



Adults in Transition

- Who are the Adults-in-Transition?
- Career Development Services for A-in-T
- SWOT Analysis – Opportunities and Threats
- Connecting for Success: Linking Life, Work and Learning



Transition - *a definition*

a : A passage from one state, stage, subject, or place to another

Change

b : a movement, development, or evolution from one form, stage, or style to another

. . . transition starts with an ending

Source: Merriam Webster Online Dictionary



Adults-in-Transition

Career Development Definition

- any adult who is experiencing a transition/change in the work/career component of their lives

Source: members of BC's Career Development Community; Directors of Career Management Association, post-graduate cohorts Royal Roads University, Career Development Practice Graduate Program, academic professor RRU, on-line job boards; workopolis.com, monster.com, workinfont.ca, Canada's National Symposium on Lifelong Learning, Career Development and Workforce Connection, National Life/Work Center Blueprint



Who are the Adults-in-Transition?

- Youth 18 – 29 years old
- Generation X - 30 to 45 years old
- Baby Boomers - 45 to 60 year olds (may also be referred to as Older Worker)
- New Canadians, Aboriginal persons, Persons with disabilities
- Professionals searching for a fit in the new marketplace
- Downsized employees, underemployment, unemployed
- Adults in all professions, occupations and all types of work, spanning primary, secondary and independent industries



Career Development Service Providers for Adults-in-Transition

- Government agencies – community based service providers, federal or provincial sponsored programs
- Post-secondary institutions – private education, public post-secondary career and student services
- Private organizations – psychologists, vocational rehabilitation professionals, family/life counsellors, career practitioners, career coaches, recruitment agencies, out-placement services



Career Development Services for Adults-in-Transition

- Interests, Values and Skills Assessments
- Change and Transition Coaching or Counselling
- Labour Market Information
- Understanding the New Economy
- Career-Life-Self Management Skill Development
- Education and Training Options and Opportunities
- Resume Development, Job Search Strategies
- Networking and Interview Techniques



SWOT Analysis

Threats

- Recruitment of talent is costly and may not provide anticipated ROI

Opportunities

- Adults-in-Transition seek meaningful work
- Adults-in-Transition may be under-employed
- Prepared to up-skill or retrain to match workplace demands – less costly than recruitment
- Develop collaborative partnerships between business and career development community to tap into large Canadian-based labour pool of Adults-in-Transition
- Implement career management practices into organizations HR strategy to support Retention and Employee Satisfaction



SWOT Analysis

Threats

- Employer expectations concerning level of formal education

Opportunities

- Adults-in-Transition are prepared to up-skill or retrain to match workplace demands
- Employers to assess potential candidates 'outside of the current hiring box'
- Incorporate Prior Learning Assessment, Foreign Credential Recognition, Career Portfolios into the interview, hiring and retention process
- Develop collaborative partnerships between business and career development community to tap into large labour pool of Adults-in-Transition

SWOT Analysis

Threats

- New recruits can become dissatisfied or impatient with under-employed positions and compensation.
- Looming skill shortages and forecasted skill gaps serve to increase the value of talent making it more difficult to hold or secure

Opportunities

- Adults-in-Transition are prepared to up-skill or retrain to match workplace demands
- Recruit Adults-in-Transition serves to address part of the solution to the labour market shortages, facing certain sectors of the BC economy
- Implement employee-career management practices into organizations HR strategy to support Recruitment, Succession Planning, Retention and Employee Satisfaction

Connecting for Success: Linking Life, Work and Learning

- In a community the goals and objectives of the affected parties must be considered and invariably connected to fully realize economic strength and sustainability.
- The need for communities [education, career development, workplace] to work together has never been greater.
- There is much to gain from closing the gaps and much to lose from not minding the gap.



BC's Career Development and Employer Partnership Roundtable



Career Management Association of BC

- prepared by Teresa Augustine -

Career Management Association of BC

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- presented to -

BC's Roundtable Partnership Forum

February 6, 2004, Vancouver, BC

11 slides