

# Future of Work • Future of Learning

3 - 4 November 2016



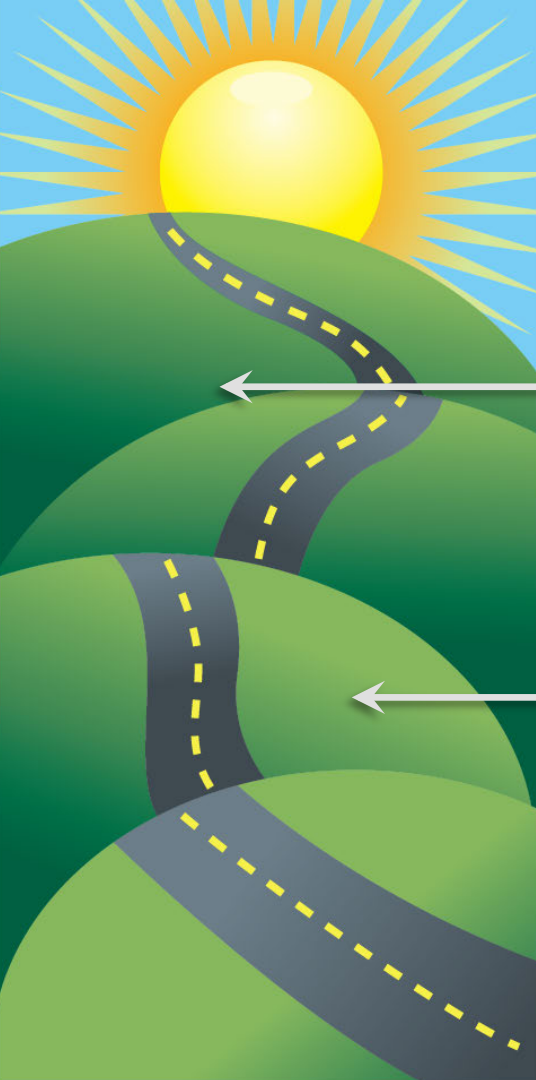
## Future Of Career Development, Future In Career Development

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Organised by: **SKILLS**future SG



# Journey Quiz



Workplace Managers should be equipped with career development competencies.  
[Y / N]



Workplace Managers have a role to play in career development of staff.  
[Y / N]



