

Information, advice and guidance in
the future:
linking employability, adaptability and
career guidance

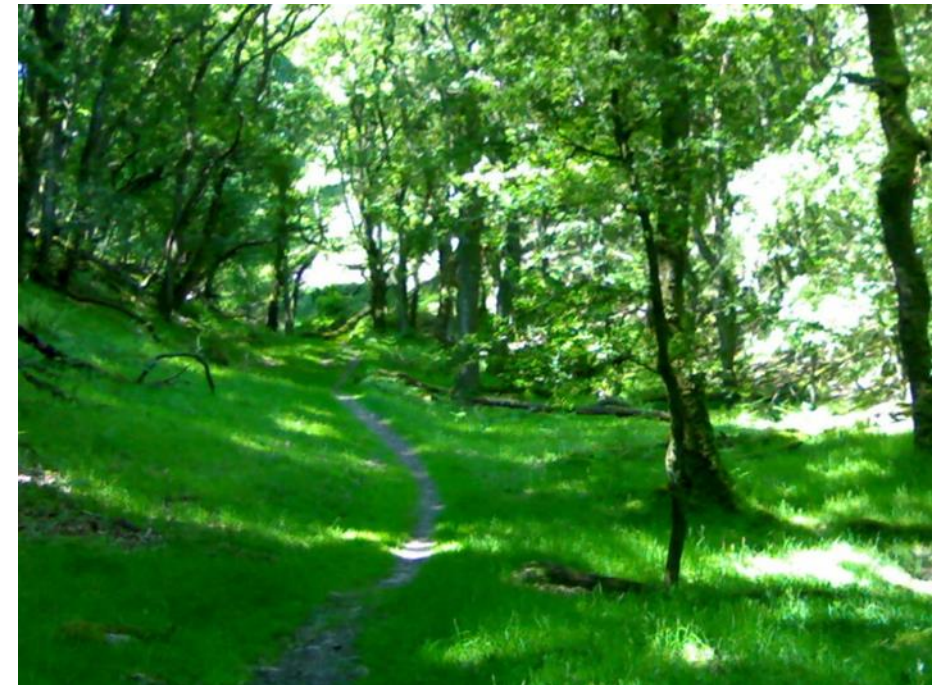
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Today... let's talk about

- Employability
- Career adaptability
- Learning
- Study-long support for work life orientation



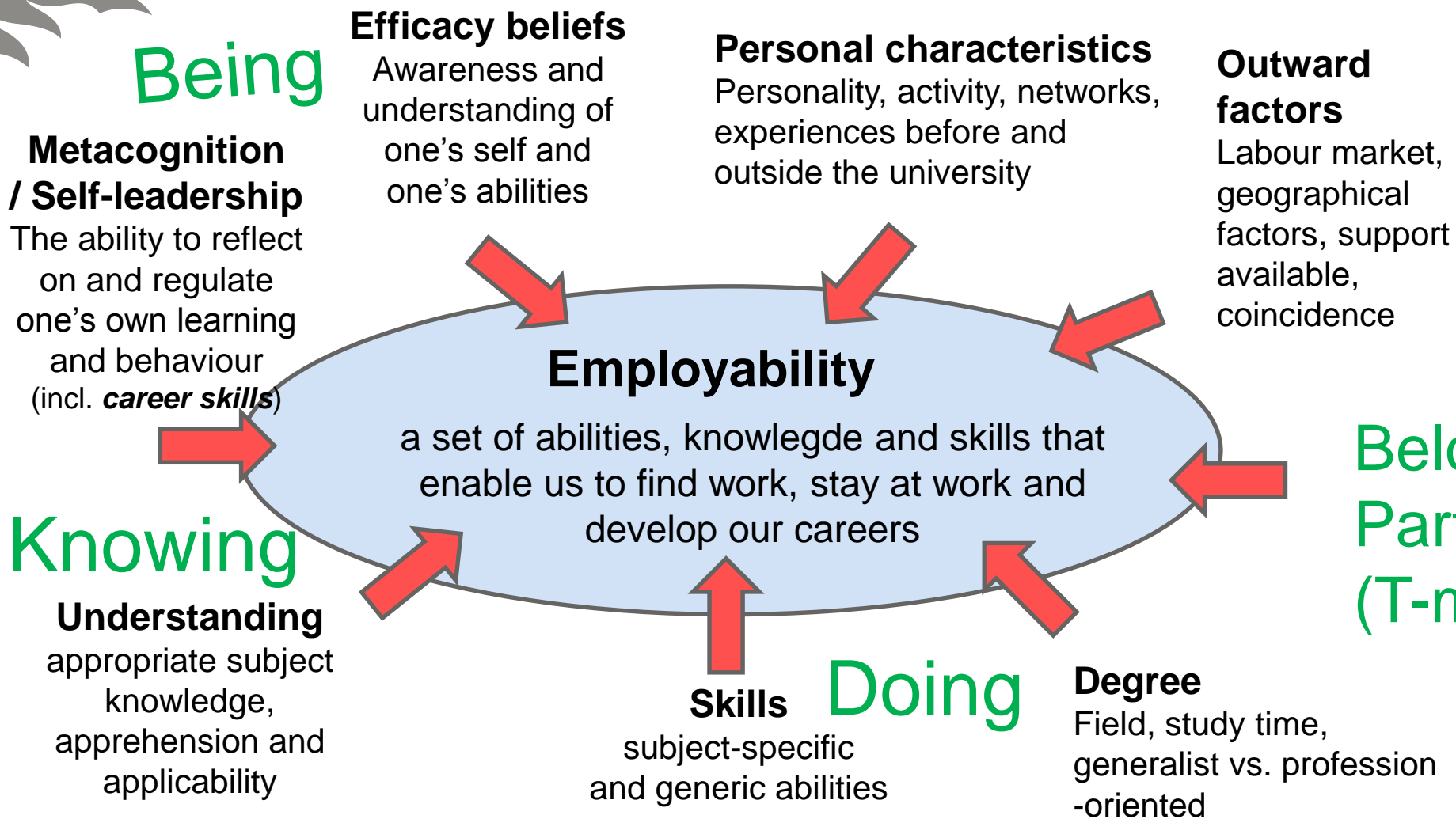
We are educating young people to an unknown future...

