



CAREER GUIDANCE FOR ADULTS

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Why is career guidance for adults important?

- Helps adults **make informed decisions** in a changing world of work
- **Raises awareness** about existing programmes (training programmes; financial incentives)
- Limits the impact of **socio-economic background** on choices

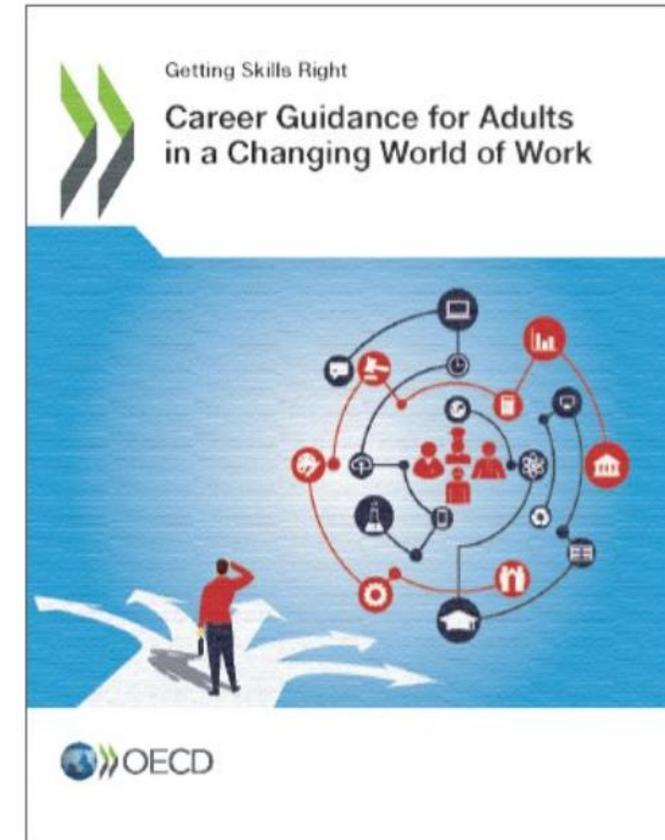


Launch of new report today

Thematic review

- **Online Survey of Career Guidance for Adults (SCGA)**
 - 6 countries: Chile, France, Germany, Italy, New Zealand, the United States
- **Policy questionnaire “Career Guidance for Adults”**
 - 37 replies from Ministries of Education and Ministries of Labour in OECD countries

