Skills Development is Sustainable Development: Unleashing Human Potential Through the Science of Work

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WorldSkills Leaders Forum
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We believe that government works best when it's built for people.

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Overview

• Skills Development is Sustainable Development
  • What is sustainable development?
  • How are skills important for sustainable development?
  • Work and skills development as a source of economic and psychological empowerment.

• Unleashing Human Potential Through the Science of Work
  • Career relevant personality differences.
  • Measuring differences, leveraging technology, connecting people to careers that fit.
What is Development?
Amartya Sen, Capabilities Approach

• Development is freedom to achieve well-being.

• Best understood in terms of people’s capabilities, opportunities to do and be what they value.
Growth: But is it sustainable in the long run?
In 2014 in less than 8 Months, Humanity exhausts Earth's budget for the year

Source: Global Footprint Network
The richest 85 people have as much combined wealth as the poorest 3.5 billion

Source: Piketty 2014
Skills are important to achieve the six elements of the Sustainable Development Goals.
But we’re not there yet.
Skills are important constraint for businesses

Source: Enterprise Surveys, 2010
Youth Unemployment Rate By Regions

Source: ILO 2014
NEET: Young People Not in Education, Employment or Training

By James Mirza-Davies

Inside:
1. UK NEET Statistics
2. International NEET Statistics
3. Characteristics of people who are NEET
4. Policies to reduce the number of people who are NEET
5. Further Reading
How do we get there?

1. Recognizing work as a source of economic and psychological empowerment.
Positive work cycle

- **Work Design** (e.g., feedback and job characteristics)
- **Empowerment**
  - Self-determination, competence, meaning, and impact at work
- **Goal-Setting**
- **Skill Development**
- **Leadership** (e.g., transformational leadership)
- **Human Resource Practices** (e.g., training and participatory decision-making)
- **Socio-Political Support** (e.g., justice perceptions, access to resources and peer support)

United Nations Development Programme, 2013
Stronger with better fit between person & environment

United Nations Development Programme, 2013
'Working' Then And Now: Terkel Talks To Car Parker Known As 'One Swing Al'

Radio Diaries, along with Project&, combed through the recordings author Studs Terkel made for his bestselling book, Working. Terkel traveled the country in the 1970s with a tape recorder, interviewing regular people about what they did for a living. Here, Lovin' Al Pommier, tells Terkel about being a parking lot attendant in Chicago.
How do we get there?

2. Measuring, connecting, exposing, engaging people through the science of work.
Amartya Sen, Capabilities Approach

• Development is freedom to achieve well-being.

• Best understood in terms of people’s capabilities, opportunities to do and be what they value.
Don't Follow Your Passion - YouTube
https://www.youtube.com/watch?v=CVEuPmVAb8o
"...my advice to young graduates is not to 'follow your passion' but rather, to 'foster your passion.'"

Don't have a passion? Now's the time to foster one
## Vocational interests

### RIASEC – Holland Codes

<table>
<thead>
<tr>
<th>Type</th>
<th>Interest Description</th>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Realistic</td>
<td>Hands-on &amp; outdoors: Carpenter</td>
<td>Carpenter</td>
</tr>
<tr>
<td>Investigative</td>
<td>Ideas &amp; thinking: Crime-scene investigator</td>
<td></td>
</tr>
<tr>
<td>Artistic</td>
<td>Self-expression &amp; design: Photographer</td>
<td></td>
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<tr>
<td>Social</td>
<td>Caring &amp; people: Nursing assistant</td>
<td></td>
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<tr>
<td>Enterprising</td>
<td>Starting up &amp; executing: Chef</td>
<td></td>
</tr>
<tr>
<td>Conventional</td>
<td>Data &amp; details: Computer programmer</td>
<td></td>
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</tbody>
</table>
Please look at the following list of activities and rate each one on how much you would LIKE to do it.

1 = Strongly dislike    4 = Neutral    7 = Strongly like

<table>
<thead>
<tr>
<th>Activity</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seat patrons at a restaurant</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>Oversee a hotel</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>Prepare financial reports</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>Oversee a data analysis group</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>Install electrical wiring</td>
<td>1 2 3 4 5 6 7</td>
</tr>
</tbody>
</table>
Vocational interests are part of person-environment fit

Job of a website developer

Angela
Vocational interests are part of person-environment fit

Job of a website developer

Angela
Vocational interests are part of person-environment fit.
Fit with WorldSkills members’ competitions?

Angela
Fit with WorldSkills members’ competitions?

Angela
Skills have become the global currency of 21st century economies. Without proper investment in skills, people languish on the margins of society, technological progress does not translate into economic growth, and countries can no longer compete in an increasingly knowledge-based global society.
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Thank you.