

★ The National Forum on Lifelong Career Development

Kaye Avery charts the progress of the National Forum on Lifelong Career Development (NFLLCD) and the efforts of a group of determined people to advocate for our profession at the highest level.



Last year, 2015, our executive accepted an invitation from Careers New Zealand to join them in representing New Zealand at the International Centre for Career Development and Public Policy (ICCDPP) conference in Des Moines, Iowa. Earlier in the year Professor Tristram Hooley from the UK had presented a number of workshops in Auckland. He challenged us to step up our advocacy for the sector by promoting career development as a policy imperative.

So the invitation from Careers New Zealand was timely and a perfect opportunity to respond to Professor Hooley's challenge and also to build CDANZ's capability to advocate at the highest level.

Julie Thomas from Careers New Zealand and Val O'Reilly, representing CDANZ, attended the conference which was entitled *Building the Talent Pipeline and Providing Youth with Hope for the Future*. The conference focused on the challenges facing governments, employers, and communities to ensure young people have economically viable futures.¹

Val and Julie returned to New Zealand filled with inspiration, knowledge and confidence, having experienced what other countries are doing and, with this perspective, able to see how New Zealand compared. As the incumbent CDANZ President, I felt that our commitment to advocating for our industry had to be solid. The return on CDANZ's investment in having Val attend the conference was the boosting of our capability to articulate the career development imperative for all New Zealanders and to initiate some positive action for CDANZ.

With a vibrant career development community in Auckland and wide ranging networks, Val and I decided to invite a number of people to an initial meeting to discuss career development in New Zealand. We wanted to test out its wider perspectives and to gather support. Professor Tim Bentley of the Work Research Institute was keen to host us – and interested in what we were doing.

First meeting: 3 July 2015

We invited people from industry, the Ministry of Education, Employers and Manufacturers Association (EMA), Careers and Transition Education Association (CATE), COMET Auckland (Education Trust), Human Resources Institute of New Zealand (HRINZ), Equal Employment Opportunity Trust (EEO) and local CDANZ members to an initial meeting on 3 July 2015. We recommended the following actions to the group:

- establish a National Forum for Lifelong Career Development
- bring together stakeholders in the field of lifelong career development to exchange information and experience at national/regional/local levels
- explore possibilities for co-operation and co-ordination
- explore potential research on the topic of career development in New Zealand
- develop a framework for a National Strategy for Lifelong Career Development in NZ.

At the meeting we noted key policy challenges:

- active labour markets
- youth transitions
- economic development
- efficient investment in education and training
- employee engagement
- labour market efficiency
- labour market flexibility/flexicurity
- lifelong learning
- active ageing
- social Mobility
- participation in vocational and higher education
- reducing early school-leaving
- skills utilisation
- social equity
- social inclusion
- unemployment /under-employment

We also agreed on three key objectives.

1. *To map out the territory.* Identify the potential players/champions who could participate in the forum. Recognise the influencers across the sectors. Initiate a scoping document.
2. *To engage research.* Identify relevant existing research and gaps in evidence.
3. *To create an action plan for raising the profile of what career development means.*

Second meeting: 17 August 2015

At our second meeting, on 17 August 2015 we agreed that NFLLCD's purpose is: *To work as an advisory group to policy makers. To advocate and influence policy for lifelong quality career development. To bring a career development and future workforce-ready lens to improve the social and economic benefits for all New Zealanders.*

At the time Val O'Reilly wrote this in the Ezine about the Forum.

Lifelong career development is missing in workforce development policy. The establishment of a national forum is the 1st step in addressing this shortfall. A central belief of this group is that the lifelong career development policy perspective will bring economic efficiency, social equity and a system that is more human centred in design. The National Forum is now developing a strategy that is working towards this end. Watch this space!²

Third meeting: November 2015

The NFLLCD group held a third meeting in November at which a decision was made to commission a paper scoping the state of career development in New Zealand. Robyn Bailey and I later met with Professor Gail Pacheco of the Work Research Institute to discuss their involvement in such a piece of work. We recognised that research through the University system was going to cost a significant amount of money. Robyn then suggested that we talk with Dr Dale Furbish to see if he would be interested in writing up a scoping paper for us. We are very grateful to Dale for his willingness to write the paper.

As it unfolded, we engaged a group to support Dale including Robyn Bailey, Pat Cody from Careers New Zealand, and Pip Jamieson from the CDANZ Executive. Their brief was to articulate the state of career development in New Zealand and provide a basis from which to make submissions and help us as a professional community to have a better understanding of what we need to do to promote lifelong career development across all sectors. We agreed that the intended audience was to be government, industry and the public.

Fourth meeting: July 2016

Dale Furbish has now completed the writing of *Career Development in New Zealand – a Scoping Paper*, which he presented to the CDANZ executive meeting in May. The full document will be made public after the next NFLLCD meeting mid July at which time it will be made available on the CDANZ website. Meanwhile a précis of the document is included in this Ezine.

The National Forum for Lifelong Career Development has served as a medium for the conversation. It has been an organic process that, in its unfolding, has developed our capability to enter into unknown territory. The continuation of the Forum in its current form is likely to be decided at the next meeting at which time we may formalise something that can take our work further. Again, as Val O'Reilly said last Spring, "watch this space!"

It has been a real pleasure – and a challenge – to be involved in this process. I look forward to the ongoing development of our ability to articulate the importance of having lifelong career development as the central consideration to the development of social and economic well-being.

★ Kaye Avery – CDANZ Executive Member and immediate Past President. Career Coach, Master NLP Practitioner & Trainer/Facilitator

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References:

1. Thomas, J. & O'Reilly, V. (June 2015), *New Zealand country paper*. Presented at the International Centre for Career Development and Career Policy 2015 Symposium, Des Moines Iowa, USA. <http://www.is2015.org/wp-content/uploads/2015/03/New-Zealand.pdf>
2. O'Reilly, V. The National Forum for Lifelong Career Development: A Big Conversation. The Ezine, Spring 2015, Volume 19 issue 3. Career Development Association of New Zealand. <http://www.cdanz.org.nz/files/Ezine%20No%2019%203%20Spring%202015/CDANZ%20Ezine%2019%203%20Article%20National%20Forum%20OReilly%20Aug%202015.pdf>