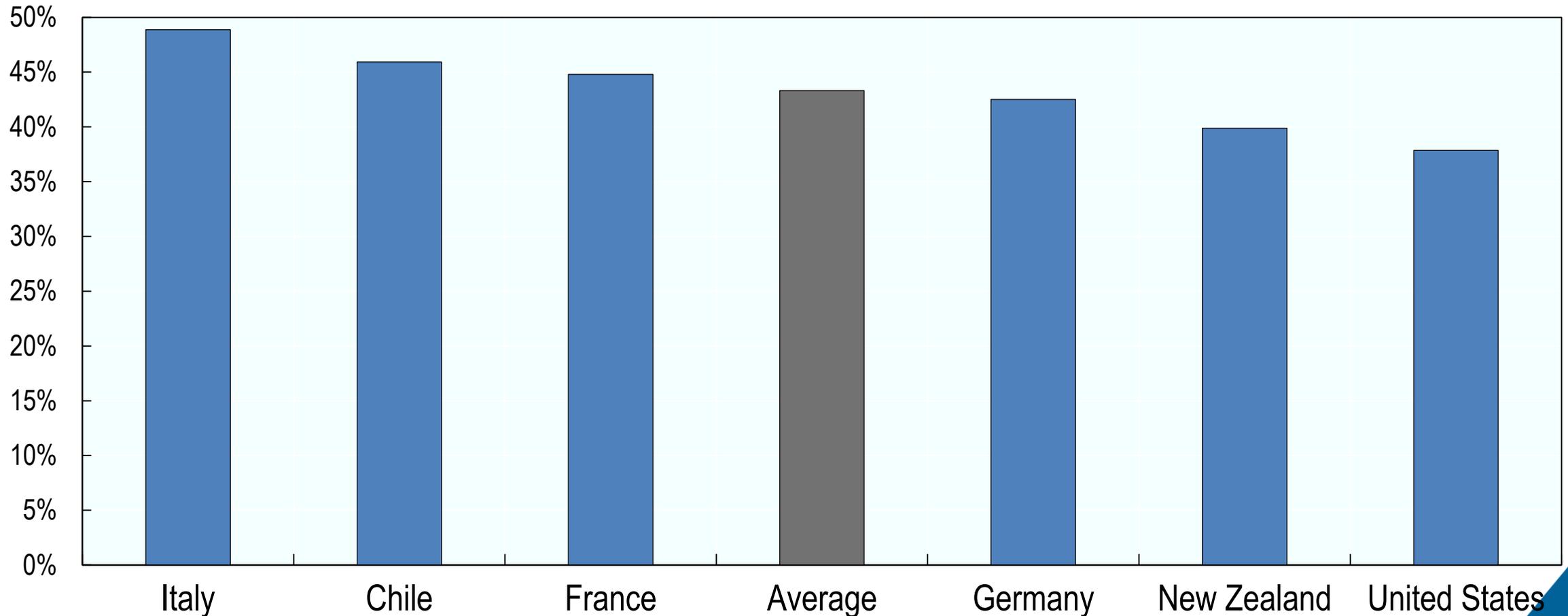
Next: Country-specific work





4 in 10 adults have spoken with a career guidance advisor over the past 5 years

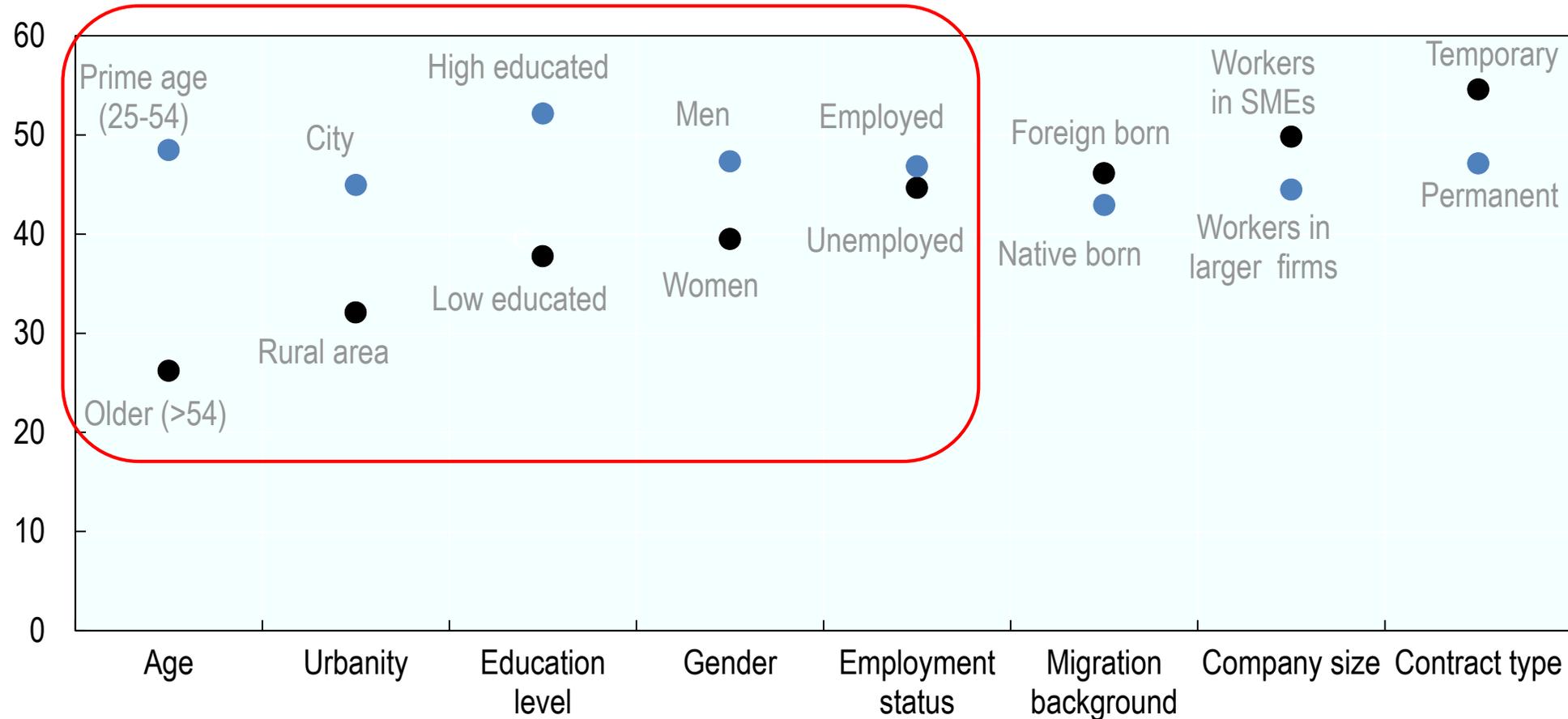
% of adults who have spoken with a career guidance advisor over the past 5 years





