

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


**Lori Foster
WorldSkills Leaders Forum
04 October 2016**



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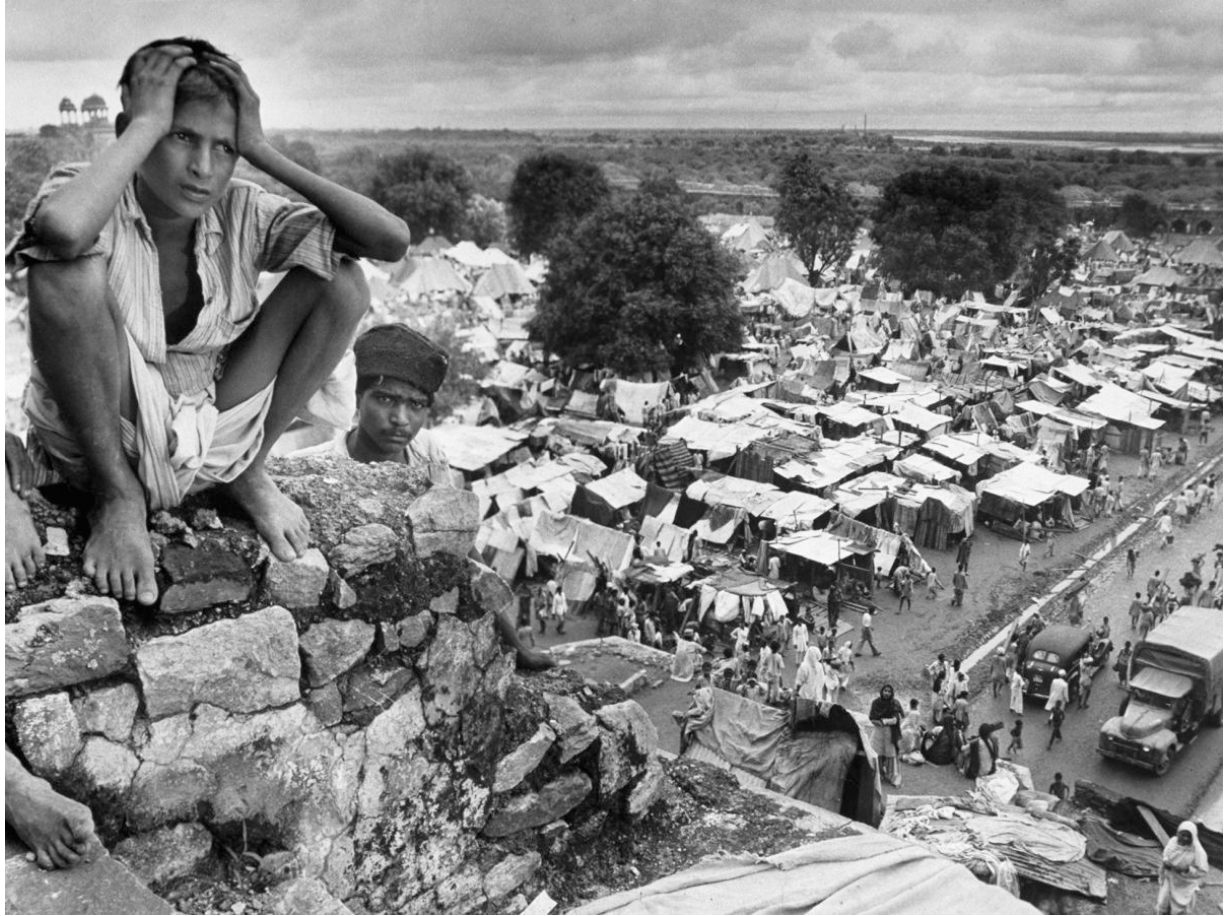




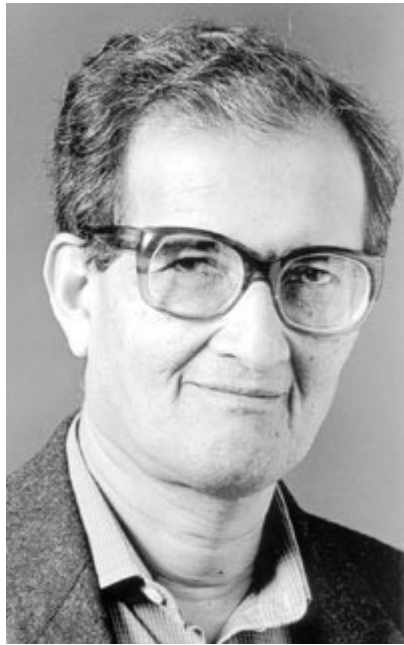
Overview

- 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.

