



BECOMING

Career Pathway

INTRODUCTION TO THE PATHWAY



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

How to use this presentation

VERY IMPORTANT

- ▶ This presentation contains a lot of text contents.
- ▶ Operators/trainers are expected to use these contents to learn on how to best introduce the workers to the proposed pathway
- ▶ Since it is a presentation, it doesn't fits with the expectation of the workers
- ▶ So operators/trainers have to change the presentation, reducing the texts and including pictures, imagine etc.

IN THIS MODULE YOU WILL LEARN

The changeable context

Why the lifelong learning is important

Why it is important to define a personal development plan

The proposed pathway

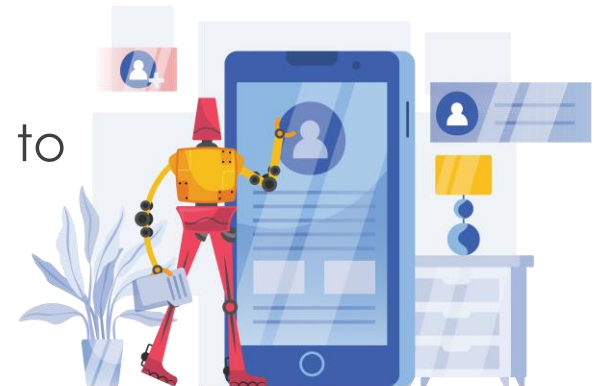
How to participate



The changeable context

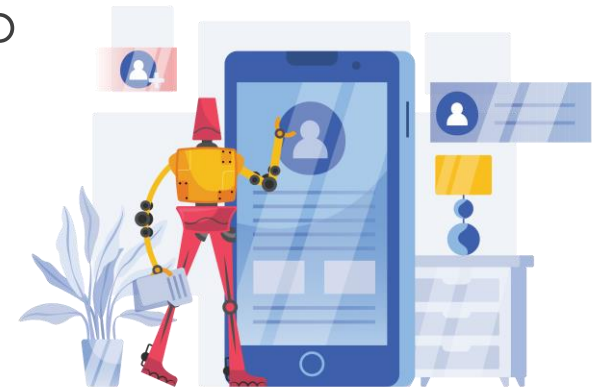
The changeable context

- ▶ The world that we live in is constantly changing. Technology is advancing rapidly, we are better able to communicate with others across the world, and information is at our fingertips at the click of a button. This affects all areas of our lives, but particularly the workplace.
- ▶ The most important changes:
 - ▶ Technological changes in the products/services and in the process
 - ▶ Consumption styles
 - ▶ Environment and Energy
- ▶ The employers have to develop new capabilities that allow them to keep up with market demands



The changeable context

- ▶ Technology is changing our world so much that the majority of children in school today will do jobs that don't yet exist
- ▶ A famous report by Dell and Institute for the Future predicts that 85% of jobs that will be available in 2030 haven't been invented yet. It's a staggering prediction!!!
- ▶ It's not nearly as outlandish as it sounds. Just think about how much has changed in the last decade, particularly when it comes to social media, automation, and artificial intelligence (AI)
- ▶ And this change is only going to speed up



The changeable context

- ▶ Similar to the previous Industrial Revolutions, that will change the world of the work: many jobs evolve, some jobs become obsolete, and new jobs emerge
- ▶ In other words, the skillset and experience required from the workforce will be very different in the future
- ▶ So when we think about the essential skills for success, we need to consider not just the jobs existing today, but those jobs that may exist in the future, in a world where more and more jobs (and part of jobs) are given over to machine
- ▶ But you have to know that new room of developing are opening for you, collaborating or not collaborating with the machine
- ▶ You only have to be open to change: it means you have to be available to **learn**





Why the lifelong learning is important

Why the lifelong learning is important

- ▶ The only way to be updated is to keep on learning.
- ▶ Investing in yourself in this way helps you to enrich your skills and knowledge, to stay up-to-date, and to move forward in your career – or change industries.
- ▶ Lifelong learning has also been shown to increase your morale, job satisfaction, and sense of self-worth.
- ▶ Lifelong learning is the process of acquiring new skills and knowledge continually over time (or 'upskilling'). This helps you to develop both personally and professionally, to open doors to new opportunities, and to achieve your potential.



How Will you get benefit from Lifelong Learning?

- **Gaining confidence.** With the additional knowledge and skills that you've gained, you will feel more ready to take on challenges or new opportunities.
- **Career development.** Learning new skills can lead to future promotions or extensions beyond your current job role. It makes you more valuable to your current employer and more marketable to prospective employers if you're between jobs – lifelong learning shows that you are committed to working hard, bettering yourself, and staying relevant in the industry.
- **Obtaining or updating your qualifications and certifications.** In your job, you may need to carry out regular training to achieve or update certificates or certain qualifications – lifelong learning can help you to stay on track and up-to-date.



How Will Lifelong Learning Benefit You?

- **Changing your perspective.** As you learn, your views and attitudes can change. Continuous learning can give you a greater understanding of issues you might come across, as well as helping you to solve problems that you were not able to solve you before.
- **Boosting productivity.** Feeling fulfilled and confident leads to a boost in productivity, which is also a benefit for employers. This can have an impact on how long employees stay at a company, as well as the success of the business.
- **Encouraging others.** If you lead the way in showing that learning is important, you could inspire those around you to develop their own skills further. This could, in turn, improve your work environment. Our Learning Pathway can help further your encouragement skills as you learn how to.