# What is Career Development?

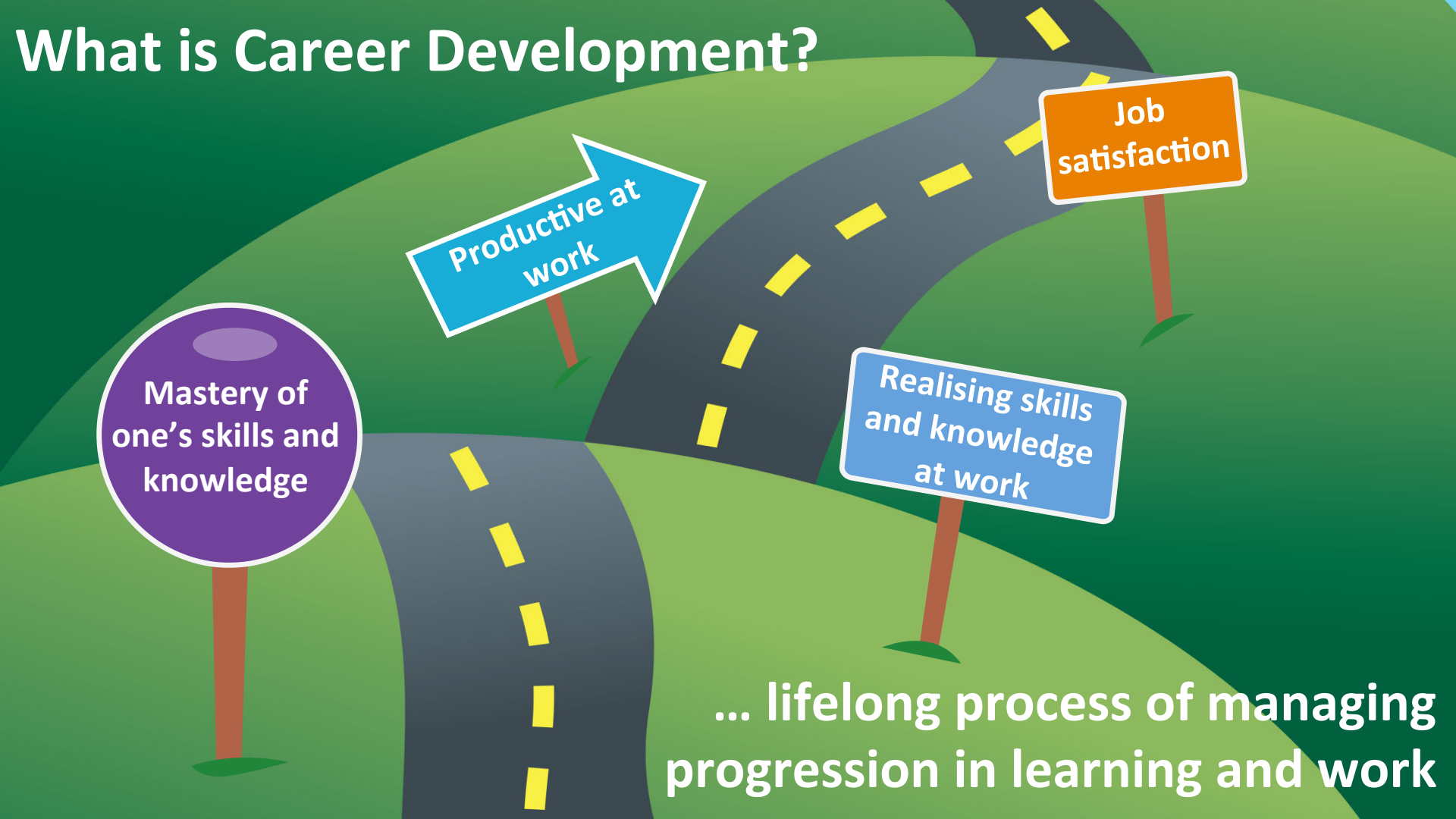
Mastery of  
one's skills and  
knowledge

Productive at  
work

Realising skills  
and knowledge  
at work

Job  
satisfaction

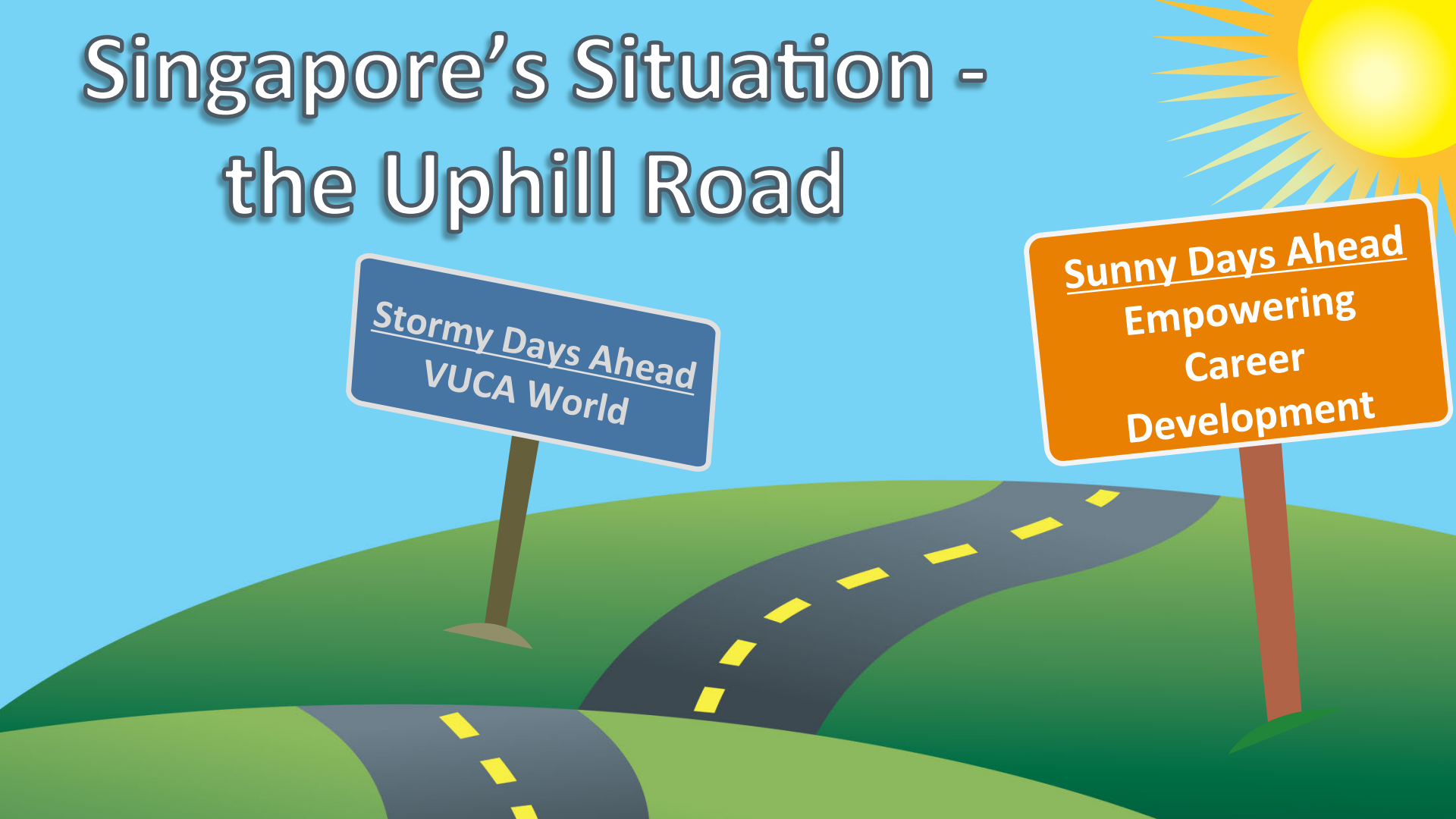
... lifelong process of managing  
progression in learning and work



