



IAEVG International Conference 2024

12–14 November 2024

Jyväskylä, Finland

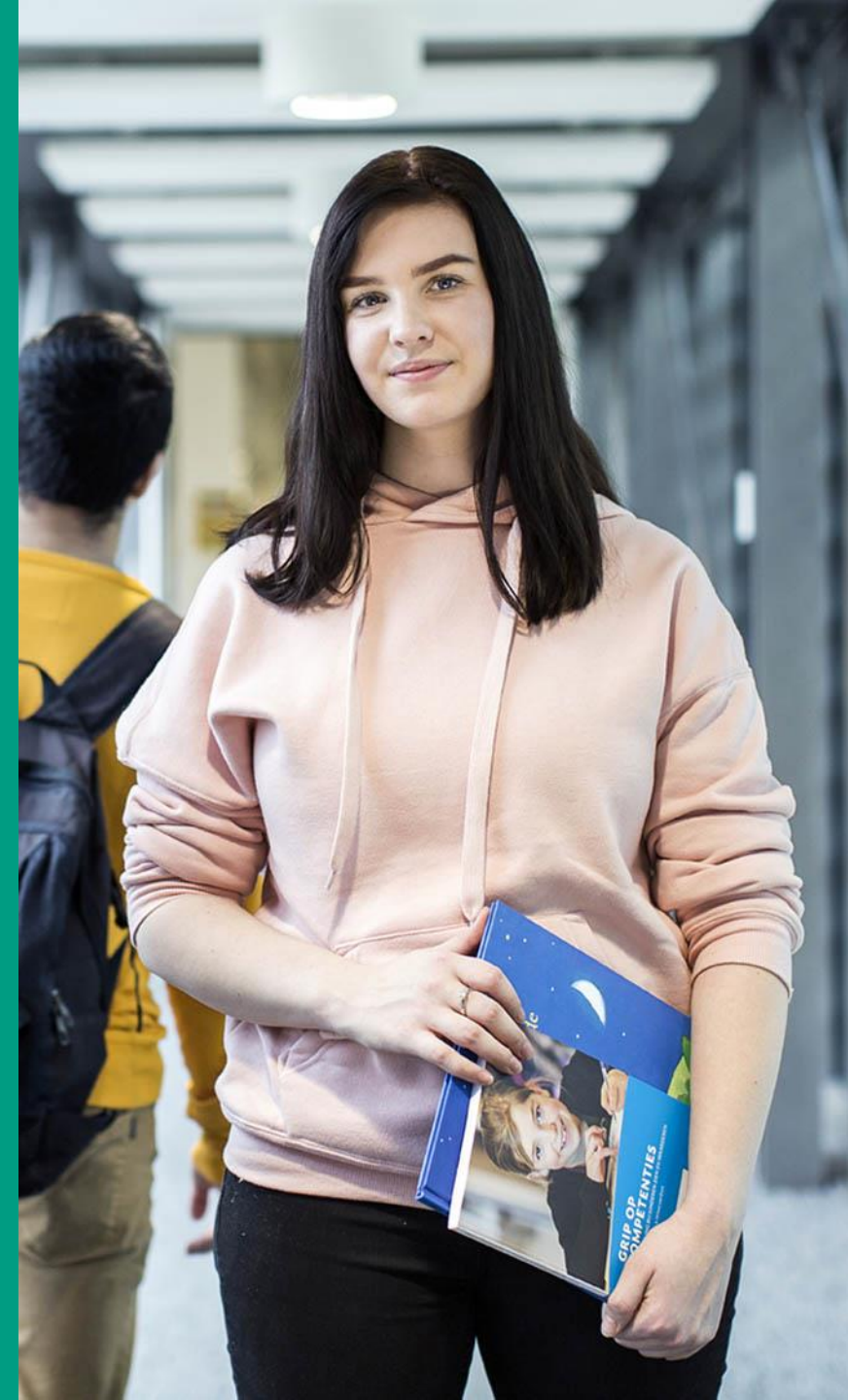
“Careers back in line? Alignment of individual and collective interests”

Jan Woldendorp MSc

November 13th 2024



Workshop



Nice to meet



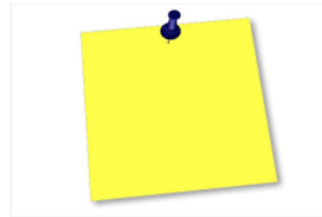
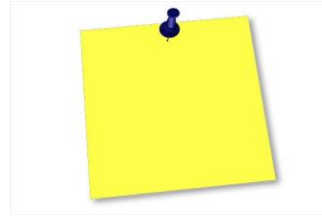
Jouke Post



Jan Woldendorp

Warming up question

- What is good Career Guidance?
- Write down in keywords how you would describe good CGC.



A question to start with ...

What would you choose if you were able to freely choose a training or course to follow? Time and money is not the problem!



What would you do if your neighboring country was facing a hostile attack, and it was all hands on deck?



all hands on deck

phrase

everybody working together to complete a difficult task quickly

Example:

"The head chef was sick, so it was all hands on deck in the kitchen."

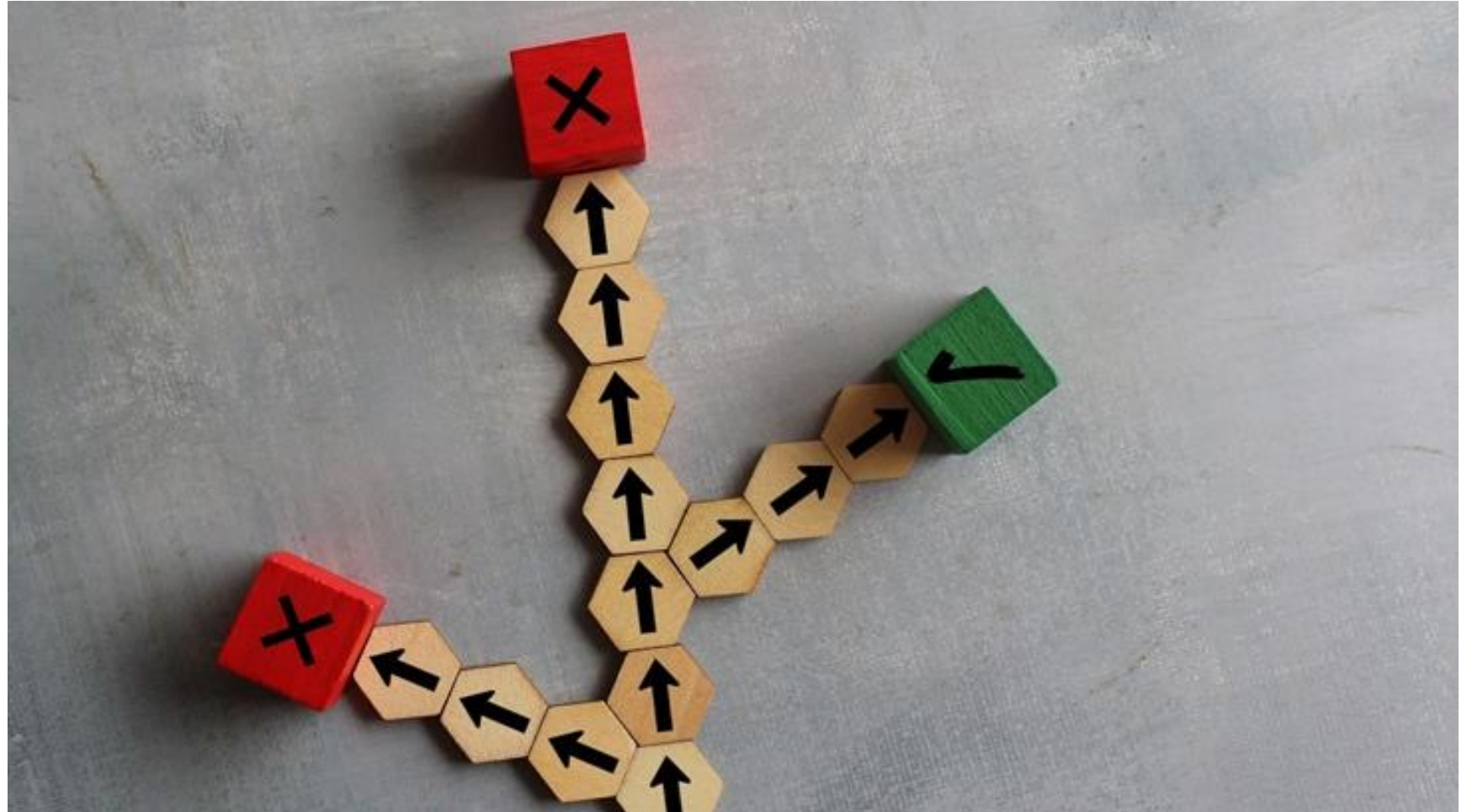


Sorting Hat (Harry Potter)

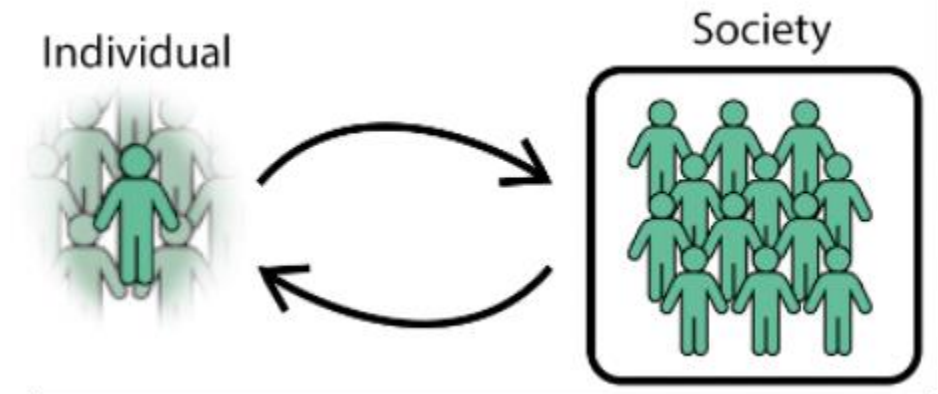


Key question

Who needs to be in charge?



