020, Careers Around Me 2021
Three levels of skills for life and career

1. Social- and emotional competence
   - Self-Awareness
   - Self-Regulation
   - Collaboration
   - Communication
   - Empathy
   - Resilience

2. Career competence
   - Flexibility
   - Digital Mindset
   - Growth Mindset
   - Risk Taking
   - Persistence
   - Problem Solving
   - Understanding Careers
   - Decision Making
   - Balancing Life, Learning and Work
   - Managing Plans
   - Developing Ideas and Opportunities to Create Value
   - Monitoring Lifelong Learning

3. Reflexive competence
   - Critical Thinking
   - Understanding Complexity
   - Ethical and Sustainable Thinking

Source: Careers Around Me, 2021
Trained Practitioners

• Coherent systems to develop CMS and SEC in School > teachers with specific training
• Career Guidance outside school to reach out for NEEDs > practitioners and social workers with training for Career Guidance
• Career Guidance Experts and Coordinators in local, regional and national context to develop system and instruments
• Stable finance > base for investment in individual training

NICE 2016, ELGPN 2016, CEDEFOP 2009
Conclusion

• Career Guidance for 21st century is centred to youth needs
• Career Guidance focus on life skills as base for career management skills and participation in lifelong learning
• Career Guidance is an investment and reduces costs (less NEEDs, social transfer, ALMP costs)
Sources

• Careers Around Me (2021). CAREER MANAGEMENT SKILLS. A new framework developed as part of the CAREERS AROUND ME project (2023-12-12).


