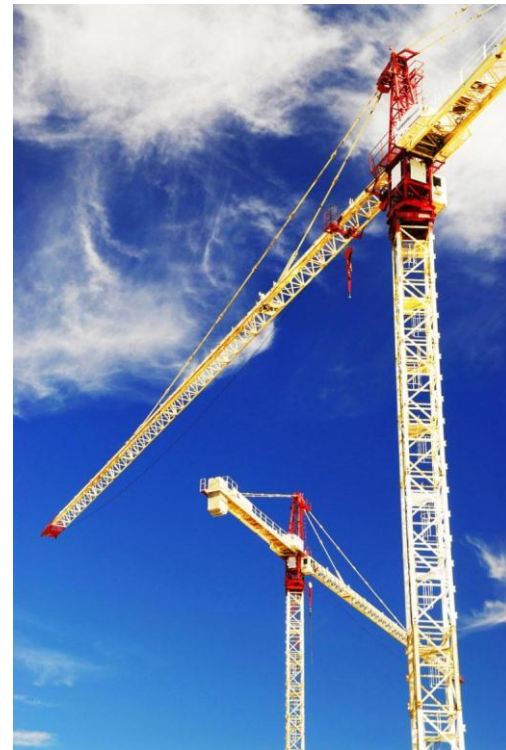


Equipping Graduates for the Challenges in the modern labour market

Georgian framework
of student career
management competencies
development.

Tbilisi 30 January 2013

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Other career models

- DOTS – Decision learning, opportunity awareness, transition skills & self-awareness – Bill Law & Tony Watts
- SOAR – Self, opportunities, aspirations & results – Arti Kumar





Key Themes

- Globalisation
- Growth of technology
- Changing work & family roles
- Demographic changes
- Self directed career development
- Flexibility



Aim & background

Define main student career management competencies to:

- Gain & maintain employment
- Achieve career satisfaction
- Cope with a permanently changing labour market





Characteristics of modern graduate labour market

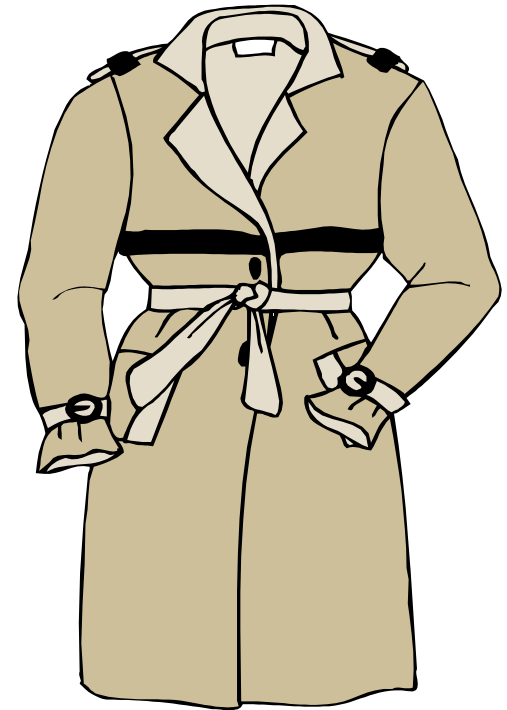
- Likely to work for 'SME' than large company
- Temporary contracts/self employment
- Change job more often





New work place

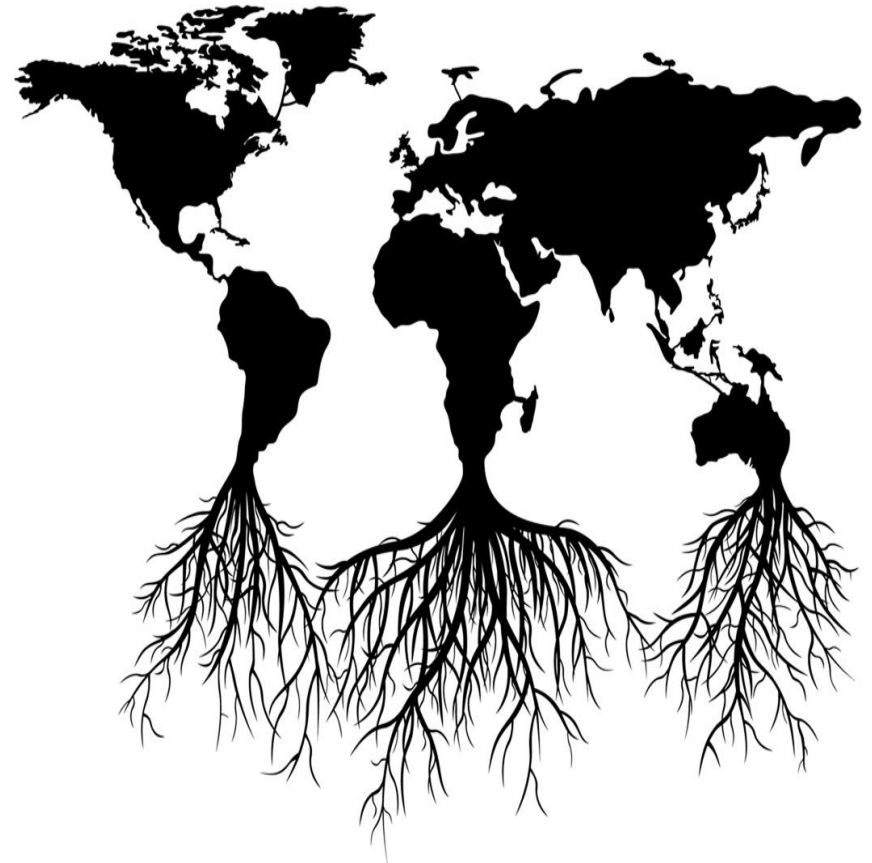
- Charles Handy predicted and brilliantly described the new work place 'in the past the employer was more like a 'castle' it will become more like a 'condominium' (a house with many flats)
- 'Permanent & temporary project groups existing more in a computer than a set of shared offices'





