

## 23. STATEMENT OF INTENT

### Statement of Intent

1. We believe global social and economic transformations are taking place that require all individuals to manage their career development. This now needs to be redefined to describe individuals' development in learning and work throughout life.
2. This transformation has massive implications for individuals, employers and communities, and for public policy. The nature of these implications is not yet widely understood.
3. Many individuals will need and want support at key strategic points in managing their career development. Such support needs to be available to all, as and when required, throughout life. A substantial expansion of this support is needed, along with innovation in developing new forms of support (including exploiting the potential of information and communication technologies).
4. The availability and quality of programs and services to support individual career development will, in future, have a significant impact on:
  - economic efficiency, including countries' economic productivity and competitiveness; and
  - social equity, including avoidance of social exclusion.Such support is, accordingly, a public good as well as a private good. Its provision is a high-priority issue for public policy.
5. The nature and structure of career development support are likely to vary among countries, in terms of the balance and relationship:
  - between education-based, employment-based and community-based services;
  - between professional career development services, services which are part of wider provision, self-managed services and informal support;
  - between services in the public, voluntary and private sectors;
  - between choices relating to education, training and non-formal learning, and to employment, self-employment and work in the informal (including household and communal) economies; and
  - between the processes of information, advice, assessment, counselling, coaching, teaching, advocacy and placement.

In most countries, the balance and relationship of existing provision in all these respects need to be radically reviewed if the new challenges are to be met.

6. If support is to be provided of a scale and quality to meet the new challenges, much closer links are needed between policy makers and career development practitioners. Neither can perform their role in meeting the challenges without the support of the other.
7. To develop such links, change is required on both sides:
  - policy makers need to develop a deeper understanding of the nature of career development work; and
  - practitioners need to develop a deeper understanding of the ways in which policy is developed and implemented.

Both sides need to take responsibility for initiating and sustaining this dialogue.

8. Structures and processes are needed which will bring together career development practitioners (from all relevant sectors) with policy makers and other stakeholder interests (employers, unions, education and training organizations, community organizations, consumer groups) to address tasks of common concern.
9. These tasks include:
  - developing a common language and understanding;
  - strategic planning;
  - developing and implementing quality standards, and accountability/performance measures, both for practitioner competence and for organizational delivery;
  - fostering partnership and coherence;
  - promoting public understanding of the nature and significance of career development programs and services; and
  - ensuring that all career development provision is addressed to meeting the needs of individuals.
10. The nature of these structures and processes, and the extent to which they will operate at national, regional and local levels, will vary among countries.
11. Since the issue of career development is now of global significance, and is linked to global movement of people and resources, stronger structures and processes are needed at international level to:
  - share experience and good practice relating to policy, innovation, research and career development practice;
  - harness the support of international organizations; and
  - support equality of opportunity across nations.