

# Does the Skills Agenda Apply to Us?

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# What is the Skills Agenda?

- How the changes in the labour market are creating a need for new and diverse skills
- Focus on being prepared for the future of work
- Tied to innovation – a country's or jurisdiction's ability to compete globally
- Without the right skills, we can't compete



# Why is the Skills Agenda important?

- It helps us and our clients become aware about needed skills that might shape our careers
- It helps match education/training programs with trends in the labour market
- It supports worker mobility
- It reduces worker/job mismatches



## Canada must develop people with the skills the modern job market requires

 [theglobeandmail.com/report-on-business/rob-commentary/canada-must-develop-people-with-the-skills-the-modern-job-market-requires/article26872675](http://theglobeandmail.com/report-on-business/rob-commentary/canada-must-develop-people-with-the-skills-the-modern-job-market-requires/article26872675)

20 October 2015

DON DRUMMOND, ROSS FINNIE and HARVEY WEINGARTEN



# Mind the (Skills) Gap



Skill level of workers (or lack thereof) has been lamented since the Industrial age (Ruppel Shell, 2018)



Generally education and skill levels have increased worldwide



Technology generally leads to de-skilling (Beaudry, Green & Sand, 2016)



Skill demand in the future remains uncertain (Bakhski et al., 2017)



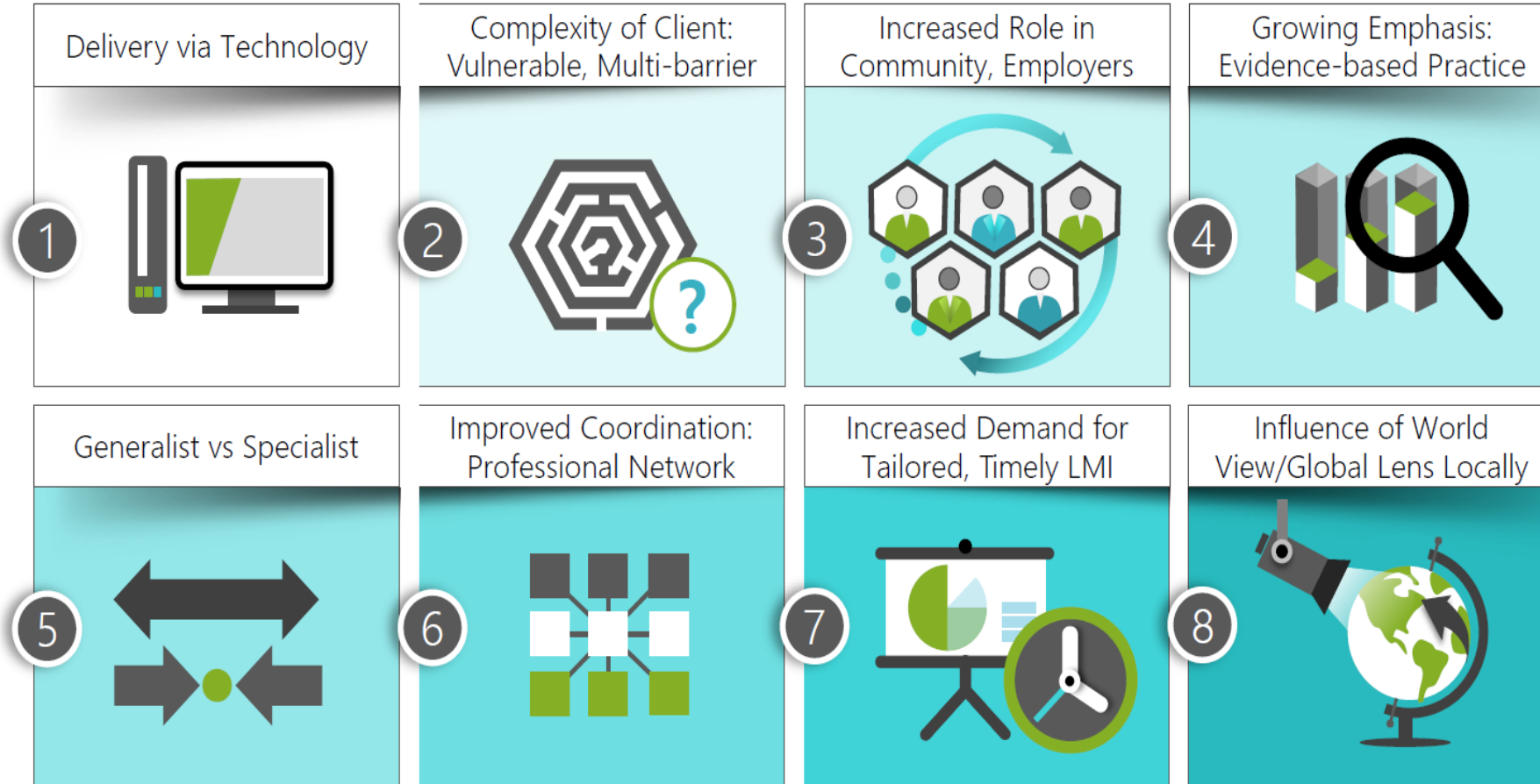


# What's missing from the Skills Agenda?

- In a word (or two!), CAREER DEVELOPMENT
- Knowing ourselves
  - Who we are?
  - How we want to contribute?
  - Our superpowers
- Knowing how this knowledge intersects with **opportunity** to inform our career planning, decisions and actions