- What do individuals need? What skills, what kind of experience? What else? – a couple of minutes of brainstorming...





Employability

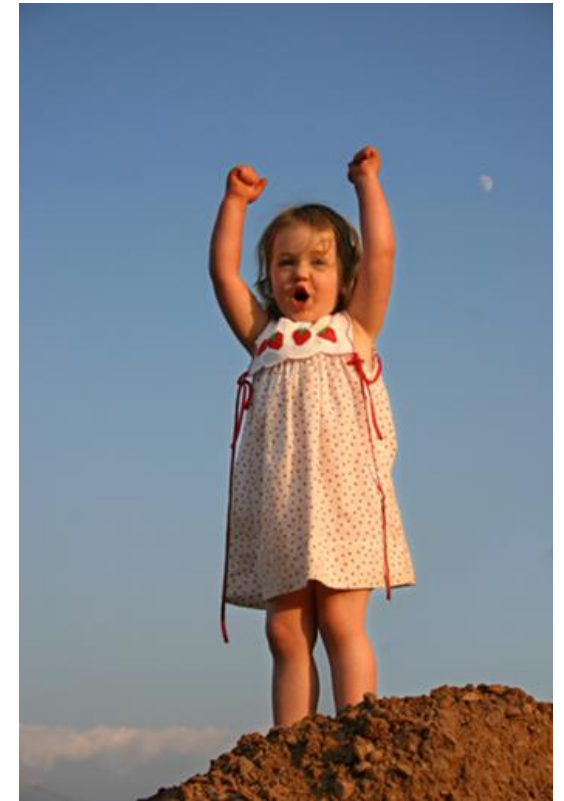


In addition to employability you need to have

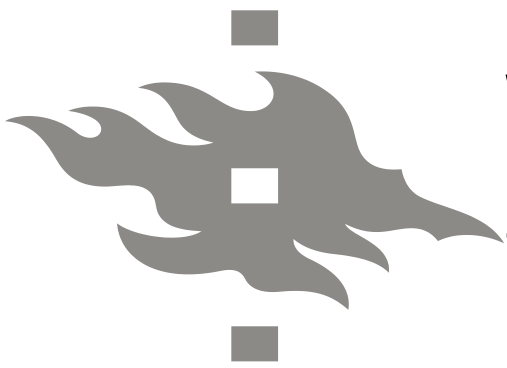
Career adaptability

- Concern: preparing for the future, awareness and involvement in decision making process, positive attitude
- Control: personal ownership over the future
- Curiosity: exploring possible career scenarios and world of work
- Confidence: believing in yourself and your ability to achieve your goals

The role of career counsellor is to encourage, facilitate, help reflecting...



Open,
flexible,
proactive,
planful,
self-directed...



What kind of learning best supports career adaptability?