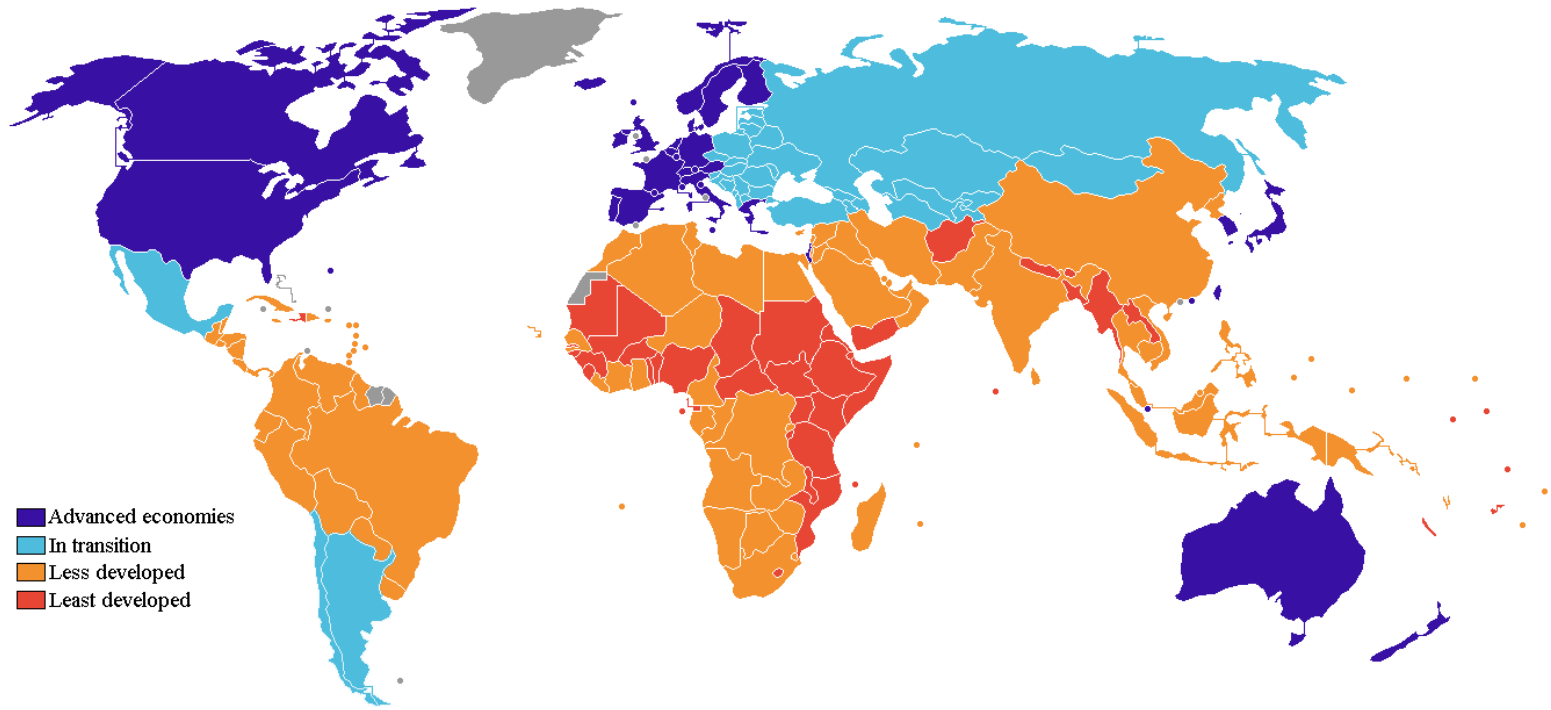
What is Development?