Alignment



The current labor market crisis prompts critical questions about the alignment of individual career choices with societal needs.

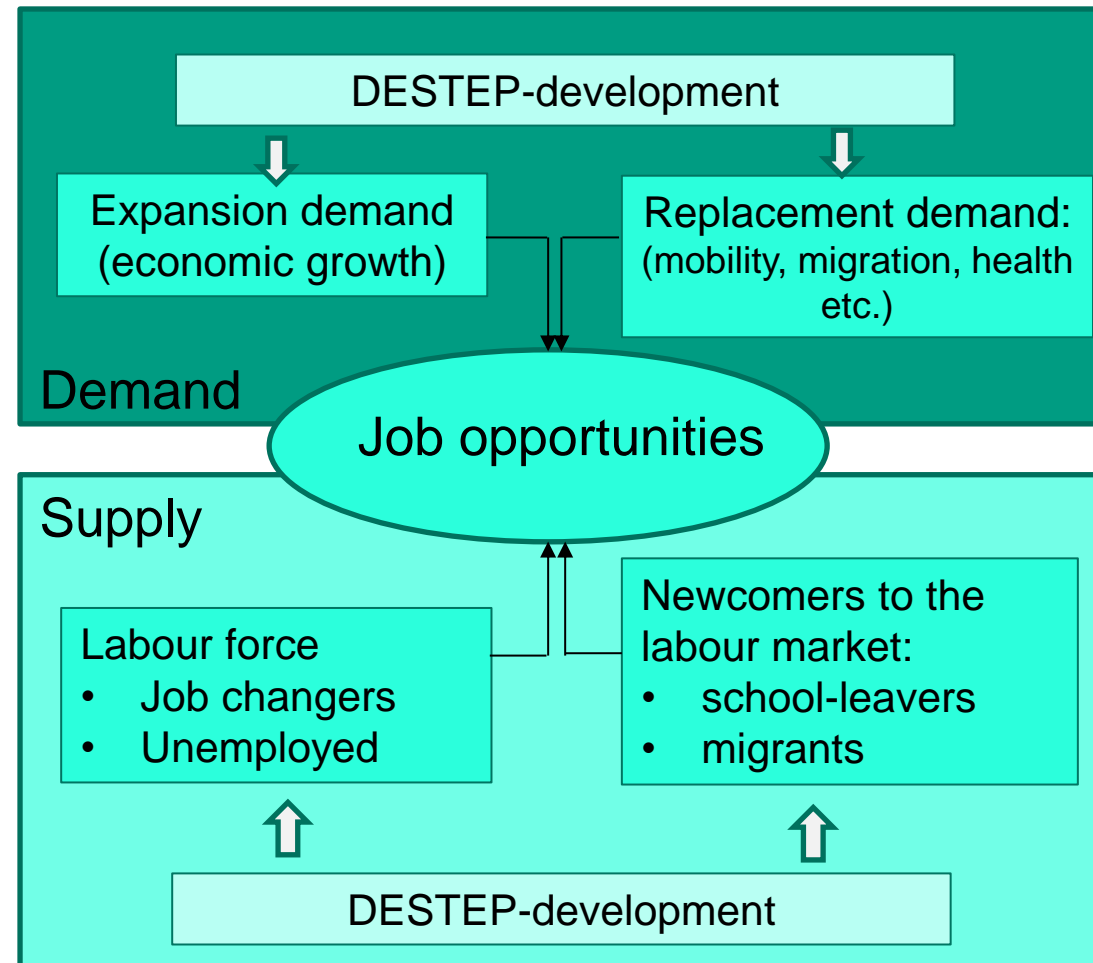
There is a risk of misalignment between personal career preferences and collective labor market demands.

In other words: What if 100% of the population would choose to become a career professional?

Key questions that could (should?) arise:

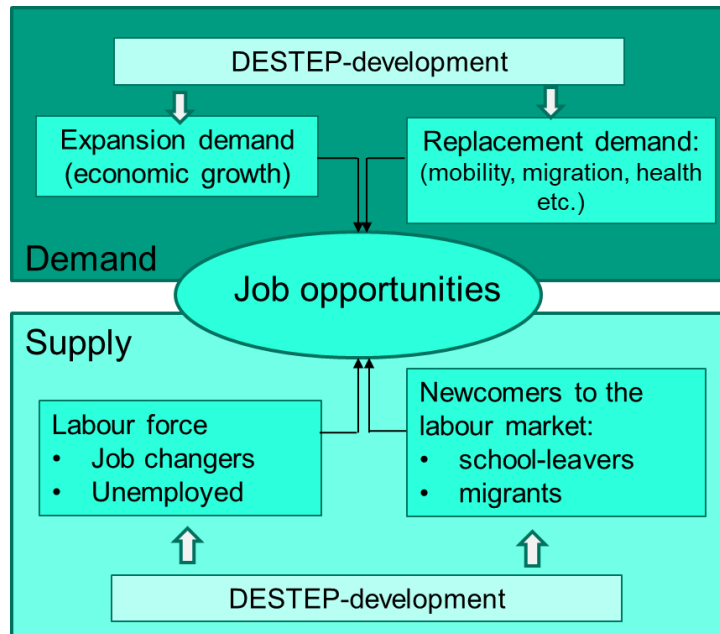
- Are individuals choosing careers that meet societal needs?
- Should policy interventions adjust the education and labor market supply-demand system?
- Does the system require a political and moral overhaul to re-assess the utility and necessity of certain jobs?
- Do the crises necessitate limiting individual choice in career and education?
- How to align personal freedom with societal needs?

The labour market, how does it work? The ROA Labour Market model



(Woldendorp, 2014)

Labour market dynamics



(Woldendorp, 2014)

Indicators of future labour market tension

- Anticipated *quantitative* frictions between job openings and candidates
- Anticipated *qualitative* frictions between the supply of candidates (by education and profession) and recruitment needs

We saw it coming: Labour market forecast (ROA, 2019)



Expansion demand

- Nearly 465,000 new jobs expected between 2019-2024 (5% job growth; In particular, care and welfare
- Only contraction in the agricultural sector (-0.3)

Replacement demand:

- Between 2019-2024, almost 1.6 million workers (18%) will need to be replaced; Mainly administrative, transport/logistics and commerce
- Least replacement demand in ICT

Job opportunities

- Between 2019-2024, a total of more than 2 million job openings (growth of 24%)

Newcomers

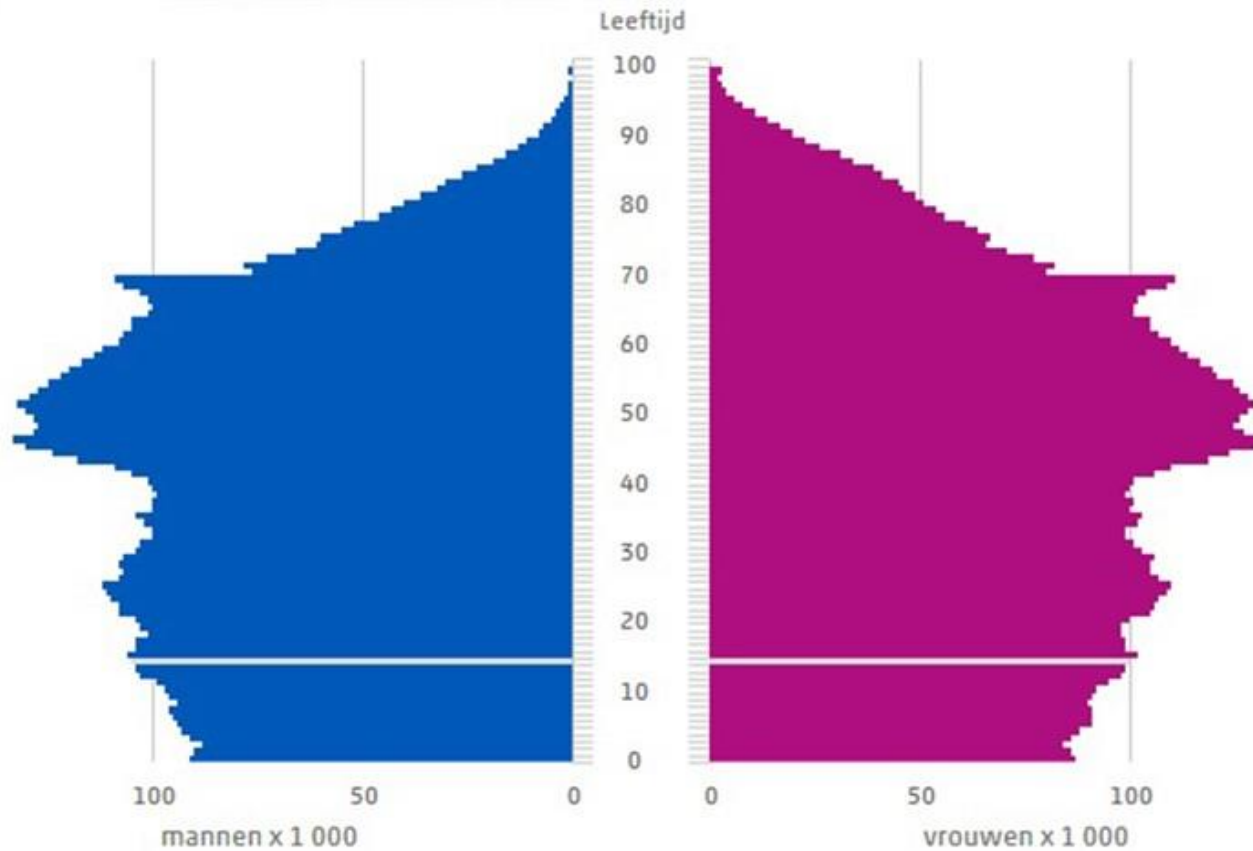
- Between 2019-2024, more than 1.6 million potential new job seekers

