



Asia-Pacific  
Economic Cooperation

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2007/HRDWG/FOR/003

## **Sustainable Career Development Throughout Working Life**

Submitted by: Reitaku University

**Forum on Sustainable Career Development  
Throughout Working Life  
Chiba, Japan  
14-16 November 2007**

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## Sustainable Career Development throughout Working Life

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### Discussion points 1: Workers' perspective

- ❑ Grouping of the target workers
  - ❑ e.g. White collared / Blue collared
- ❑ Career development styles
  - ❑ e.g. long term employed / job transfer
- ❑ Career stages
  - ❑ inexperienced → skilled/professional → matured
- ❑ Learning styles
  - ❑ OJT / Off-JT / self-development / practical experiences

## Discussion points 2: Companies' perspective

- ▣ Support for the workers' career development
  - ▣ OJT
  - ▣ Financial support
  - ▣ Opportunity for learning
  - ▣ Personnel transfers and job rotations

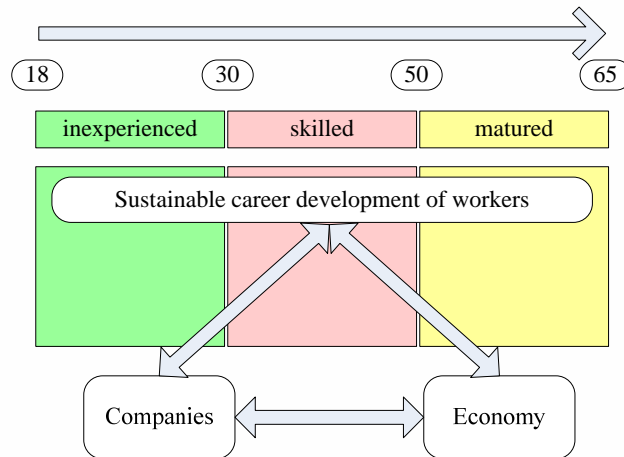
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## Discussion points 3: Economy's perspective

- ▣ Support for the workers' career development
  - ▣ Financial support
  - ▣ Skill development programs
  - ▣ Skill standards
  - ▣ Information
- ▣ Linkage among stakeholders
  - ▣ Governments / companies / VET providers

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## Discussion points 4: Concept



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## Final session (November 16, 2007)

- ▣ Contents of the report
- ▣ Summery report (9:30-10:00)
  - ▣ Discussion points
- ▣ Work activity (10:00-11:30)
  - ▣ Work sheets
- ▣ Final discussion (11:30- )

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## Contents of the report

- Economy reports
- Presentation materials
- Group photo
- Summery report
- Work sheets

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## Summery report (see RM)

- Structural change
- Stakeholders
- Working-life stages
- Challenges
- Remaining problems
- Advice for next challengers
- Wiki

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## Work activity

- ❑ Work sheets (see RM)
- ❑ At least TWO sheets (policies/programs)
- ❑ Discretionary work