Amartya Sen, Capabilities Approach



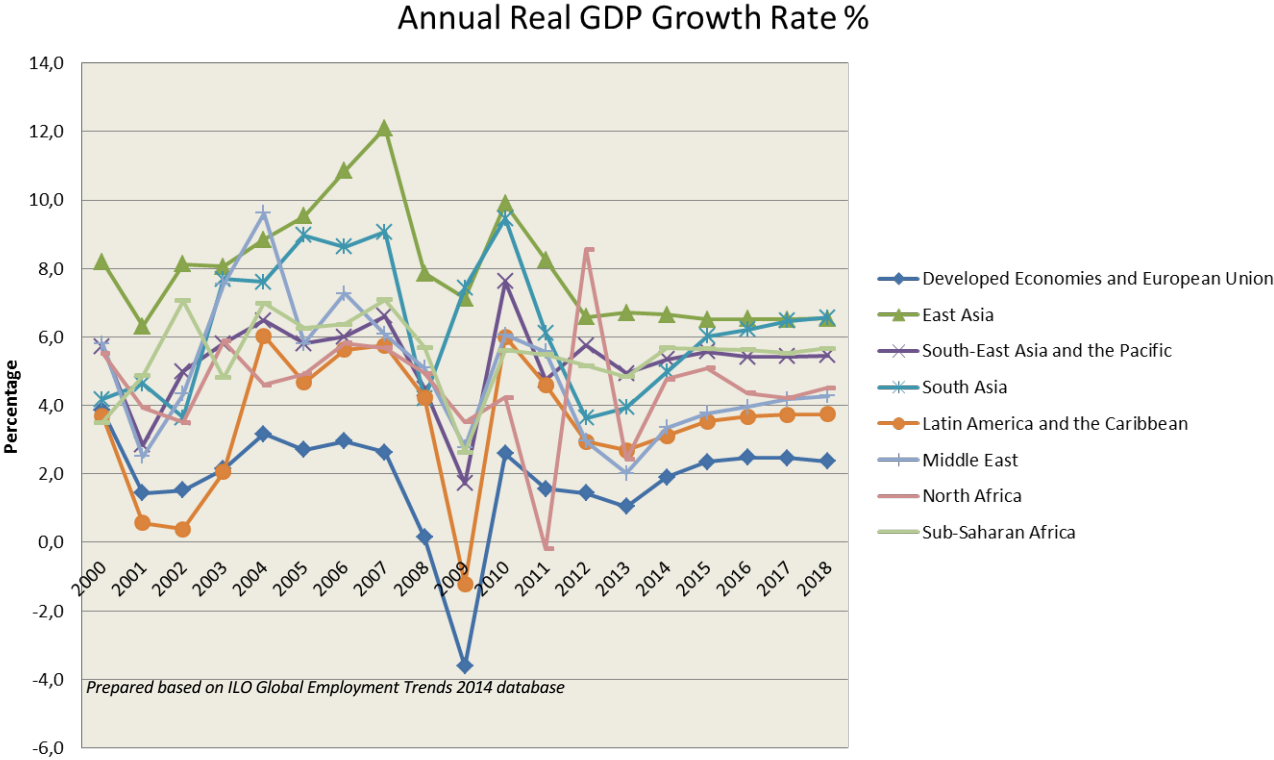
- Development is freedom to achieve well-being.
- Best understood in terms of people's capabilities, opportunities to do and be what they value.



- Advanced economies
- In transition
- Less developed
- Least developed



Growth: But is it sustainable in the long run?