But some adults do not have access to the guidance they need

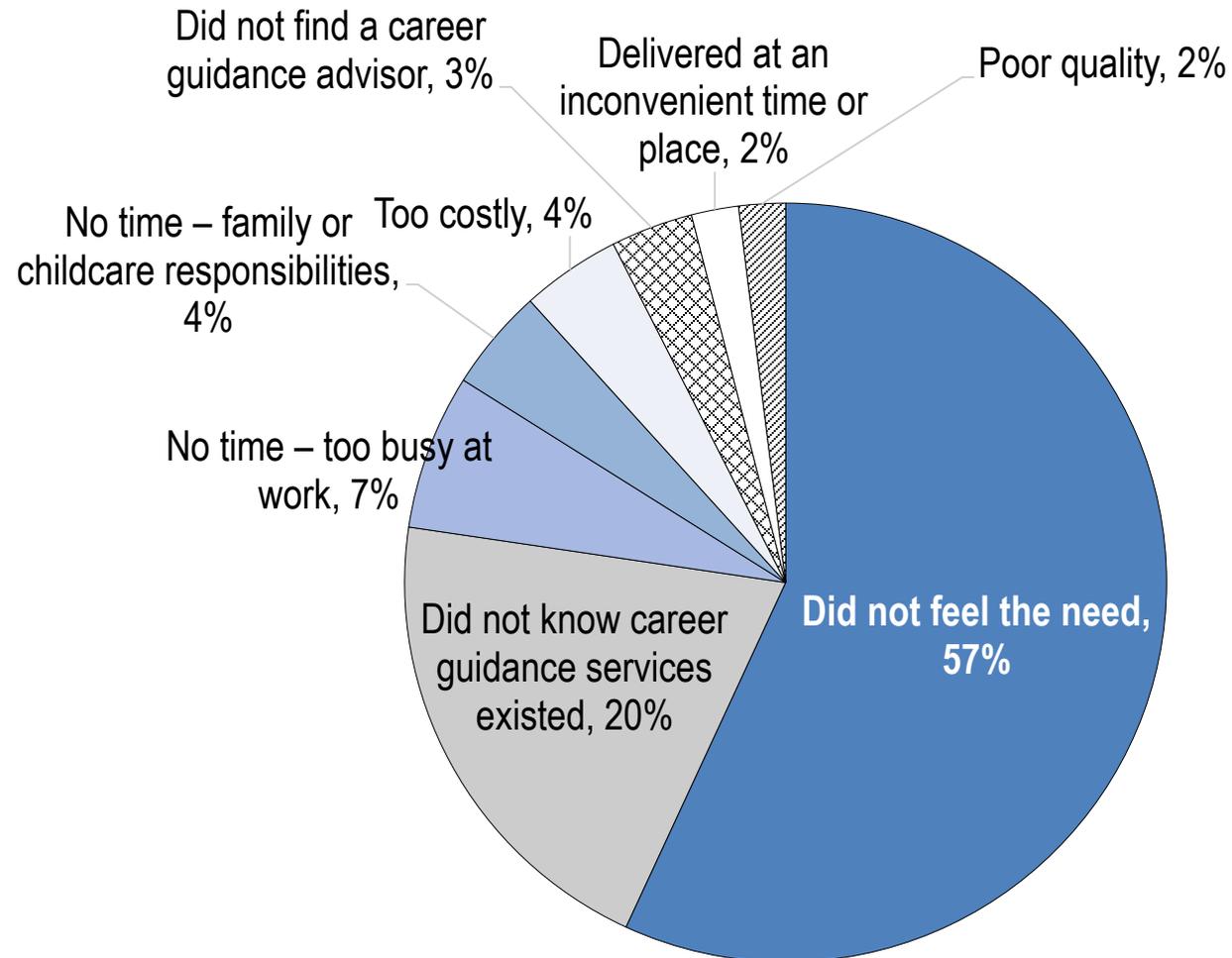
% of adults who have spoken with a career guidance advisor over the past 5 years, by groups





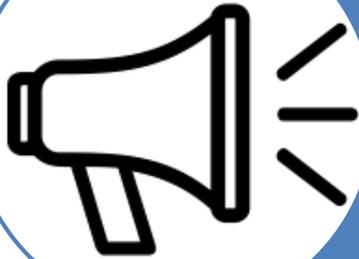
What barriers do adults face?

