



# The life long learning (policy)context of career guidance

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*Careers in transition - Career guidance as beacon of light*





1. Learning
2. Trends
3. General Policy Aims
4. Adult Learning Policy
5. Individual Perspective
6. Career guidance



# 1. Learning



Dopamine



## 2.Trends

- Technological developments, automation
- Transitions, sustainable economy
- Increased dynamics on the labour market
- More complex society

### Close-up

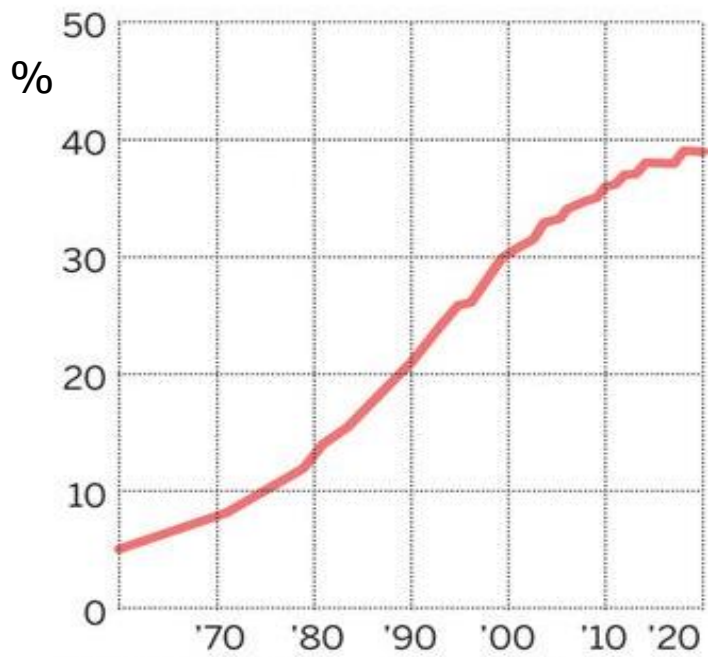
- Increase in educational level
- Increased demand for higher level skills





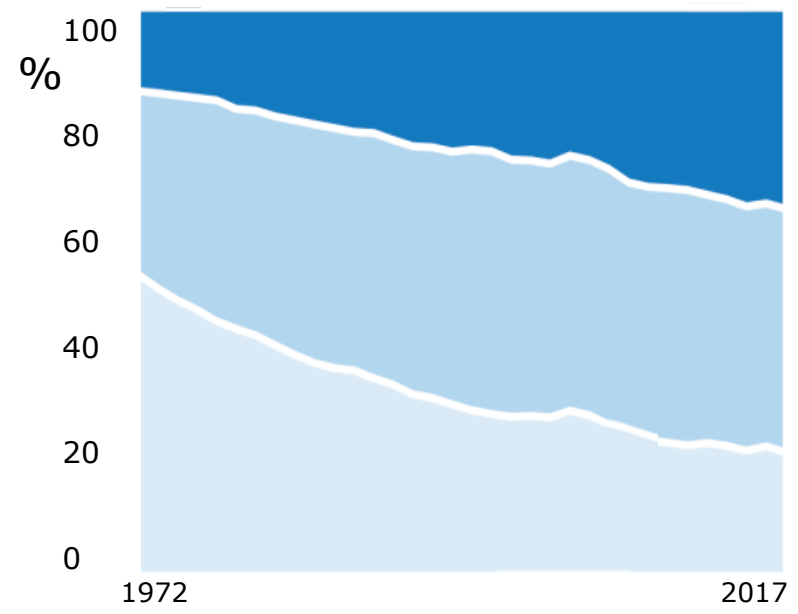
## 2. Trends close up: Level of education and work

### Share of adults with Higher education



Source: CBS

### Change in level of work



High  
Middle  
Low

Source: ROA



### 3. Adult learning policy contributes to ...

Inclusion: everyone should be able to take part in society

- Basic skills



Economic development

- Optimize skills match
- Foster innovation



Adult learning policy  
→ *for everyone* second nature to  
develop their skills further



## 4. Adult Learning Policy (1)

Individuals and employers  
primary responsible

Empower people to direct their  
career

Government responsible for  
preconditions

Whole of government approach





## 4. Adult Learning Policy (2)

### Action programme Adult Learning

- ★ - Stimulate private individual learning accounts
- ★ - Public learning budget
  - More flexibility in course provision (vet)
- ★ - Portal learning opportunities
- ★ - Strengthen regional support structure to help people to steer their career
  - Stimulate learning culture in small businesses





## 5. Adult learning: Individual perspective (1)

Preconditions:

- Physical Health
- Social/psychological stability
- Energy, time

Some are intrinsically motivated,  
some need an extra push



Source: Creative commons



## 6. Individual perspective (2)

Diplomas,  
certificates,  
experience

Job-  
opportunities

Learning  
opportunities

Financial  
recourses

Support: Career guidance

What are my skills?  
What do I want?



Source: Creative commons

## 6. Career guidance

In initial learning:

- Help students to acquire competencies to steer their career

In adult learning:

- Support individual adults to use information about their motives and skills, job opportunities, learning opportunities and financial resources to steer their career.
- Tune support structure and strategy to different groups:
  - Anticipate negative experience in prior learning
  - Diagnose and refer people with lack of basic skills

Career guidance can enlighten people and help them to further develop their skills to participate and contribute to society.



Thank you for your attention.

Questions?

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