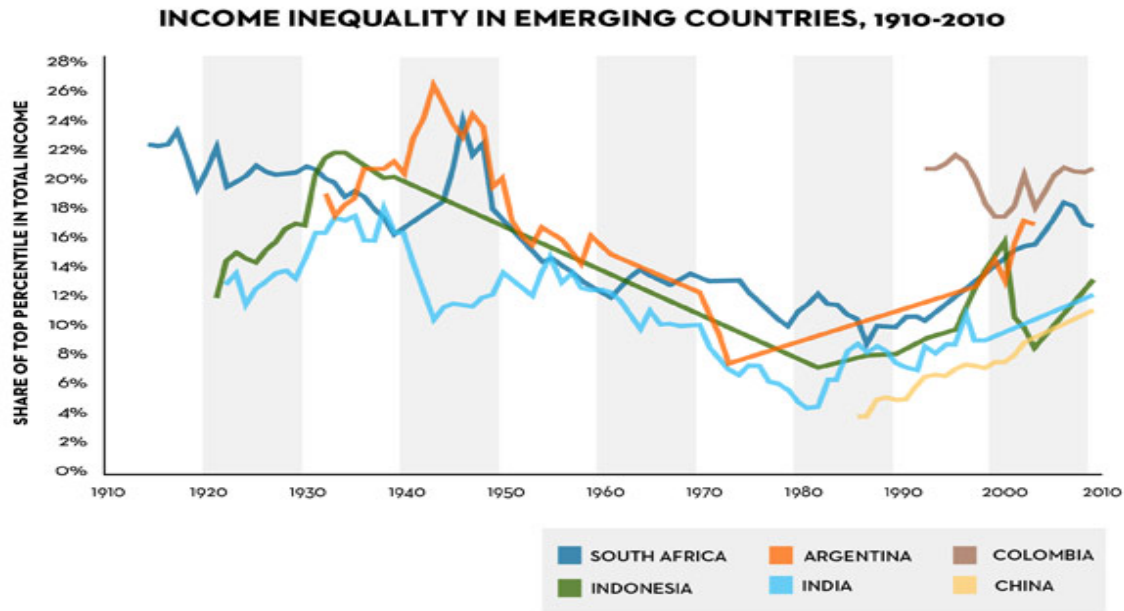


In 2014 in less than 8 Months, Humanity exhausts Earth's budget for the year

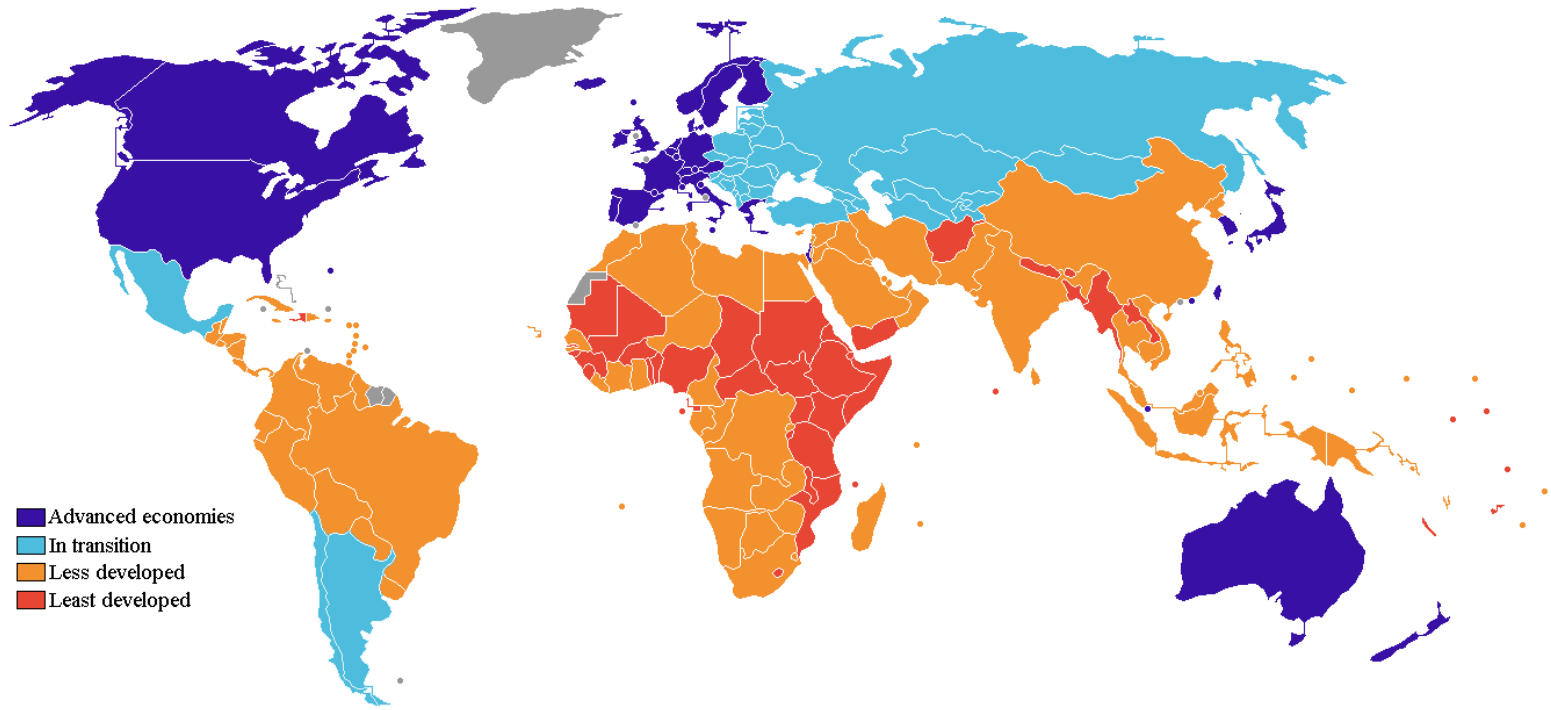


Source: Global Footprint Network

The richest 85 people have as much combined wealth as the poorest 3.5 billion