# Singapore's Situation - the Uphill Road

Stormy Days Ahead  
VUCA World

Sunny Days Ahead  
Empowering  
Career  
Development



**Protean  
career**

**Retirees  
continuing work**

**Life stages**

**Globalisation and  
disruptive  
technologies**

**Mid-career  
switches**

**Demand for Skilled  
Talents**

A stylized illustration of a stormy landscape. A grey, winding road with yellow dashed lines leads from the bottom center towards the background. The sky is dark grey with heavy, dark clouds. Three yellow lightning bolts strike down from the clouds. Three signs are planted in the ground: an orange sign on the left, a yellow arrow-shaped sign in the middle, and a blue sign on the right. The scene is filled with white rain streaks.

**Not equipped with  
the knowledge or  
skills**

**Lack of awareness of  
job opportunities and  
support**

**Lack of self-  
understanding of  
career needs and  
changing work values**

# Career Development Theories

A wavy road with a dashed yellow center line and grey edges, set against a light blue sky and green hills. Five signposts are placed along the road, each pointing to a text label. From left to right, the signposts are orange, teal, purple, red, and blue. The labels are: 'Krumboltz's Learning Theory for Career Counselling', 'Happenstance Approach', 'Traits-oriented Theories', 'Theory of Work Adjustment', and 'Developmental Theories'.

**Krumboltz's  
Learning Theory  
for Career  
Counselling**

**Happenstance  
Approach**

**Traits-oriented  
Theories**

**Theory of Work  
Adjustment**

**Developmental  
Theories**

The image depicts a stormy landscape with a road leading towards a large sign. The sky is dark and cloudy with lightning bolts. Rain is falling. A road with a dashed yellow line runs from the bottom center towards the background. Several signs on wooden posts are scattered around the road. A blue speech bubble is positioned in the foreground, overlapping the road. The signs contain text related to career development and business needs.

Job descriptions

Career  
Roadmap

Career Development is  
staff responsibility

Training for  
job  
performance

What relevance  
has it for  
companies?