Labour market forecast (ROA, 2019)



Expansion demand and replacement demand	
Expansion demand	465.000
<u>Replacement demand</u>	<u>1.600.000 +</u>
Jobopportunities	2.065.000
<u>Newcomers</u>	<u>1.600.000 –</u>
Expected labour market shortage	465.000

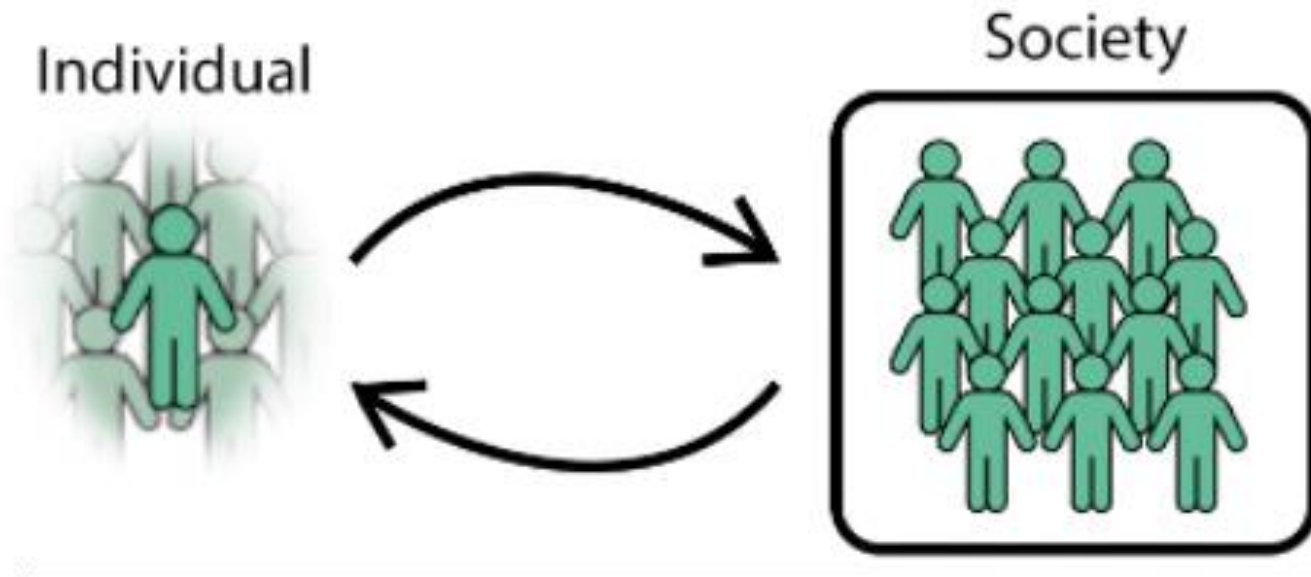
We saw it coming: Labour market and demographics



<https://www.cbs.nl/en-gb/visualisations/dashboard-population/population-pyramid>

So, what is changing?

The essence of this paradox!



“We are reaching the moment that we need to make ethical choices between crucial and un-crucial occupations”

22 november 2022 15:36 - tekst: Ester Schop - foto: Michiel Bunjes



Datum Oktober 2023
Betreft Volgend jaar studeren?

Beste leerling,

Dear pupil,

Prepare for your choice of your education. And do not only consider studying at a university. Consider choosing a secondary vocational education. Our country needs your talents!

Robbert Dijkgraaf (Minister of Education in 2023)

Robbert Dijkgraaf
de minister van Onderwijs, Cultuur en Wetenschap

23
NOV

“Futuristen #4 – What if you are no longer allowed to choose your own occupation?”

2022 The Dutch Government closed down the highly popular STAP Budget of € 1000,- for educational purposes. Why?

The money often went to courses like:

- Financial Astrology
- Reiki Master
- Healing scents
- Gemstone Therapist
- Beer tasting
- Find yourself (Paris trip)

At the same time there is an enormous lack of skilled workers in almost all sectors.

STAP-budget | Agenda Alarm | De Avondshow met Arjen Lubach (S3)

RTLnieuws

VPRO is een Nederlandse publieke omroep.

Meest aangevraagde cursussen

STAP-budget
Periode 3

E-commerce-Marketplace-Mastery	1.237
Moeiteloos Manifesteren	359
Dagtraining Online Advertising	356
Digital Marketing Certificate	171
CarriereBoost Training	161

Swipe omhoog om nauwkeurig te zoeken

0:53

bron: rtlnieuws.nl 18-09-22

3:04 / 8:27

YouTube

The demographic decline and labour market show pressure on young people's free choice of study. The government will be able to limit the capacity of education and steer students even more actively towards prospective sectors. The Ministry of Education, Culture and Science is studying into steering measures.

In January of this year, the State Commission on the Long-Term Developments 2050 issued an advice to the government to moderate migration, while maintaining the growth of the economy. The committee, which was led by Richard van Zwol, warned against shrinkage: demographic shrinkage harms the economy and also offers no room for desired migration. Young people's educational choices are therefore of extra importance.

Key message: The Dutch Government is investigating the possible effects of a more directive and steering approach in educational choices for future students.

Lessons learned from previous crises?



COVID 19 Lock down

Essential occupations (not in lockdown)

- Healthcare and para medics
- Teachers and staff required at school
- Public transport.
- Food chain
- Supermarkets
- Processing industry, the transports of this industry,
- Agriculture
- Transport of fuels
- Transportation of garbage
- Childcare.
- Media and communication: for the purpose of providing information
- Continuity of emergency services
- Necessary government processes (central government, province and municipality),

Non essential occupations (In lockdown)

- Museums and theatres,
- Amusement parks and zoos
- Restaurants and pubs
- Nurseries
- Casinos and saunas
- Indoor sports facilities,
- Catering and hotel catering facilities
- Shops such as clothing stores, shoe stores, jewelry stores and hobby stores
- Hairdressers
- Nail technicians
- Tattoo artists.



So: what's essential? ...

And what isn't!



What isn't: Bullshit Jobs (David Graeber, 2018)

David Graeber



‘A bullshit job is a form of paid work that is completely

‘useless, superfluous or harmful’

although, as part of the terms of employment, the employee feels obligated to pretend that this is not the case’

Exercise: Ranking the bullshit

What is the least meaningful work???



Exercise:

- Marketing consultant
- Installation technician
- Press photographer
- Primary school teacher
- Tax hotline employee
- Career coach
- Gardener
- Consultant asset management (housing corporation)
- Nurse
- Garbage Collector
- Lobbyist employers' organisation



To Sit or Stand?

*That is the
Question.*



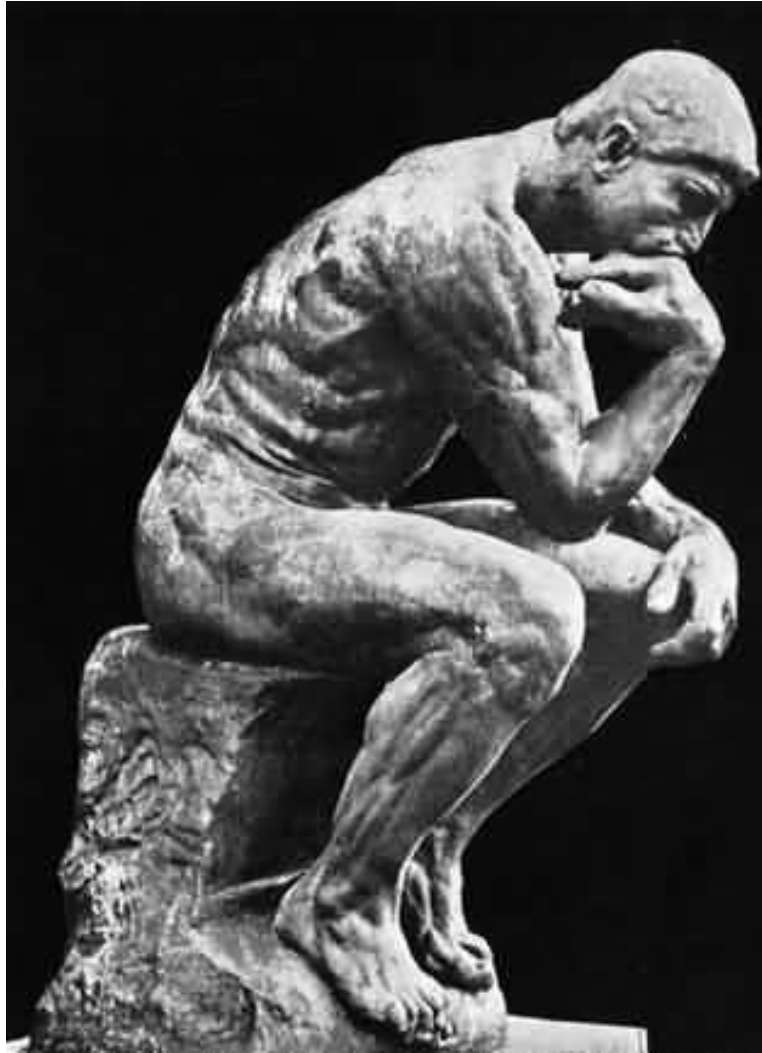
What would you do?