Source: Piketty 2014



- Advanced economies
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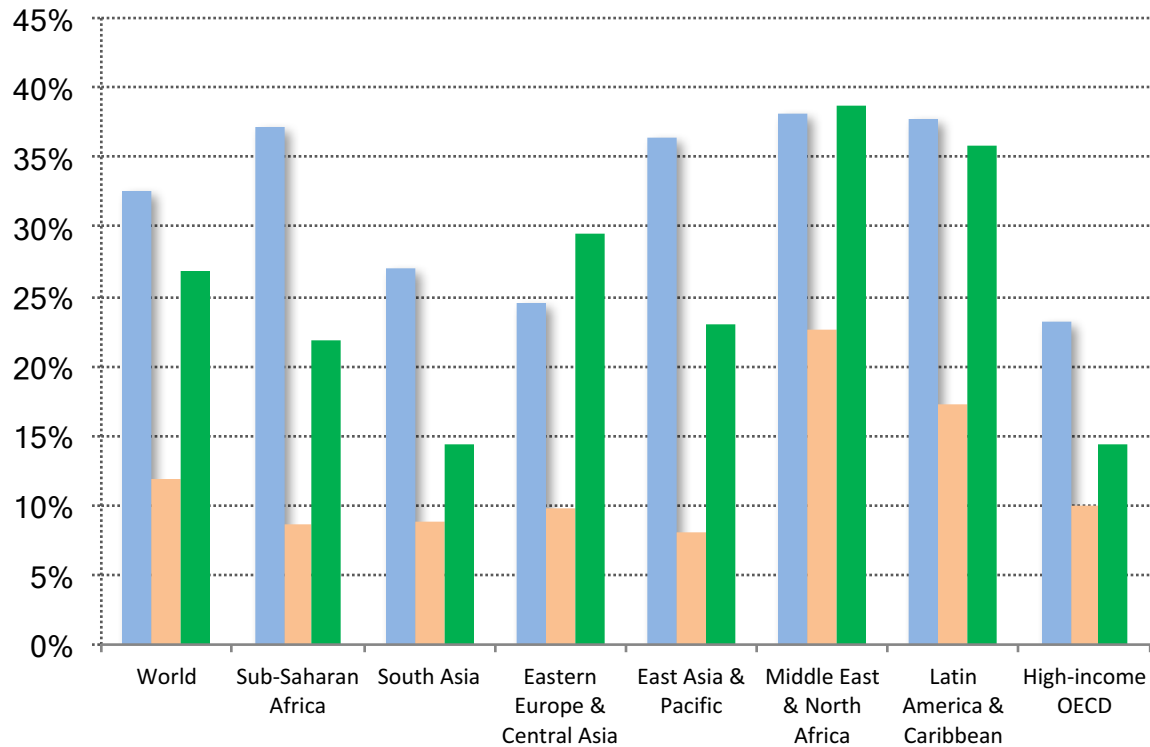


Skills are important to achieve the six elements of the Sustainable Development Goals



But we're not there yet.