% of adults not used career guidance reporting the reasons





Policy options: coverage and inclusiveness



Raising awareness about the availability and usefulness of career guidance services

Media campaign in **Flanders (Belgium)** - 'En alles beweegt' ('And everything is moving')



Reaching out to disadvantaged groups

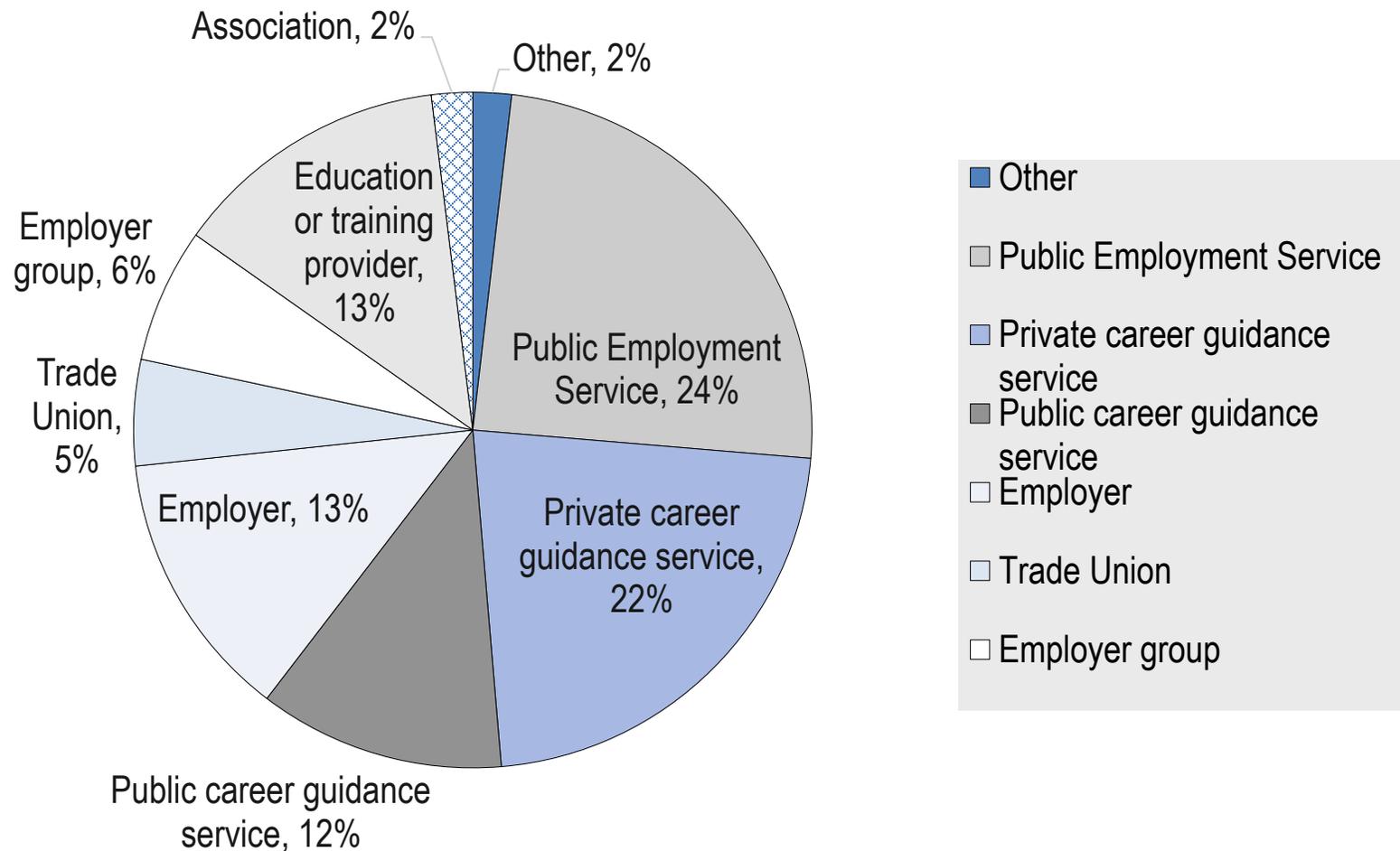
Czech Republic's JOBHUB platform includes a catalogue of career counsellors