Questions that rise ...

1. Does everyone need to choose the desired or the necessary job (career) ?
2. Are policy-related incentives needed to make the system work (educational system and labour market)?
3. Is the system in need of a thorough political and moral reassessment to reconsider the value of individual career choices?
4. Do the current crises challenge us (or even force us) to limit our acquired freedom of choice in learning and work?



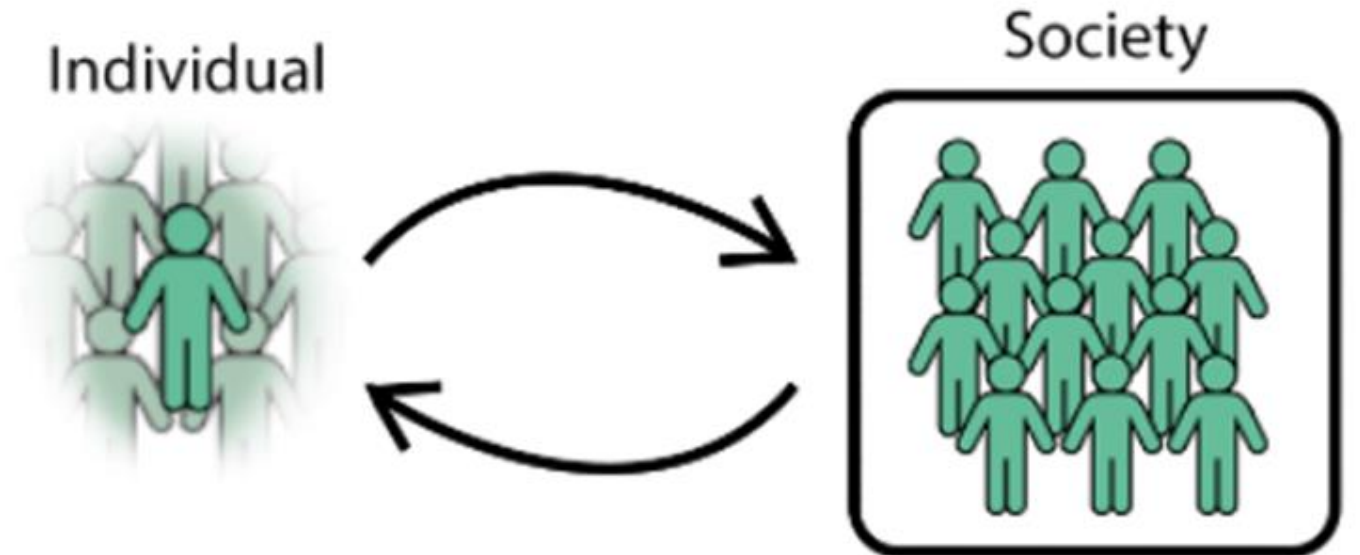


*"Philosophy is questions
that may never be
answered, Religion is
answers that may never
be questioned"*

QUOTESVALLEY.COM

Any answers or ideas?

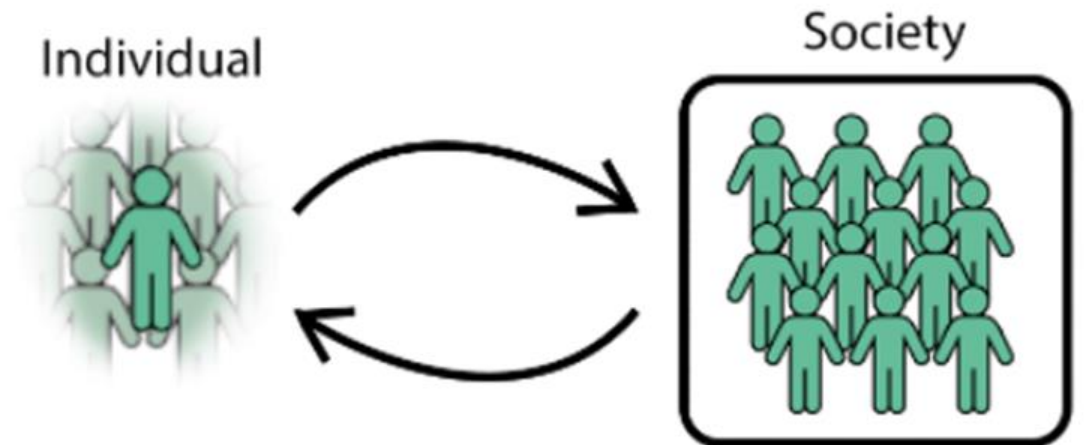
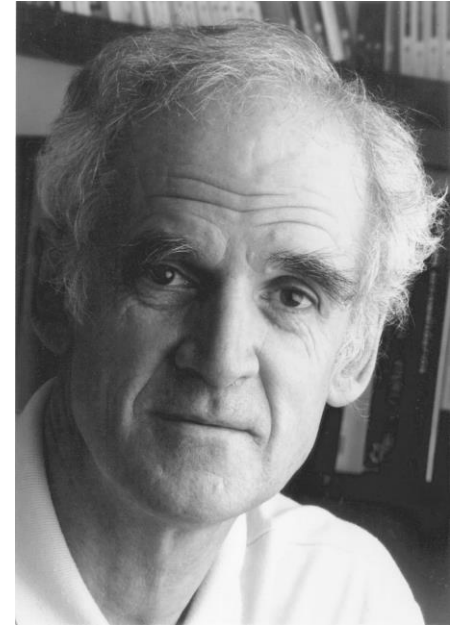
- Charles Taylor
- Hannah Arendt
- Karl Marx
- Albert Mok
- Russel Muirhead



Charles Taylor (1991)

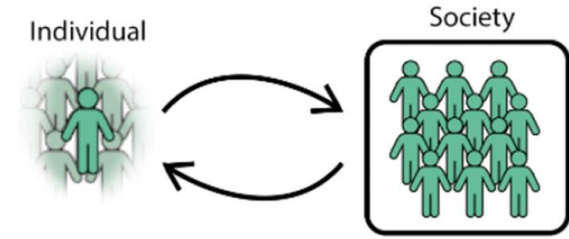
The good of modernity is captured by:

- Being responsible for your own
- Finding your own authenticity
- Being true to yourself
- Being in control



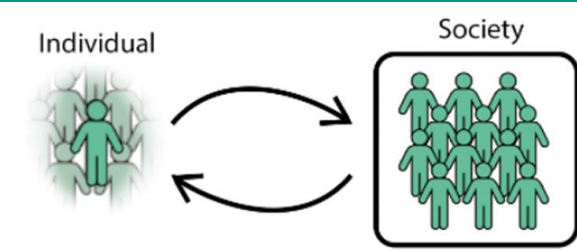
Hannah Arendt, The Human Condition (1958)

- Vita Activa versus Vita contemplativa
- *Private* realm versus the *public* realm



1. Labor: Animal Laborans
2. Work: Homo Faber
3. Action: 'Homo Socialis'





Reflections of a young man on the choice of a profession (1835)

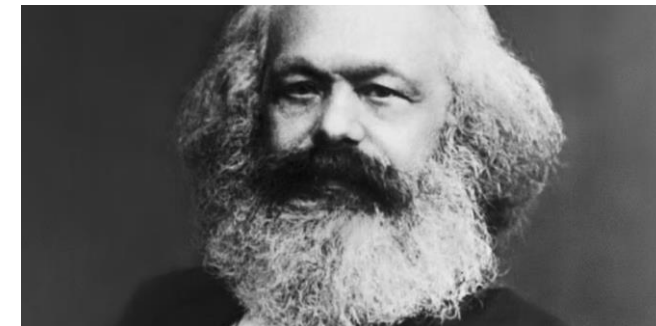
“To man, too, the Deity (...) left it to choose the position in society most suited to him, from which he can best uplift himself and society.”

“Man’s nature is so constituted that he can attain his own perfection only by working (...) for the good, of his fellow men.”

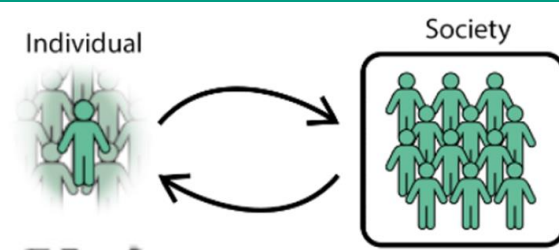
“If he works only for himself, he may perhaps become a famous man of learning, a great sage, an excellent poet, but he can never be a perfect, truly great man”.

“History calls those men the greatest who have ennobled themselves by working for the common good”.

“Experience acclaims as happiest the man who has made the greatest number of people happy; religion itself teaches us that the ideal being whom all strive to copy sacrificed himself for the sake of mankind”.