Why it is important to define a personal development plan

Why it is important define a personal development plan

- ▶ Do you have a clear and inspiring vision of what you want to learn in the future?
- ▶ And, are you actively taking steps to pursue the career/work pathway you wish?
- ▶ Do you know in which direction you want to develop and grow in order to remain employable?
- ▶ Do you know the best direction to make an investment in learning?
- ▶ Do you know what is happening or will happen to your industry? And what are the consequent best choices for you?



Why it is important define a personal development plan

- ▶ If your answer is “no,” then you risk being disappointed. Why?
 - ▶ If you put your career into the hands of others – your organization, your boss, your partner, or even your parents – you risk not going where you want to go, and not doing what you want to do.
 - ▶ The world changes around you and you remain the same. Employers could ask you to use skills that you have not developed
 - ▶ It's easy to understand the consequence



Why it is important define a personal development plan

- ▶ You need to create a **personal development plan**; a set of self-improvement goals and actions. These can include goals in:
 - ▶ Your personal life,
 - ▶ Your career,
 - ▶ Relationships,
 - ▶ Hobbies,
 - ▶ Any other field where you'd like to see continuous growth and learning.
- ▶ A self development plan is all about deciding what you'd like to achieve, and figuring out a roadmap for how you're going to get there.
- ▶ As such, it's important to set effective goals. It helps you to meet your personal and professional goals.



Why it is important define a personal development plan

- ▶ On a personal level, personal development plans offer benefits including:
 - ▶ Feeding a love of lifelong learning
 - ▶ Building relationships and network
 - ▶ Enjoyment
 - ▶ Mental health and self-esteem,

- ▶ At the same time a personal development plan for work offers the following benefits:

- ▶ Learning new skills
- ▶ Better use of your time
- ▶ Opening new career opportunities
- ▶ Improving your salary prospects



Why it is important to define a personal development plan

- ▶ Why you should create a personal development plan:
 - It provides you with clear goals.
 - It helps you to identify your strengths and weaknesses.
 - It improves your employability.
 - It improves your performance.
 - It increases your motivation.
 - It helps track your progress.
 - It improves your sense of purpose.
 - It enhances your mental wellbeing and reduces stress



The proposed pathway

100

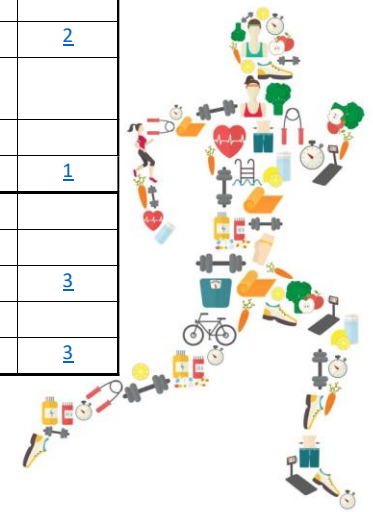
- [illegible]

100

- [illegible]

The proposed pathway

<u>Steps and practical activities</u>	<u>Type of learning and time</u>		<u>Number of sessions</u>
	<i>Group session</i>	<i>Alone at home</i>	
<u>WHO AM I?</u>			
A. <u>Introduction and self-assessment</u>			
Practical activity 1. Remember you when you were a child	60 min		1
Practical activity 2 Describe yourself with an adjective		X	
Practical activity 3 Fierce-Kindness-VALUES-Example-List		X	
<u>WHERE AM I?</u>			
B. <u>Personal Strengths and Weakness Analysis</u>			
Practical activity 4 Explore your strengths and weaknesses	X 120 min		2
C. <u>Personal Development options</u>			
Practical activity n. 5 Personal development options	X 60 min		1
D. <u>Personal PEST Analysis</u>			
Practical activity n. 6 Personal PEST analysis	X 180 min	X	3
<u>WHERE WOULD I LIKE TO GO?</u>			
E. <u>Personal Vision Statement</u>			
Practical activity 7 Personal vision statement	X 120 min	X	2
F. <u>Before writing your personal vision statement, to make it easy, ask yourself some questions</u>			
F. <u>Major Career Goals</u>			
Practical activity 8 Major Career Goals	X 60 min		1
<u>HOW WILL I GET THERE?</u>			
G. <u>Creating Your Personal Development Plan</u>			
Practical activity 9 Skills	X 180 min	X	3
H. <u>Create an Action Plan</u>			
Practical activity 10 Action Plan	X 180 min	X	3



How to participate?

- ▶
- ▶
- ▶



You just completed this training unit.

Congratulations!



BE.CO.M.IN.G

Being in Continuous
Innovation and Growing

www.becomingproject.eu

Follow us on social media:



Erasmus+ Programme – Strategic Partnership
Project n.: 2020-1-DE02-KA202-007507
Project title: BE.CO.M.IN.G | Being in
Continuous Innovation and Growing

The Project Consortium

RegioVision
GmbH Schwerin



ilmiofuturo



The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect 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.

