

National Lifelong Career Development Strategies: Some Parting Reflections

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A stylized silhouette of a mountain range in a darker shade of teal, located at the bottom right of the slide.

OECD Mega-Synthesis

- ◆ Importance of viewing national career development services as a system
- ◆ Though they are usually different sub-systems within other systems (schools, PES, etc.)
- ◆ From viewpoint of individual, should be as seamless as possible
- ◆ Hence importance of national lifelong career development strategies

EU Developments

- ◆ Resolutions: 2004; 2008
- ◆ ELGPN
- ◆ 4 themes:
 - CMS
 - Access
 - Quality; evidence
 - Co-ordination

Thematic Rationale

- ◆ Process: *Co-ordination*
- ◆ Provision: *Access; Quality*
- ◆ Outcomes: *CMS*
- ◆ Measurement: *Evidence*

Global Developments

- ◆ International symposia on career development and public policy (next one: USA, June 2015)
- ◆ International Centre for Career Development and Public Policy

National Career Development Strategies: Current Examples

- ◆ South Africa
- ◆ Saudi Arabia

Not Easy

- ◆ Career development is, of its nature, structurally marginal
- ◆ Most policies focus on structures
- ◆ Career development: movement of individuals across as well as within structures
- ◆ Lubricant of systems: crucial to their effectiveness
- ◆ But only if individual is at centre does it move centre-stage

Models

- ◆ *Integrated*: all-age careers service, working in partnership with other providers
- ◆ *Co-ordinated*: national forum; common instruments/processes (CMS Blueprint; quality standards – professional, service, organisational)
- ◆ *Strongly co-ordinated*: also integrated approach to technology and/or common branding

International Sharing and Reflection

- ◆ ELGPN
- ◆ ICCDPP

- ◆ Both in transition
- ◆ But opportunities must be sustained

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Thank You

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