Characteristics of modern graduate labour market

- Work across cultural & language borders
- Impact of new technology
- Employment sector trends

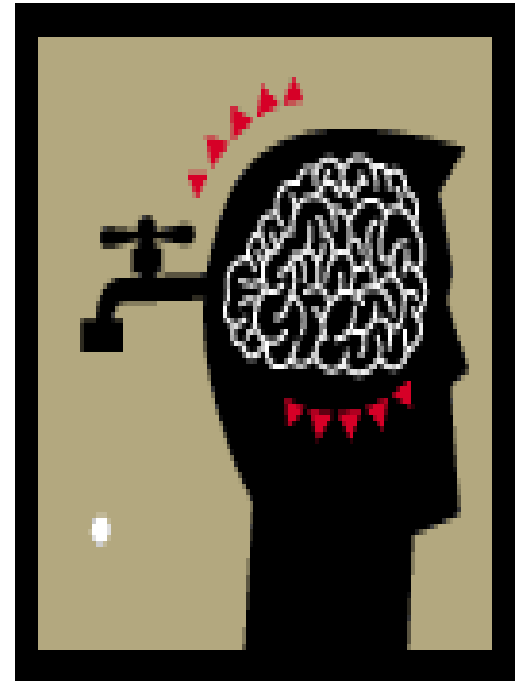




Philosophical assumptions

Career assumptions include:

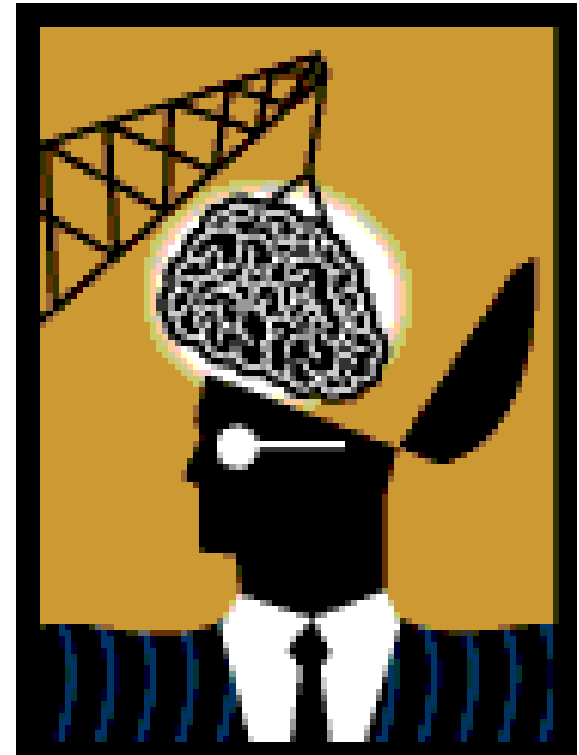
- Knowledge relevant for career
- Reflection on competencies gained
- Self directed





Philosophical assumptions

- Coping with unpredictable events
- Developing career through scenarios
- Making deliberate plans





4 interrelated domains

- Self awareness
- Exploring career opportunities
- Career planning
- Career implementation





How the model works

Integrated learner development





3 structural elements

Each competency has structural elements:

- Knowledge
- Skill
- Attitudes





Self awareness domain

- Aware of personal factors important for career (competence)
- Understands importance of positive self image to career (knowledge)
- Is able to assess own strengths & weaknesses (skill)
- Dares to take risks & seeks to openly explore self (attitude)