Business needs  
first





**Workplace  
Learning**

**Talent  
Development**

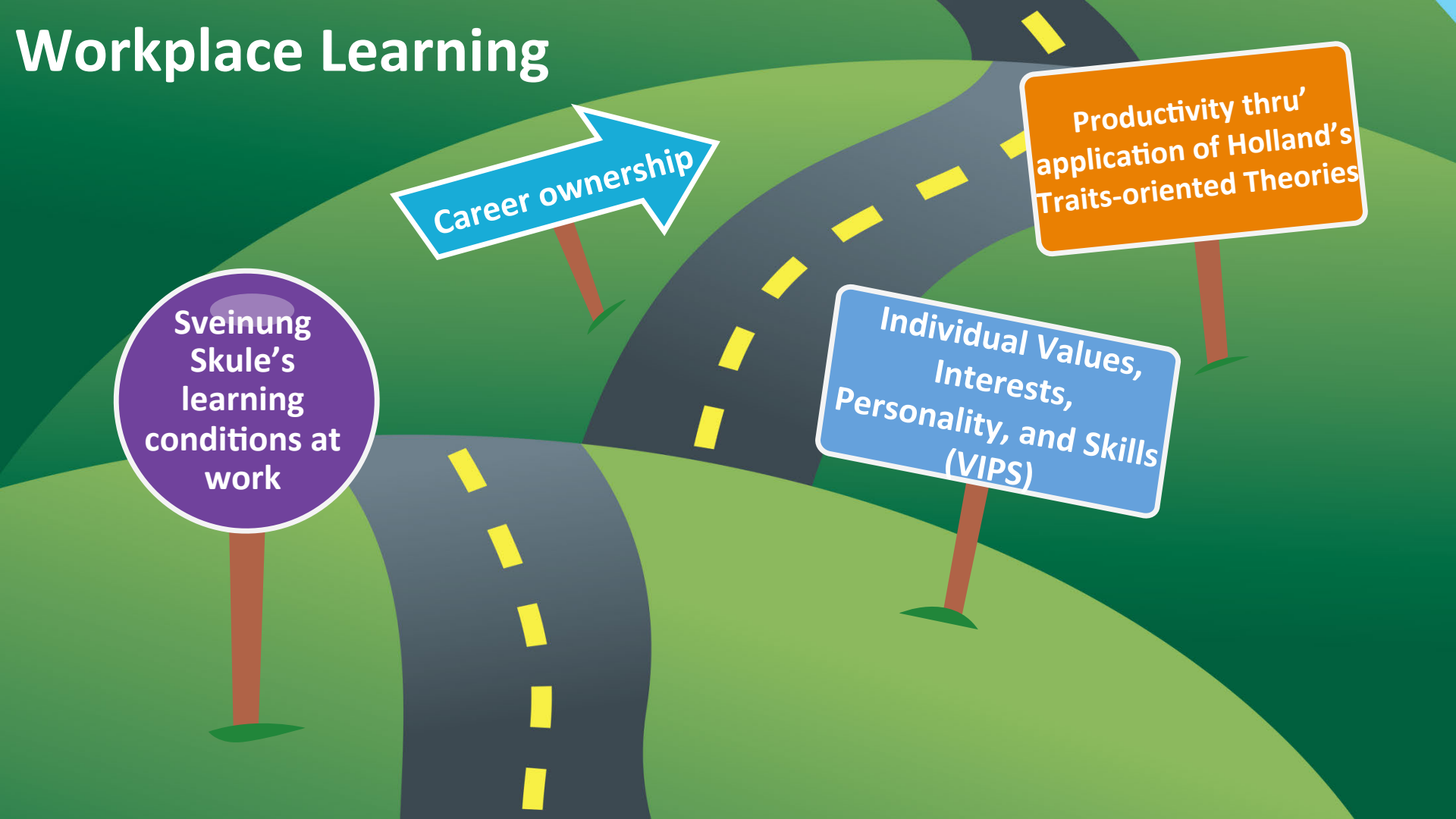
# Workplace Learning

Sveinung Skule's learning conditions at work

Career ownership

Individual Values, Interests, Personality, and Skills (VIPS)