UK's Unionlearn reps reach out to at-risk workers at their workplace



A diverse landscape of providers offers guidance

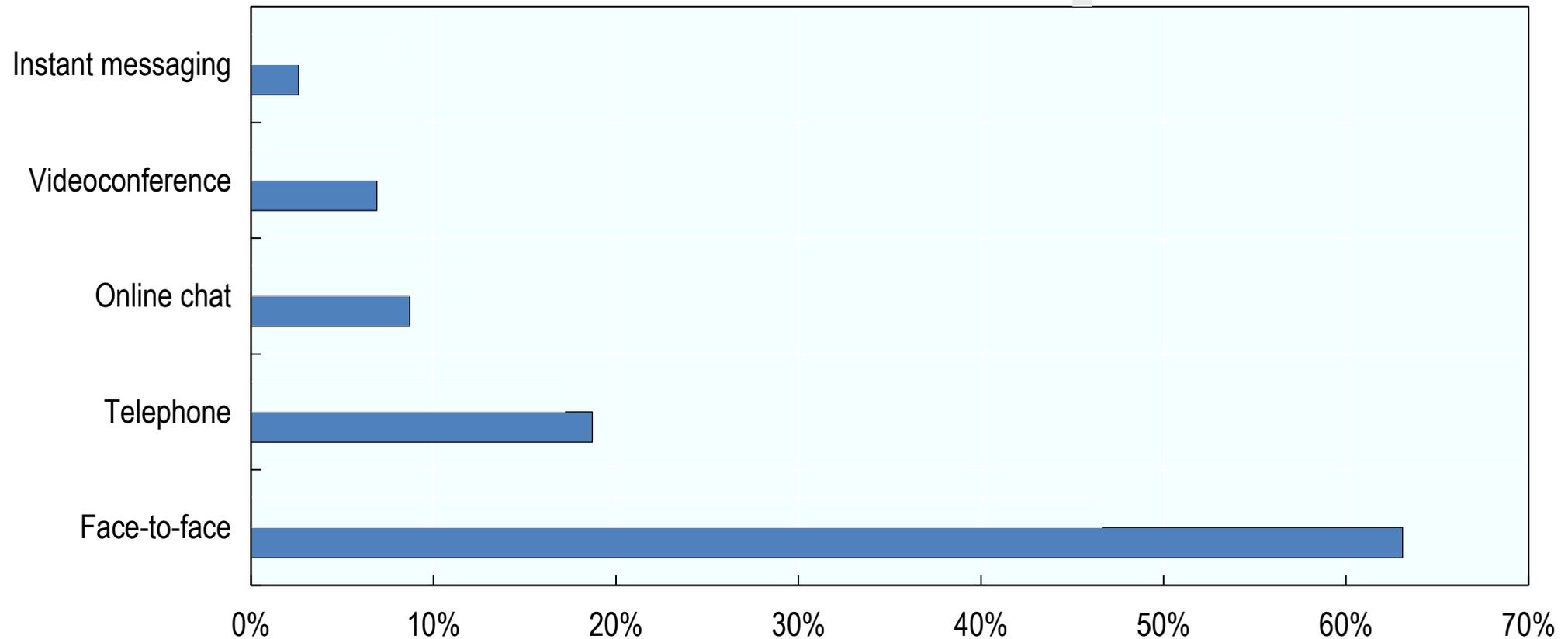
% of adults who spoke to a career guidance advisor over the past 5 years, by provider, OECD average





Face-to-face is still the most common delivery method

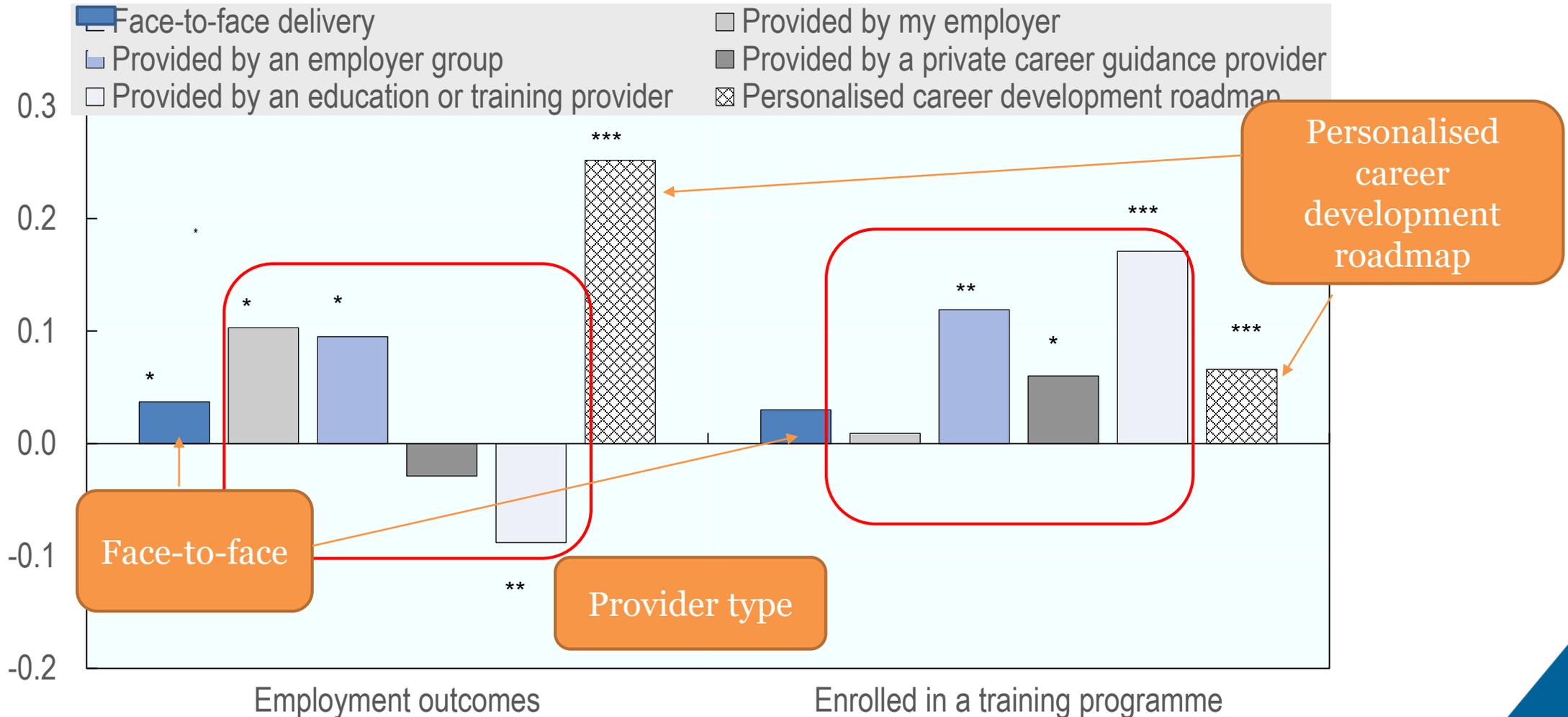
% of adults who spoke to a career guidance advisor over the past 5 years





