

Public pdeursen– reaction of Euroguidance the Netherlands – supported by Ms. Thea van den Boom, senior advisor at the Ministry of Education, Culture and Science, VET directorate and responsible for the theme career orientation and guidance.

The current recommendation on key competences identifies 8 key competences that are fundamental for each individual in a knowledge-based society.

The revision of the key competences takes into account that young people need a broader set of competences to find fulfilling jobs and become independent, engaged citizens who contribute to society.

That is why we would use the opportunity to advocate the inclusion of career management skills as a key competence. In our opinion, career management skills are of utmost importance to enable citizens at any age or stage of development to manage their learning and work life paths.

To illustrate the importance of career management skills we use the work of the former European Life Long Guidance Network¹

The knowledge, skills and attitudes concern personal management, learning management, and career management. Examples of personal management include self-knowledge of one's capacities and interests, self-evaluation, social skills, and planning. Examples of learning management include participation and engagement with learning, and understanding the relationship between self, learning and work.

Examples of career management include sourcing, evaluating and analysing information about learning and work opportunities and their requirements, relating this information to one's self-knowledge, making career decisions, and making successful transitions.

The knowledge, skills and attitudes develop over time with different expectations of competence mastery at different stages of life. Some of these skills are generic across life situations; others are specific to learning and work identity formation and decision making.

The importance of Career Management Skills can be demonstrated as follows:

- Career identity formation is a continuous process of development from the early years of life. In a formal education and training context, the teaching and acquisition of career management skills contribute to participation in and engagement with learning, to learning performance and progression, to progression to work, to progression through working life and further learning, and to enhancing one's employability.
- The development of career management skills contributes to workforce development, to enterprise performance, to career and work progression for individual citizens, and to their continuing employability.
- For citizens who are outside of the workforce for whatever reasons, the development of their career management skills can contribute to their workforce integration, social inclusion, and active citizenship.
- CMS contribute to workforce productivity, to workforce competitiveness, adaptability, and mobility, and to individual, family and community prosperity
- CMS give the individual a focus for achievement and enable the identification of strategies and tasks necessary to achieve goals.

Recommendation: inclusion of career (management) competency as ninth (horizontal) key competence

¹ Guidelines for Policies and Systems Development for Lifelong Guidance. A Reference Framework for the EU and for the Commission. ELGPN Tools No. 6, 2015