Productivity thru' application of Holland's Traits-oriented Theories



# Talent Development

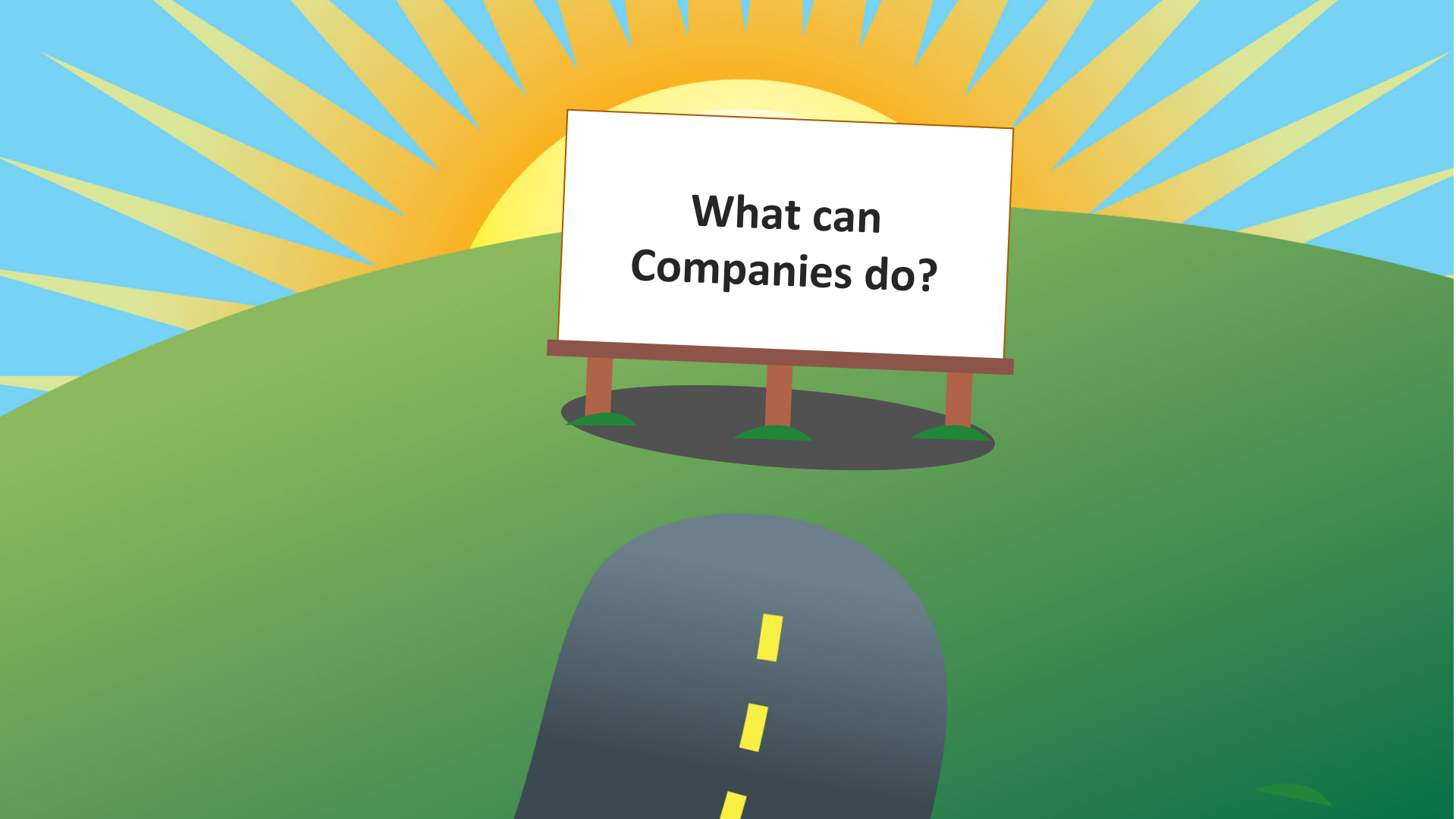
The image features a stylized landscape with rolling green hills and a winding grey road marked with yellow dashed lines. Three signposts are placed along the road. The first is a purple circle on the left. The second is a blue arrow-shaped sign pointing right. The third is a light blue rectangular sign. The fourth is an orange rectangular sign. The background is a gradient of green.

At virtually  
any stage in an  
individual's  
career

Increasing Satisfaction  
and Satisfactoriness

Aligning to the  
individual's VIPS

Creating  
learning  
opportunities

A stylized illustration of a sign on a grassy hill. The sign is white with a brown border and is supported by three brown posts. The background features a bright yellow sun with rays against a blue sky, and a dark grey road with a dashed yellow line leading towards the sign.

**What can  
Companies do?**

**Job-Skills Fit,  
Staff Commitment  
and Business  
Performance!**

**Talent  
development  
system**

**Employees –  
skills best-fit**

**Career  
development**

**Training and  
workplace learning**

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