# Trends Affecting Career Development Practice

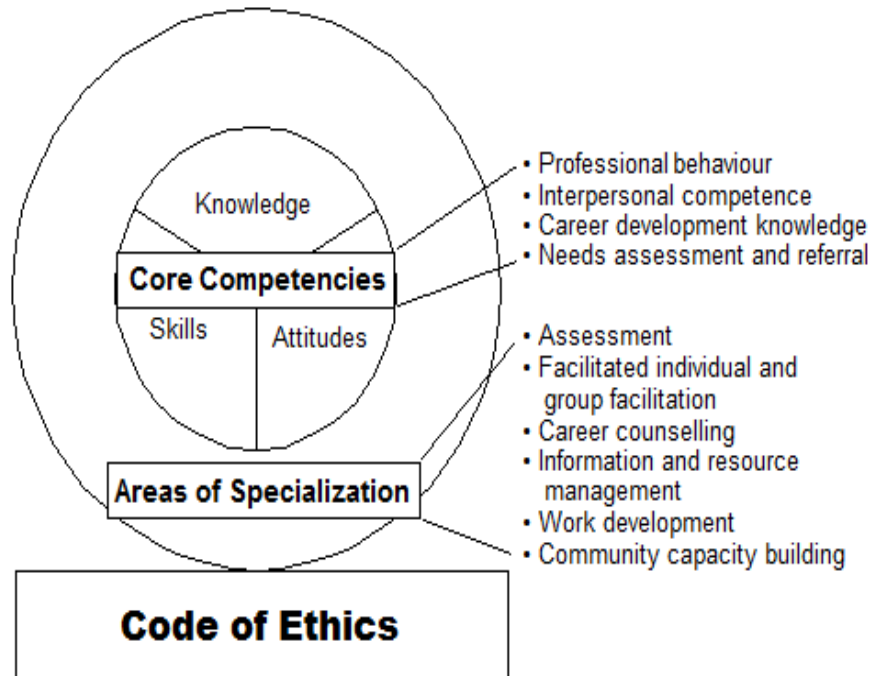




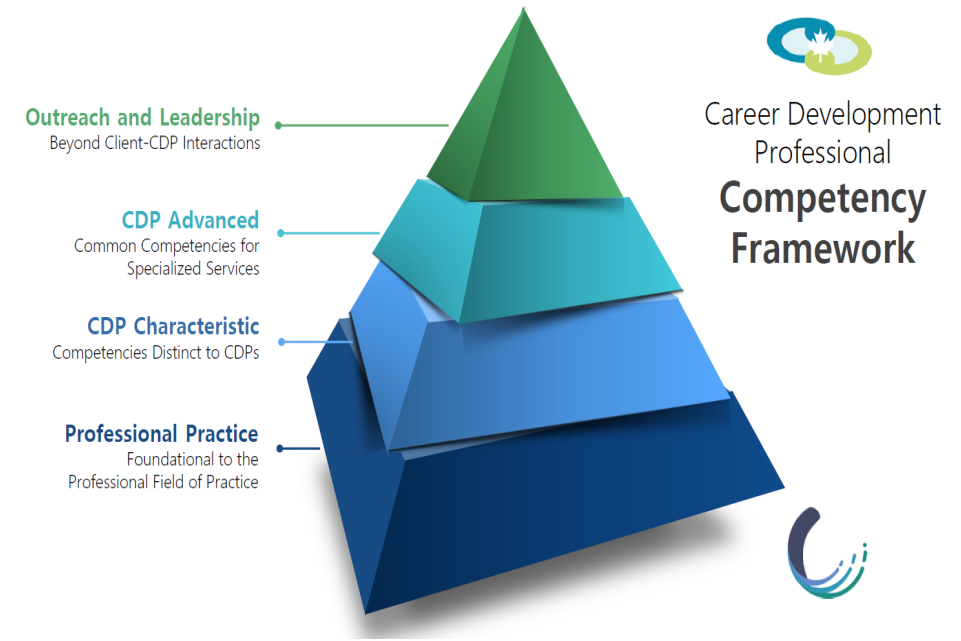
What trends are  
you seeing?

# Structural Changes to Our Competency Framework

## Standards & Guidelines

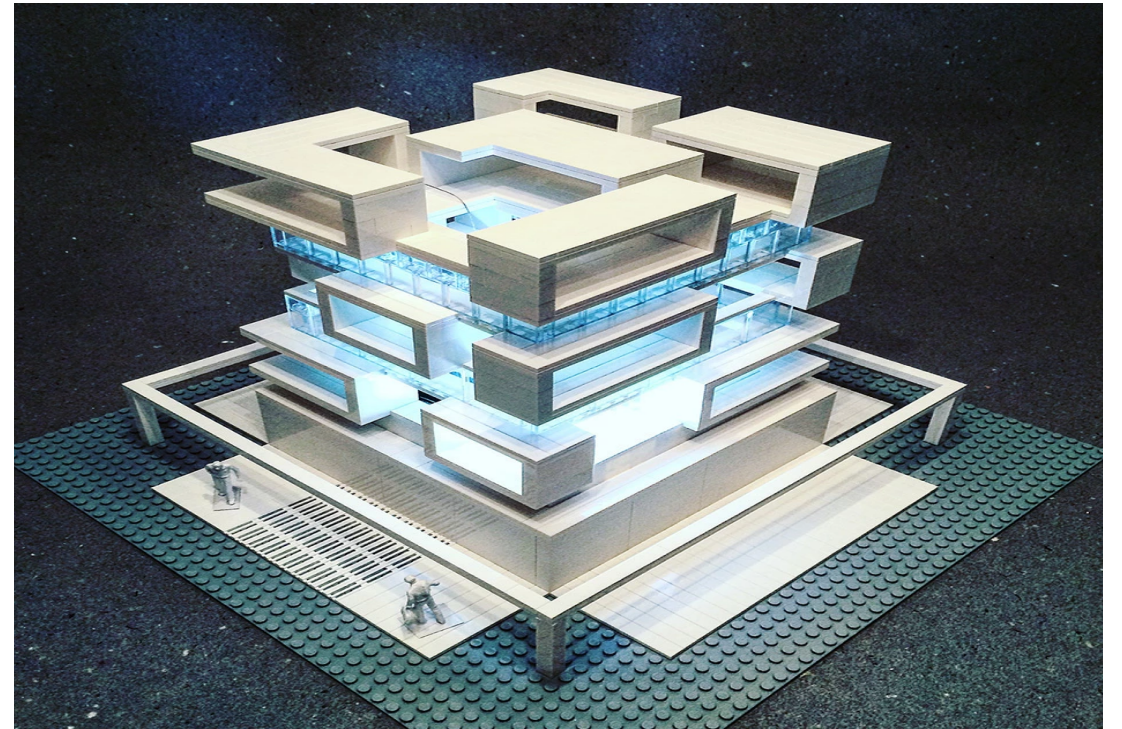


## Competency Framework





# From Linear to Multidimensional





# So, how do we shape our own future Skills Agenda?

- Who we are and who we want to be matters
- Might our future include:
  - Influencing the broader skills agenda?
  - Advocating around decent work?
  - Building our evidence base?
  - Playing a more prominent intermediary role?
  - Other?





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