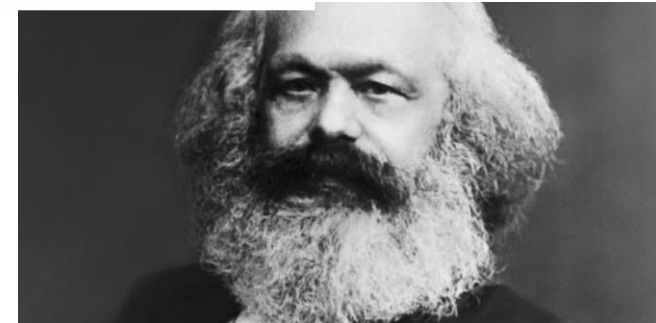


The Sovjet Union

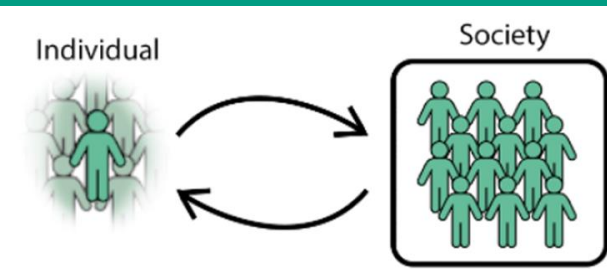


the New Program of the Communist Party of the Soviet Union: “Every member of society is provided with equal opportunities for education and creative labor. . . . Each is guaranteed an equal and free choice of occupation and profession with due regard to the interests of society.”¹ To evaluate such claims it is necessary

only sporadically observed. Nicholson noted that the right to pursue the profession of one's choosing was inconsistent with the opaque practices which governed appointments and which were rooted not in the facilitation of individual preferences but in the needs of the party. Rights associated with particular workplace practices and



Social and personal meaning (Mok, 2015)



Personal value →

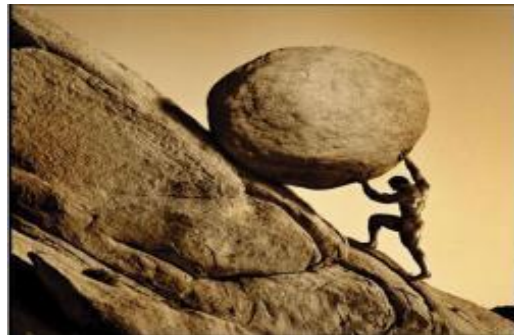
Bullshit jobs



Meaningfull work



Sisyphus work

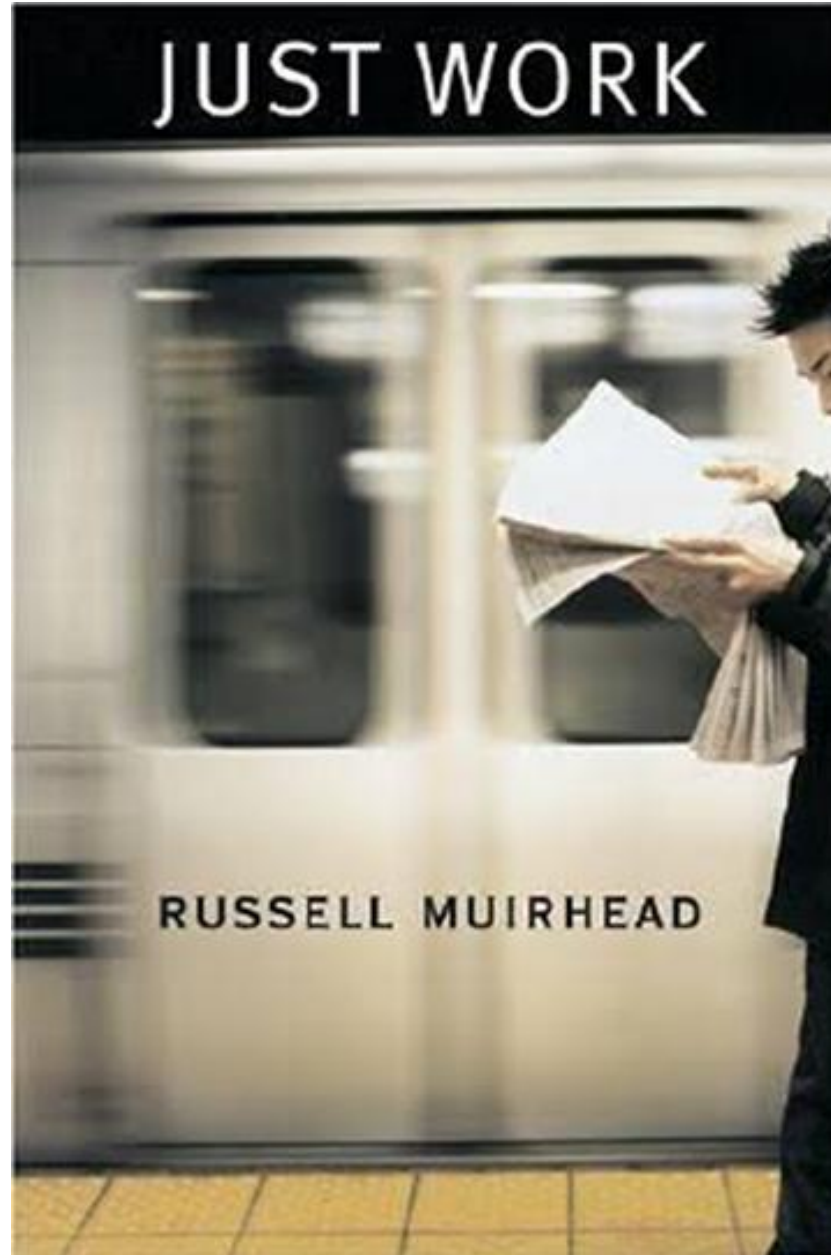
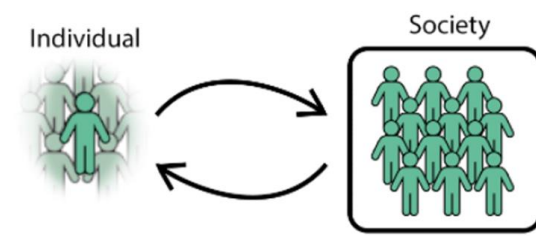


Modern slavery

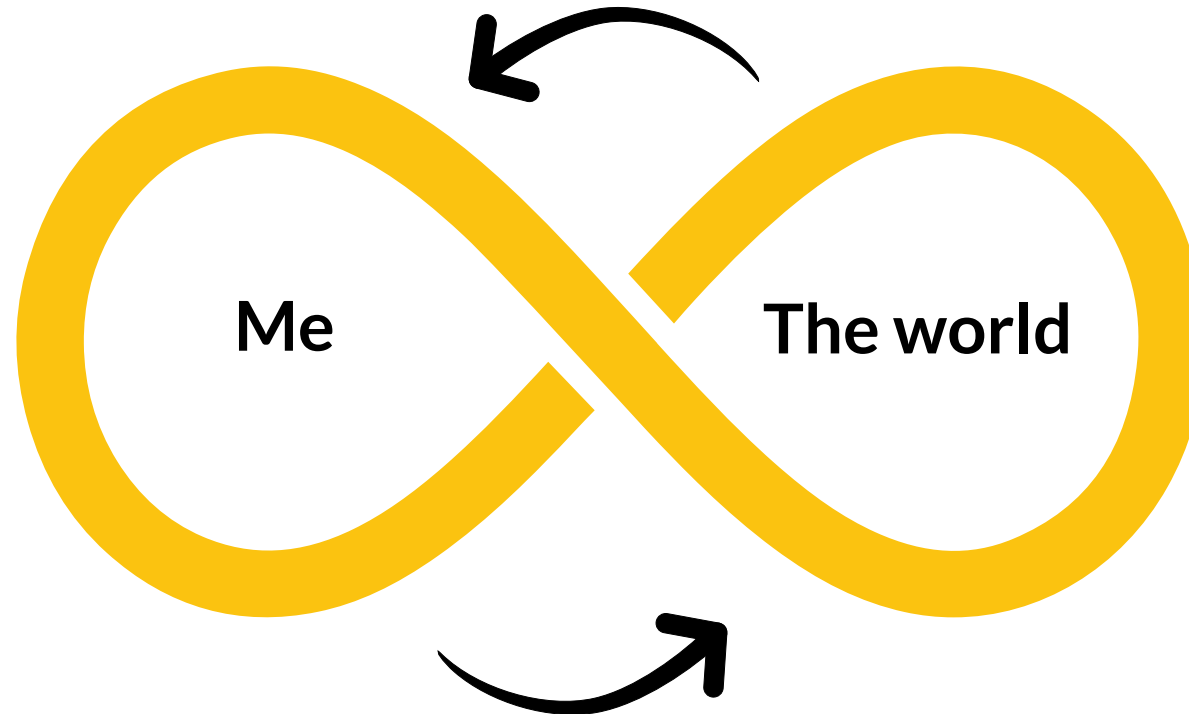
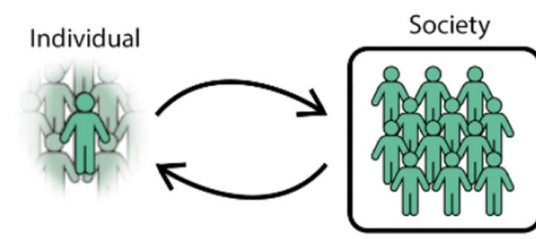


