

Policy mapping study

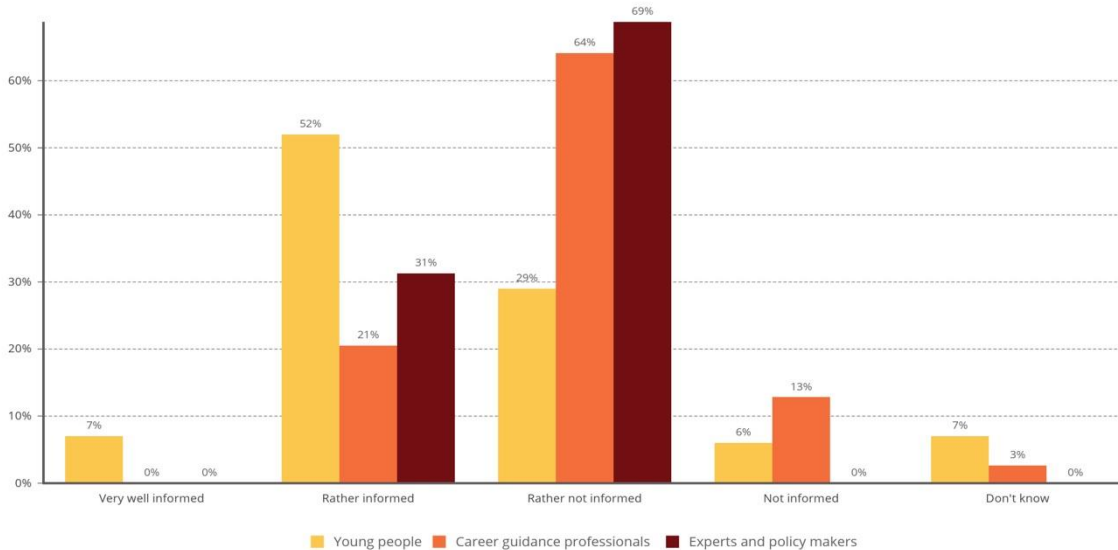
In the first months of the project we conducted an online survey among 159 young people (15-20 year old), 39 career guidance practitioners and 16 experts in the 7 partner countries – Bulgaria, Germany, Greece, Italy, Poland, Portugal and UK.

88% of the young people who took part in the survey deemed it important for them to be informed about the jobs of the future and the changes in the world of work. However half of the young people currently are not educated or informed about this topic at school or informally. Only 1/3 of young people believe they are aware of the LM trends and credible sources of information. 58% feel informed or rather informed about future jobs, according to the majority of career practitioners and experts this is not the case.



Co-funded by the
Erasmus+ Programme
of the European Union

How well informed are young people about future jobs and about changes in the world of work?



The survey confirms the importance of a wide spectrum of competences which young people need to possess, in order to be prepared for their future careers. Knowledge of labour market trends, self-awareness, flexibility and openness to change are evaluated as the most important career skills for the future. More than 90% of all respondents stress on the significance of creativity, innovation and entrepreneurship spirit.

Career guidance practitioners also need to prepare better for the future of jobs, the survey shows. More than 1/3 state their ability to apply digital tools is either "fair" (28%) or "needs improvement" (10%). One in ten career advisors admits they need to further develop their knowledge of labour market trends and

resources, the needs of young people, and ability to create new tools designed for the new digital generation.

Currently, career guidance practitioners develop these competences through self-directed learning and on-the-go learning in their practice. Most respondents cannot specifically identify web source of information and admit that "there is a lack of such a one-stop-platform, which adequately provides information on how to work with young people on this topic".

Except for online platforms with useful information, more than half would also use good practice example, trainings and training tools and resources that might be applied in their work. 1/3 considers career guidance contest are also helpful. This is an important message to policy makers to **increase the provision of relevant and up-to-date continuous education and training, in order to ensure the quality of services is adequate to young people needs and market realities.**

The findings of the survey are presented in our Policy Report, which maps the road toward future-looking career guidance technological developments, societal changes and labour market transformations are only part of the challenges for traditional approaches to career guidance. The Future calls for a new paradigm for young people, educators and leaders it is not enough to show children HOW the world is changing. They need to understand WHY it is changing, WHAT kind of challenges and jobs it will bring, what type of SKILLS it will require. **Career guidance services need to transform to GUIDANCE TO THE FUTURE and guidance and education policy - to LEADERSHIP FOR THE FUTURE.**



The report contains articles on different topics, such as the Global trends that shape the future job market; the challenges and role of career guidance practitioners; the potential impact of virtual worlds learning environments and other technology on the development of career management and transversal skills. It provides many examples of innovative online career games and resources. The methodology behind the Future Time Traveller game is also explained.

The report is freely available [in English](#) and in all partner languages. Its results have been discussed with career guidance experts, key stakeholders and practitioners during national policy seminars.

Here are some of the messages the participants shared after the event in Bulgaria:

- *"We, as career consultants, should not sit and wait for the future to come - we need to be the guides - guides to the future."*
- *"If we want our children to be complete individuals, adequate to the world, now is the time to invest effort to provide them with the opportunity to achieve it!"*
- *"Wonderful, up-to-date, innovative, fashionable and very useful to young generation Z project! It is necessary to actively and quickly update the digital skills of the career counselors themselves. It is very important for them to "speak" the new "mother tongue" of young people in order to be as useful as possible."*
- *"Career counseling is obviously changing. There is a need to include career counselors in forms for maintaining qualifications."*
- *"The future of our profession depends on our ability to keep up with all the trends. We must try to be informative for our clients. Game-based approach is the future of learning."*
- *"This project proves that in today's Bulgaria there are still people who think about the challenges of the future and do not spare efforts and energy to be part of it and fulfill their duty to future generations."*



What will the FUTURE bring?

Next year, after testing and piloting, the platform and methodology will be presented in demonstration events and creative workshops on developing scenarios for innovative career guidance. There will also be a competition for innovative career guidance services and a Facebook contest for young people to create a Time Capsule "Jobs of the Future".

In 2020 the best practices and ideas from the two contests will be collected in an E-book and the partners will elaborate a policy evidence report. The two products will complement the FUTURE Roadmap report which will help mainstream the project approach, methodology and policy messages. The project results will be presented in final events in all partner countries.

FUTURE needs you!

- Join [our Facebook community](#) to stay tuned for news and grab inspiration!
- Spread the word, so that more young people and career guidance practitioners can benefit from the innovative project results!
- Lead the change in re-thinking career guidance and support innovation!



Co-funded by the
Erasmus+ Programme
of the European Union

PROJECT N° 590221-EPP-1-2017-1-BG-EPPKA3-PI-FORWARD

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.