Fund raising campaign: cancer research

- Graduate sets up steering group & persuades employer to sponsor – positive self image (knowledge)
- Self assessment on strengths & weaknesses to conduct successful campaign (skill)
- Writes press release & does live radio interview (Attitude)
- Outside of curriculum



Exploring career opportunities domain

- Exploring work opportunities & drawing personal implication (competence)
- Knows different forms of employment (knowledge)
- Able to use labour market information for personal career management (skill)
- Has positive attitude to business start up (attitude)





Student scenario

- History student attends 10 week careers module
- Destinations of history students @ university & nationally (knowledge)
- Sources websites showing careers not directly using subject discipline (skill)
- Voluntary placement working with self-employed (attitude)





Career planning domain

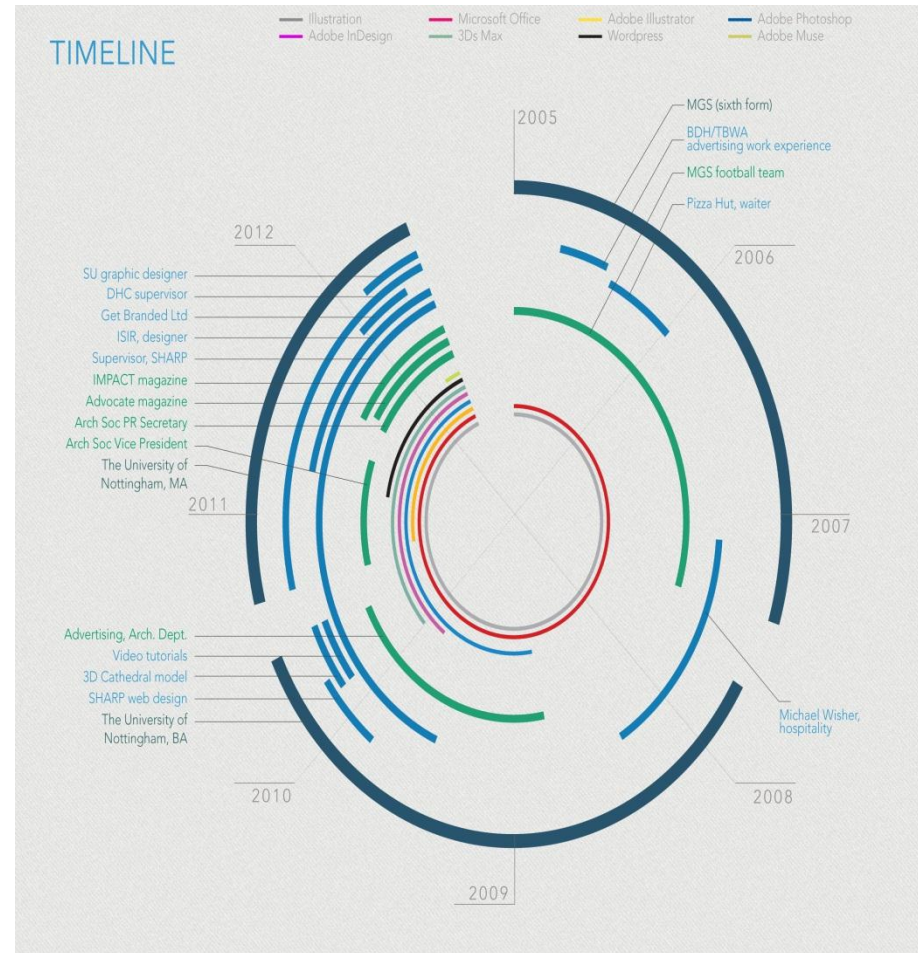
- Creation of a broad & adaptable career vision (competence)
- Knows concept of career vision & its importance for career success (knowledge)
- Is able to define career vision (skill)
- Displays openness to various career opportunities (attitude)





Tools to help aid vision

- Alternative to writing a CV can aid helping to develop a vision.
- Other visualisation tools:
 - tidepool.co - visual psychometrics
 - dipity - interactive timelines
 - resumUP - visual resume
 - re.vu - linkedin derived personal infographics
 - learni.st - peer currated learning paths





Career implementation

- Job search process management (competence)
- Knows how to prepare job search documents eg CV (knowledge)
- Is able to secure help of contacts in job search process (skill)
- Seeks to assume learning goals & outcomes (attitude)

Graduate with no job unfurls CV on plinth and gets work

02.09.09





Georgian graduate labour market

- Graduate destination data?
- How many graduates seeking to work outside of Georgia?
- What sectors are growing & declining?
- What special factors are driving the economy?





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