Social value →

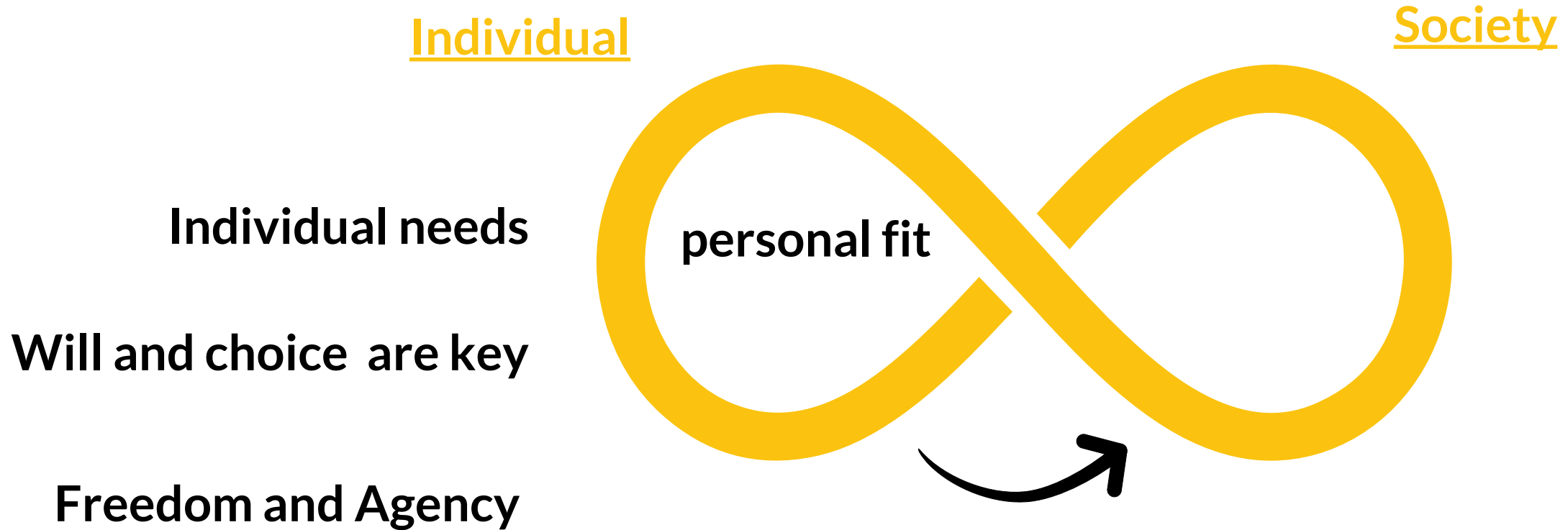
Just Work (Muirhead, 2007)



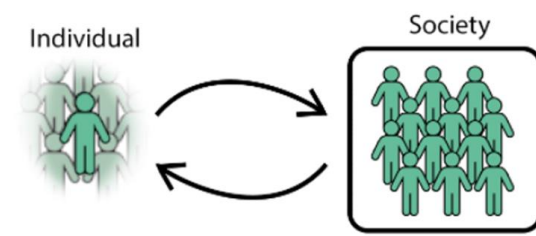
Just Work (Muirhead, 2007)



Just Work (Muirhead, 2007)

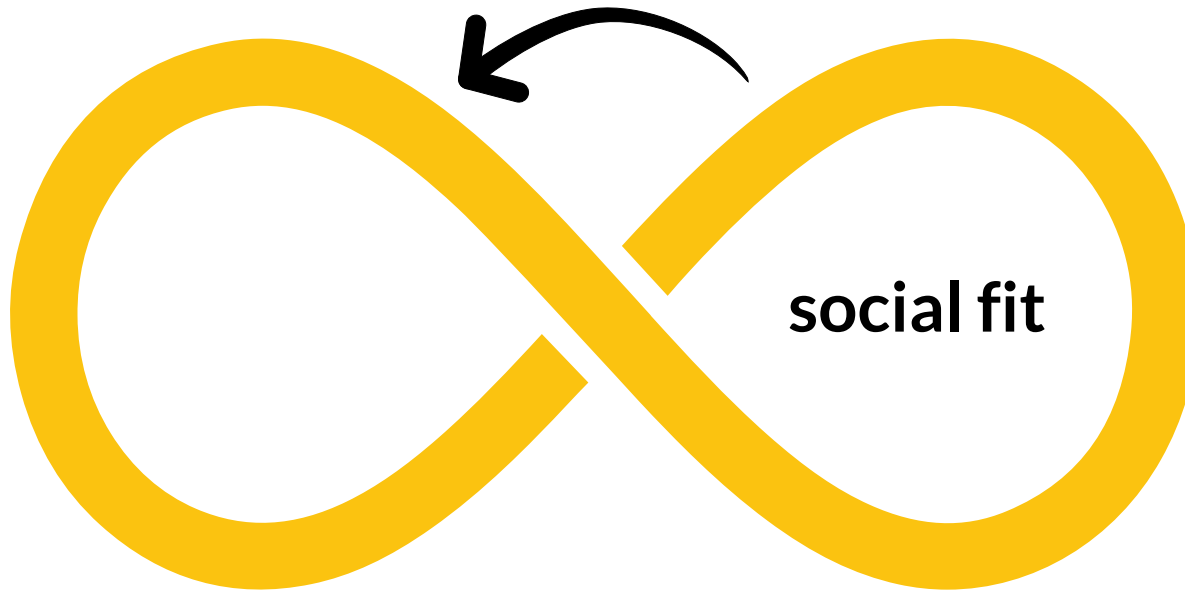


Just Work (Muirhead, 2007)



Individual

Society



Collective needs

'Ability' is key

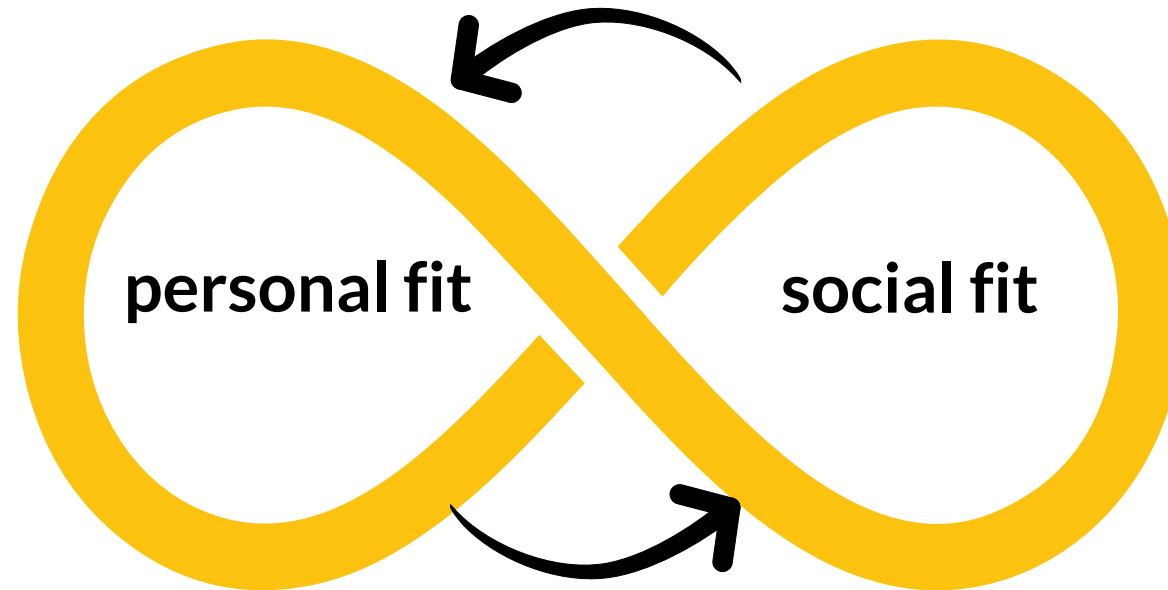
To be determined



Just Work (Muirhead, 2007)