How career guidance is delivered matters

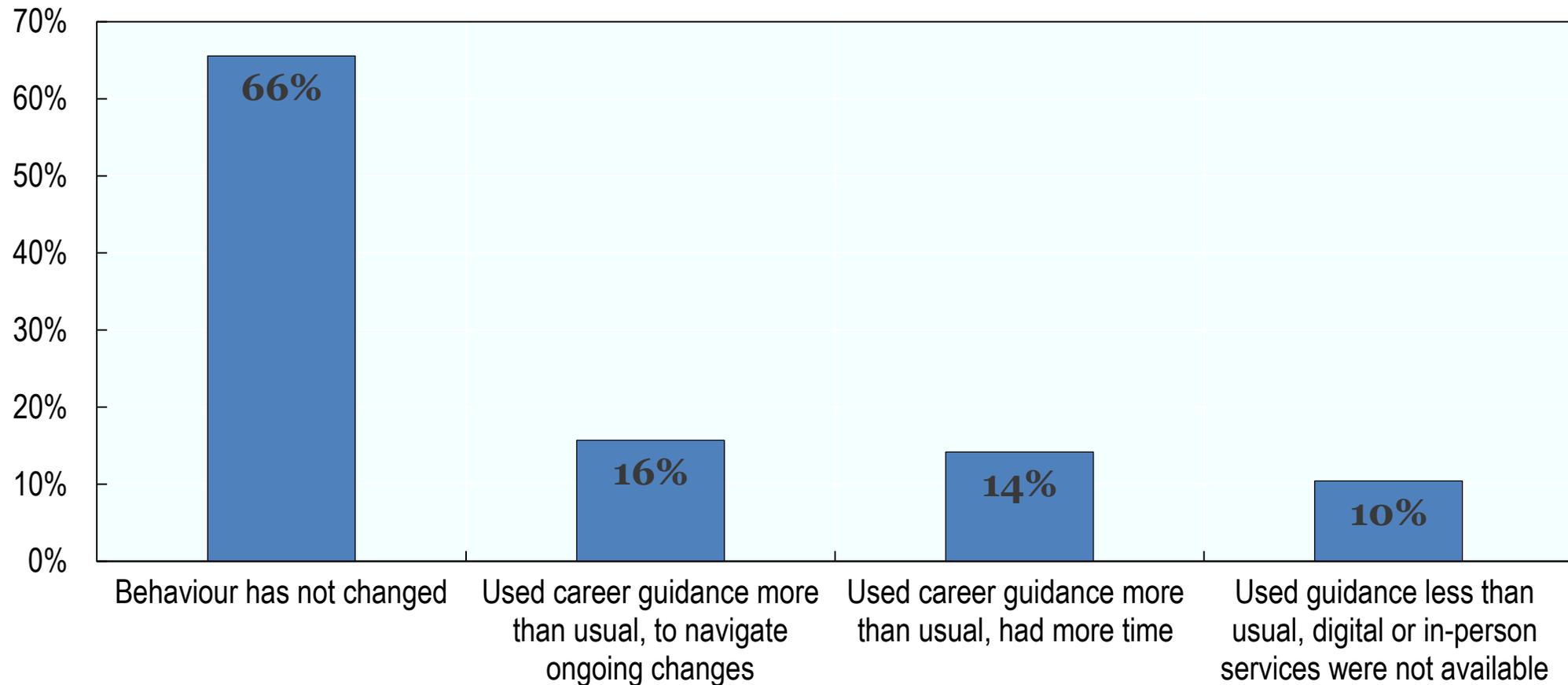
Probit regression results (marginal effects)