1. Learning through challenging work
2. Updating a knowledge base or mastering a new (lifelong learning)
3. Learning through interactions at work – learning from interacting with colleagues, customers, clients, patients...
4. Being self-directed and self-reflective – learning also an individual process, activities like asking questions, finding key people, feedback....
Enhancing and extending current skill set

*Compare these to international experience...
Also confidence, curiosity and control, concern!*

Bimrose et al.: The role of career adaptability in skills supply, 2011)





Pedagogical horizon for work life orientation

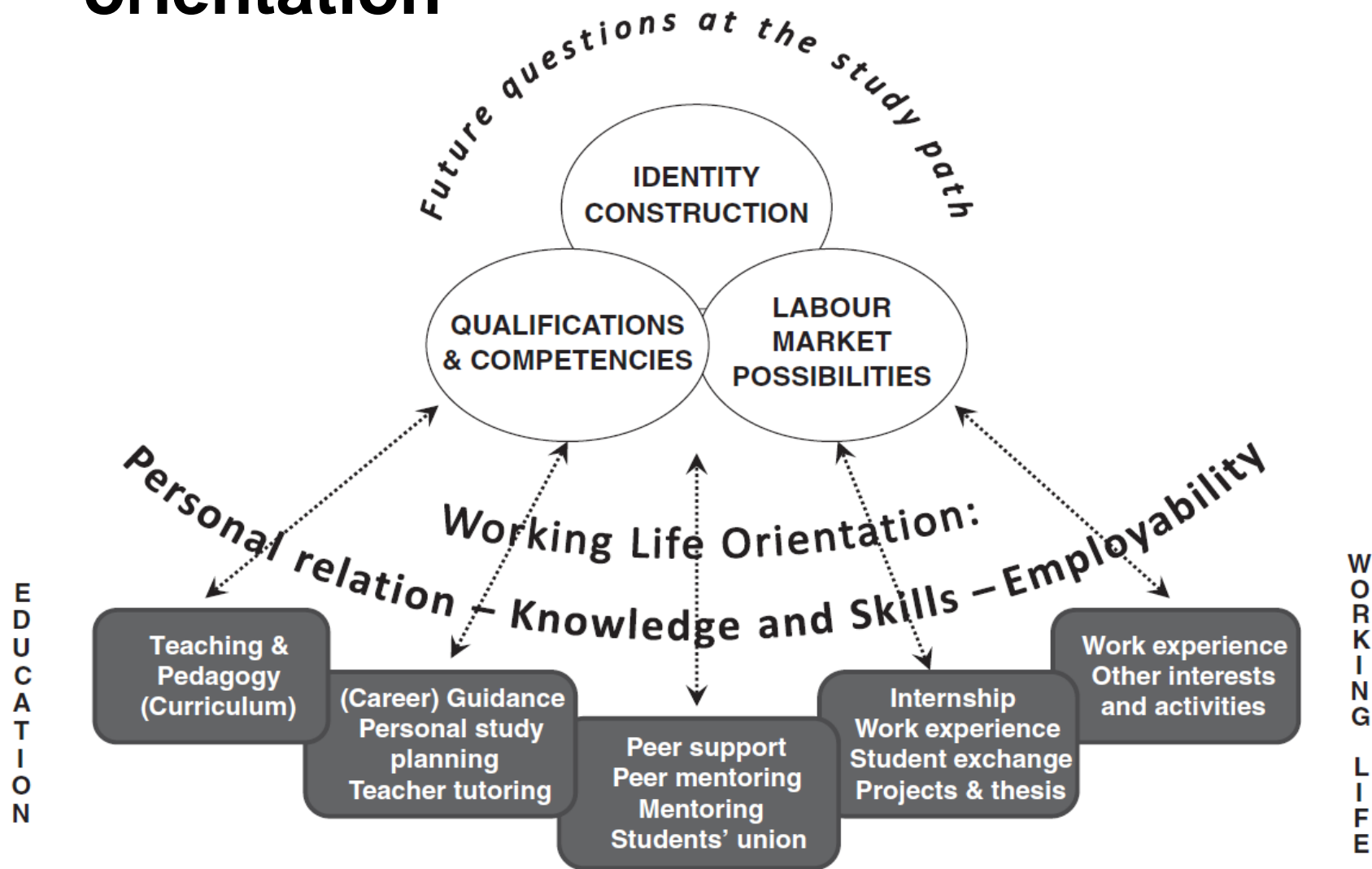


Figure 1. The pedagogical working life horizon in higher education.
Penttinen L., Skaniakos T. & Lairio M.: Supporting students' pedagogical working life horizon in higher education (2013)