Individual

Society

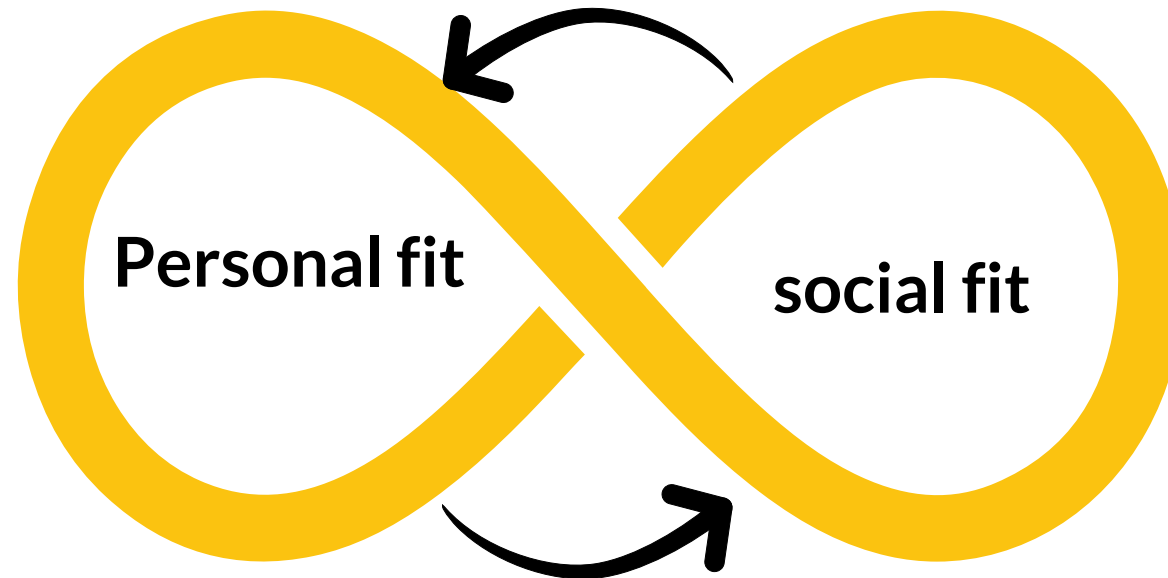
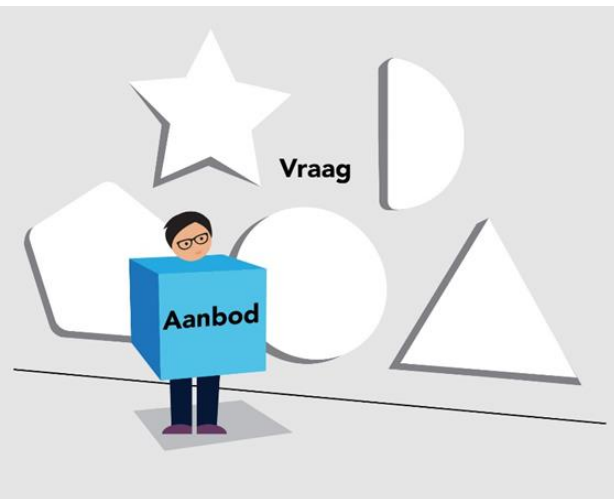