Use of career guidance increased during the pandemic

% of adults reporting their change of behavior regarding career guidance in the context of COVID-19





All career guidance providers had to adapt during COVID-19

- Suspension or reduction of face-to-face services
- Strengthening/establishment of remote services (e.g. telephone, text messaging)
- Support given to career guidance providers on how to deliver services from a distance (e.g. guidelines, webinars, training)
- More focus on online career guidance portals, which became popular sources of information during the crisis

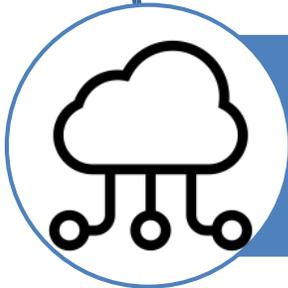


Policy options: providers and services delivery



Expanding availability of career guidance while ensuring that providers have the capacity to meet the needs of different groups (unemployed, employed, inactive)

After a pilot phase, the mandate of the **German** PES will be extended to workers



Delivering career guidance through a range of communication channels

Estonia's PES has made career guidance services available through telephone, e-mail, and Skype during Covid



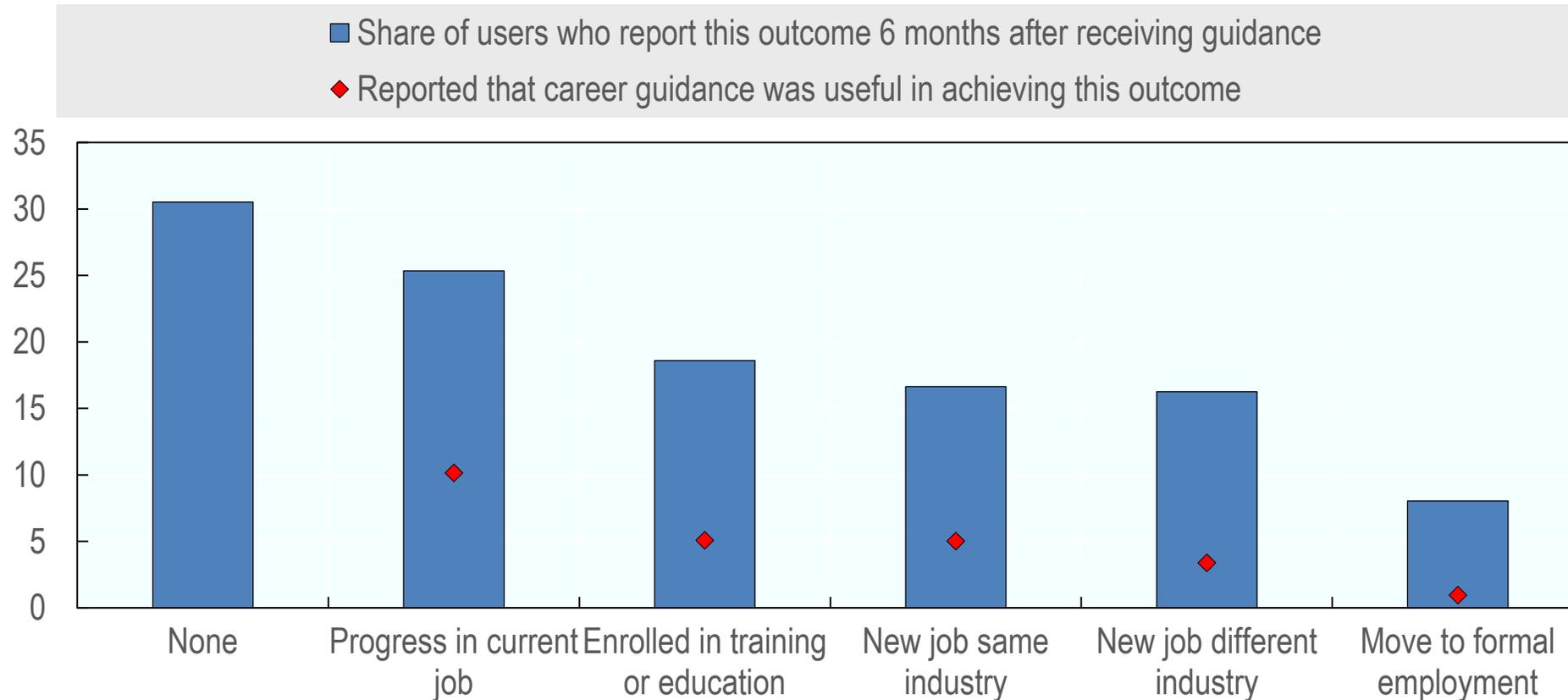
Establishing or strengthening existing online career guidance portals