Responsive career paths



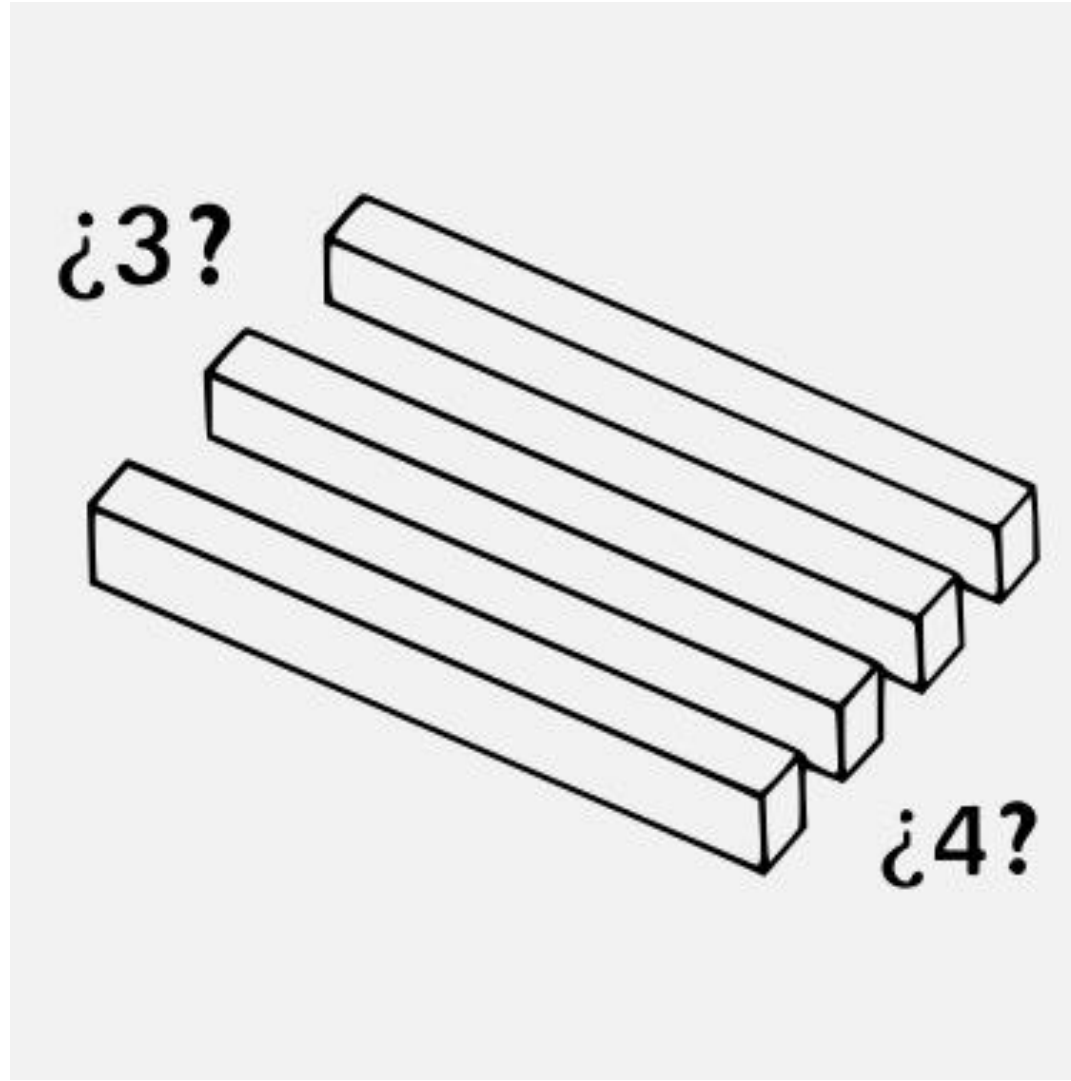
Individual

Society

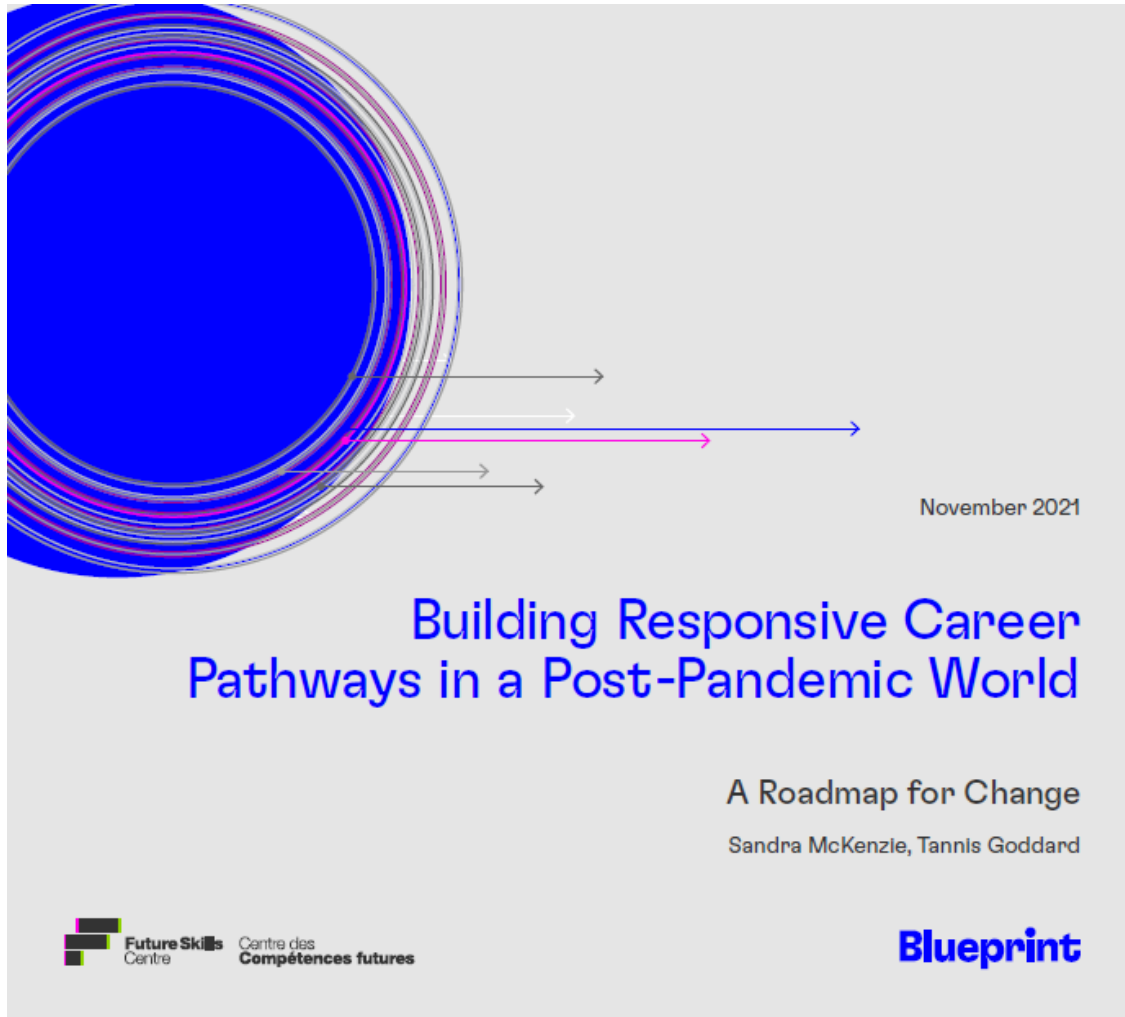


**Responsive career pathways:
liquidity in thought and action!**

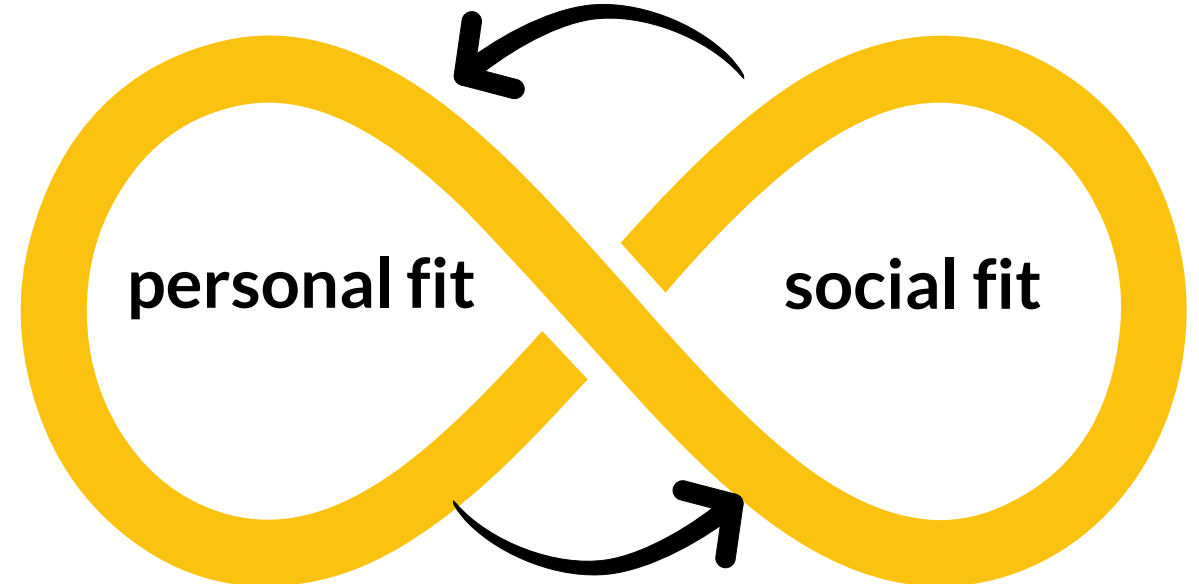
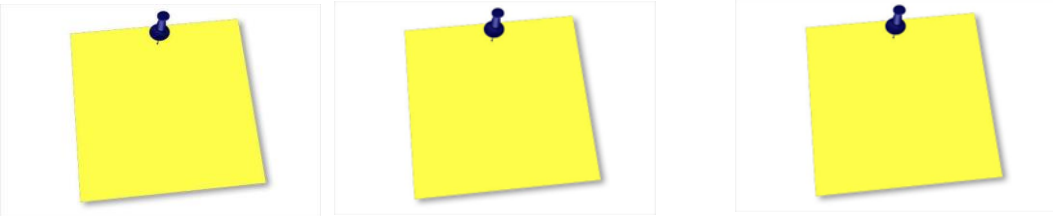
Paradox and paradigm several realities at the same



Responsive career pathways ask for a systems approach



What is good Career Guidance?



Exercise:

Question 1:

Do you recognize the tension between personal and social fit? What does this mean for our profession? How do you respond to this dilemma?

Question 2:

What do you think of the following statement: 'the career professional of the future needs to pay much more attention to the 'social fit'.

Question: What is quality?



International approaches to quality in CGC

Domain		
1. Policy	The career guidance policy , which seeks to monitor, evaluate and control its effectiveness;	
2. Organization	Defining what kind of organizations are allowed to provide career guidance and how those organizations should function;	
3. Process	Thinking about which processes should be followed in high-quality career guidance and ensuring that these processes take place;	
4. People	Specify which people are allowed to provide career guidance , what qualifications and skills they must possess and how the profession is to be organised and governed;	
5. Outputs and outcomes	Clarify the results or outputs to be delivered by the career guidance process and indicate how this can be observed and recognised	
6. Users	Recognizing the experience of the consumers and users of career guidance and finding ways to capture their perspective.	

Defining quality

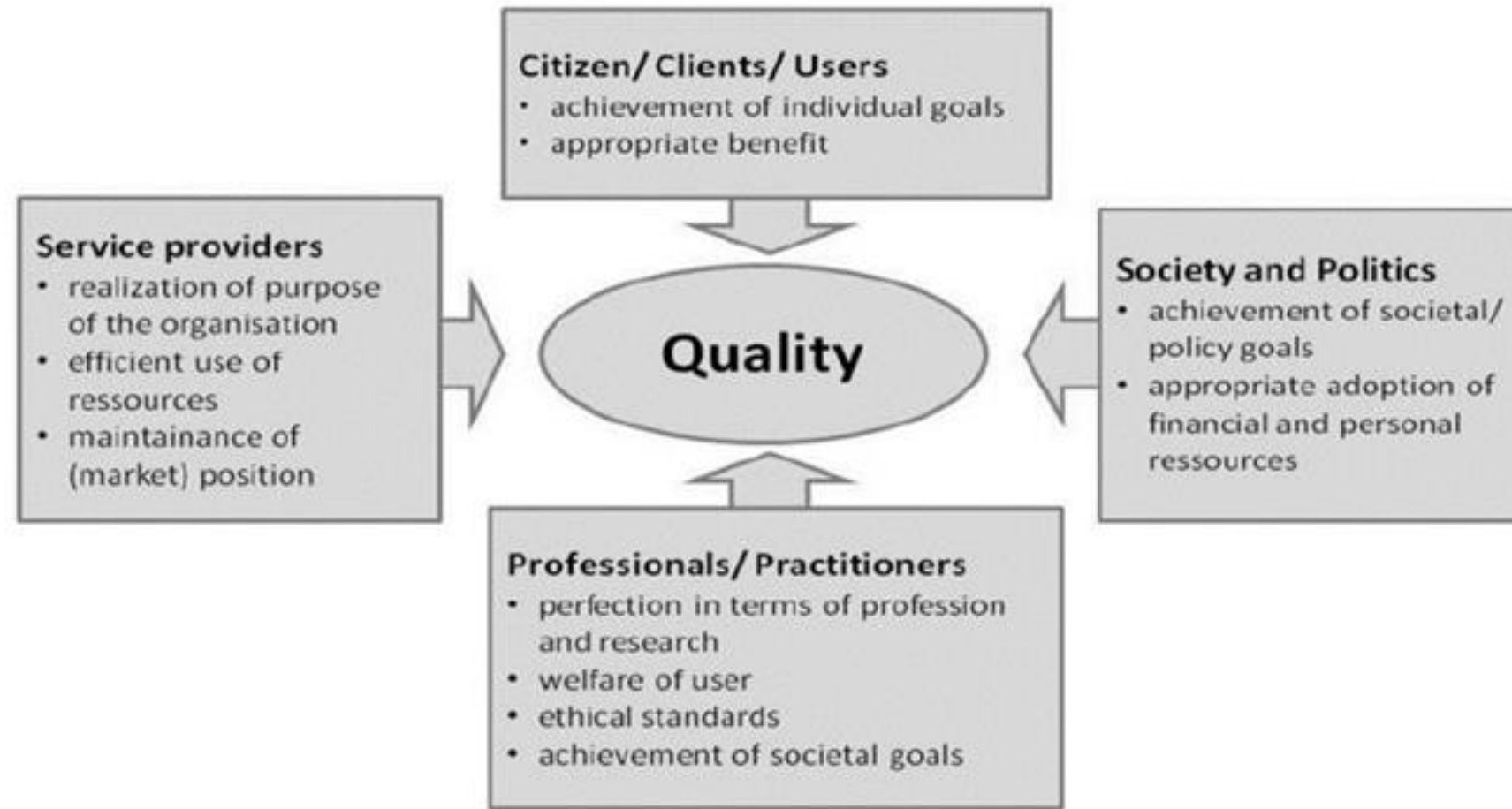


Figure 2: Defining Quality – multiple actors and stakeholders; Source: Schiersmann et al., 2008, p. 27

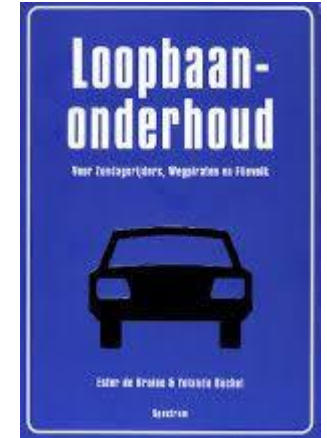
Liquidity in action: What do The Netherlands do?

- Careerchecks
- Counters learning and work
- Skilsbased matching platform CompetentNL
- Development of Regional Work Centres
- SLIM buget: learning and development for SME employers
- Website Leeroverzicht (Learning Opportunities)
- ...



Leeroverzicht

*helpt je een passende
opleiding te vinden*



SLIM Budget



Regional Work Centre



<https://www.werk.nl/arbeidsmarktinformatie/kansen-arbeidsmarkt/kansrijke-beroepen>





te Thank you

Dziękuję Ευχαριστώ Kiitos Tak

有り難う Obrigado 谢谢 Hvala 有

Tack תודה Merci Danke Terim

射 Grazie Thank you Gracias 謝謝

ありがとう 감사합니다 شكرا 謝謝

Multumesc Cnacuḃi Cnacuḃo

Agente Dè

Thanks for your attention! More information or contact?



j.woldendorp@saxion.nl



[Linkedin.com/in/janwoldendorp](https://www.linkedin.com/in/janwoldendorp)