HRD-net in **Korea** provides information on training programmes and their quality



Only 1 in 4 say that career guidance was useful in achieving education and career outcomes

% of adults who spoke to a career guidance advisor over the past 5 years, by reported outcome, OECD average



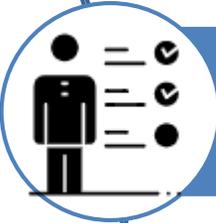


Policy guidelines: Quality and impact



Establishing quality standards in service delivery and monitoring outcomes

UK providers receiving public funds must attain the Matrix Standard



Professionalising the occupation of guidance advisor

Canadian Standards and Guidelines are used to develop professional certifications



Using high-quality skill assessment and anticipation information

Belgium Cités des Métiers advisors receive weekly labour market information sessions delivered by a specialist

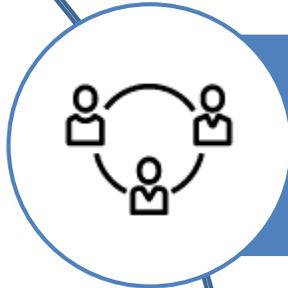


Personalising advice with support for profiling tools and personalized career

Australia's Career Transition Assistance program gives mature job seekers a skills assessment which informs the development of a personalised Career Pathway Plan

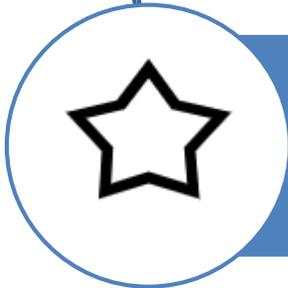


Policy guidelines: Governance and Funding



Improving coordination with all actors involved in career guidance strategies and other mechanisms

Ireland's National Centre for Guidance in Education coordinates the many actors involved



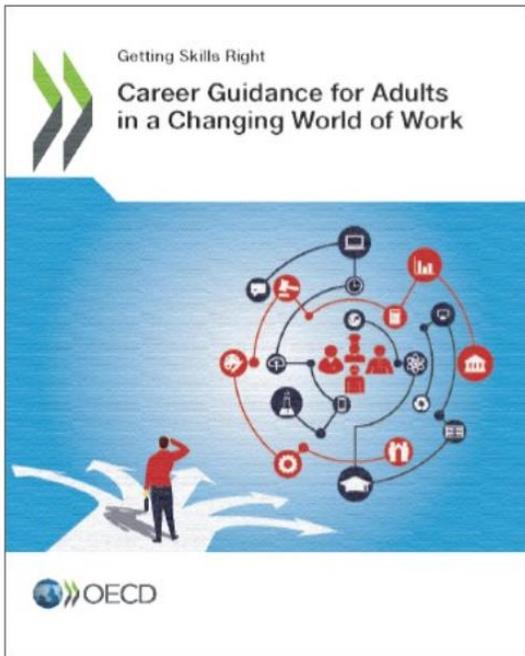
Ensuring adequate public funding for career guidance with public benefits

Netherlands subsidizes career guidance for older workers (*Ontwikkeladvies*)



Incentivising employers and adults to contribute in line with private benefits

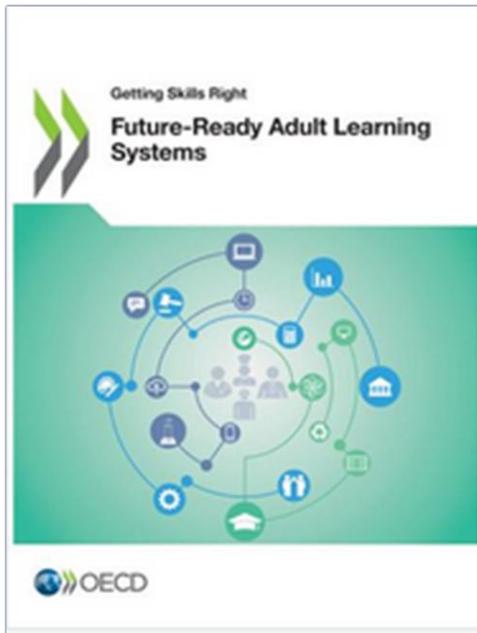
Flanders' training vouchers can be used for career guidance sessions and subsidize half the cost.



Thank you

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<http://www.oecd.org/employment/skills-and-work/>



Blog:



www.oecdskillsforjobsdatabase.org