Skills are important constraint for businesses

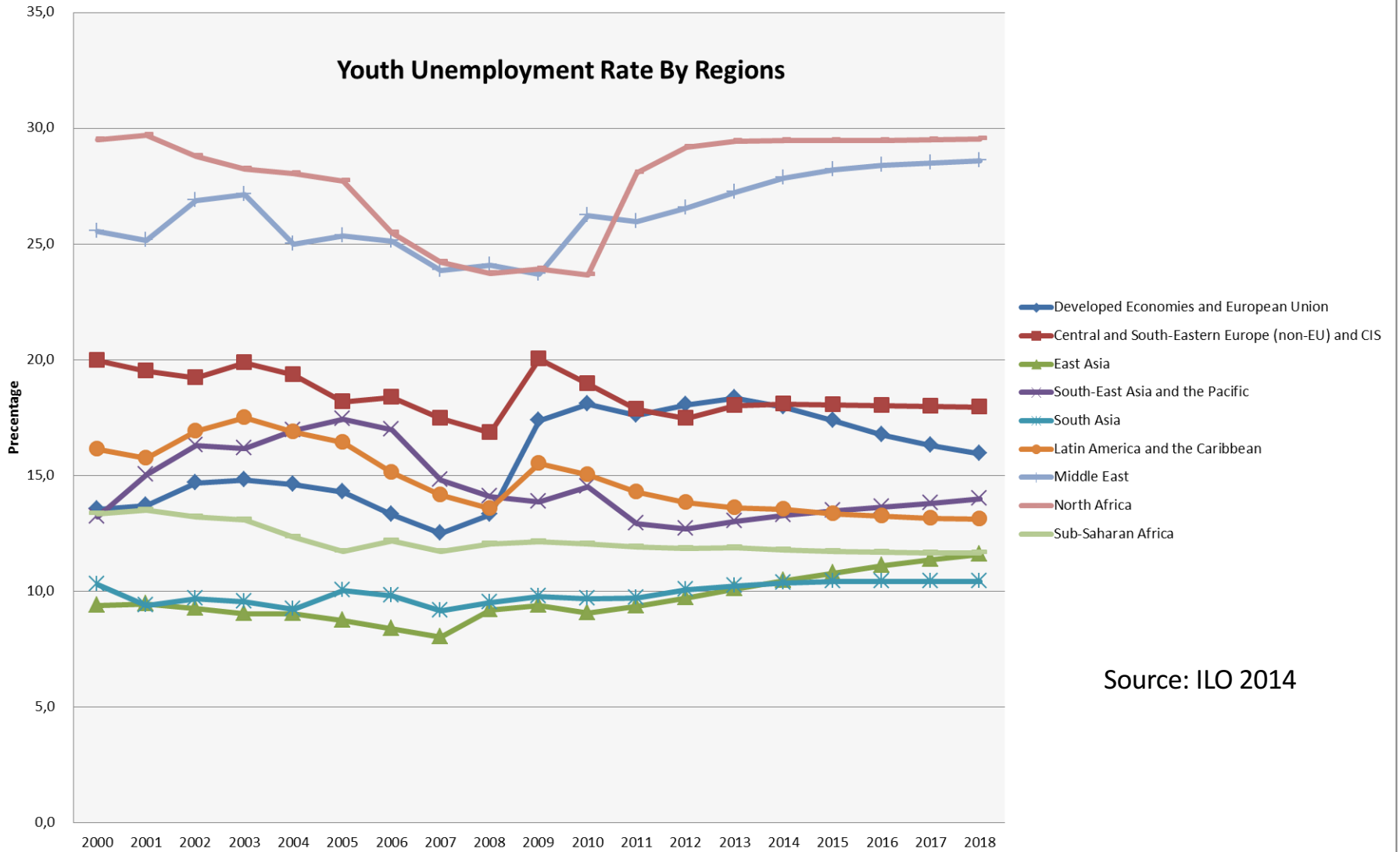


■ % unskilled workers, out of all production workers

■ % firms identifying labor regulations as a major constraint

■ % firms identifying an inadequately educated workforce as a major constraint

Youth Unemployment Rate By Regions



Source: ILO 2014



BRIEFING PAPER

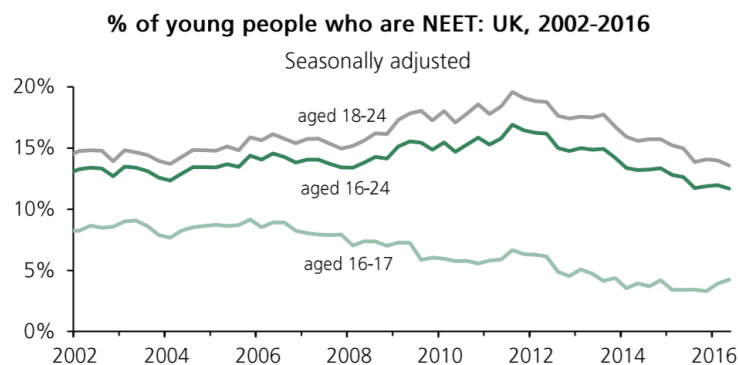
Number 06705, 29 September 2016

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

POSITIVE
WORK CYCLE

WORK DESIGN
(e.g. feedback and
job characteristics)

LEADERSHIP
(e.g. transformational
leadership)

EMPOWERMENT
Self-determination,
competence, meaning
and impact at work

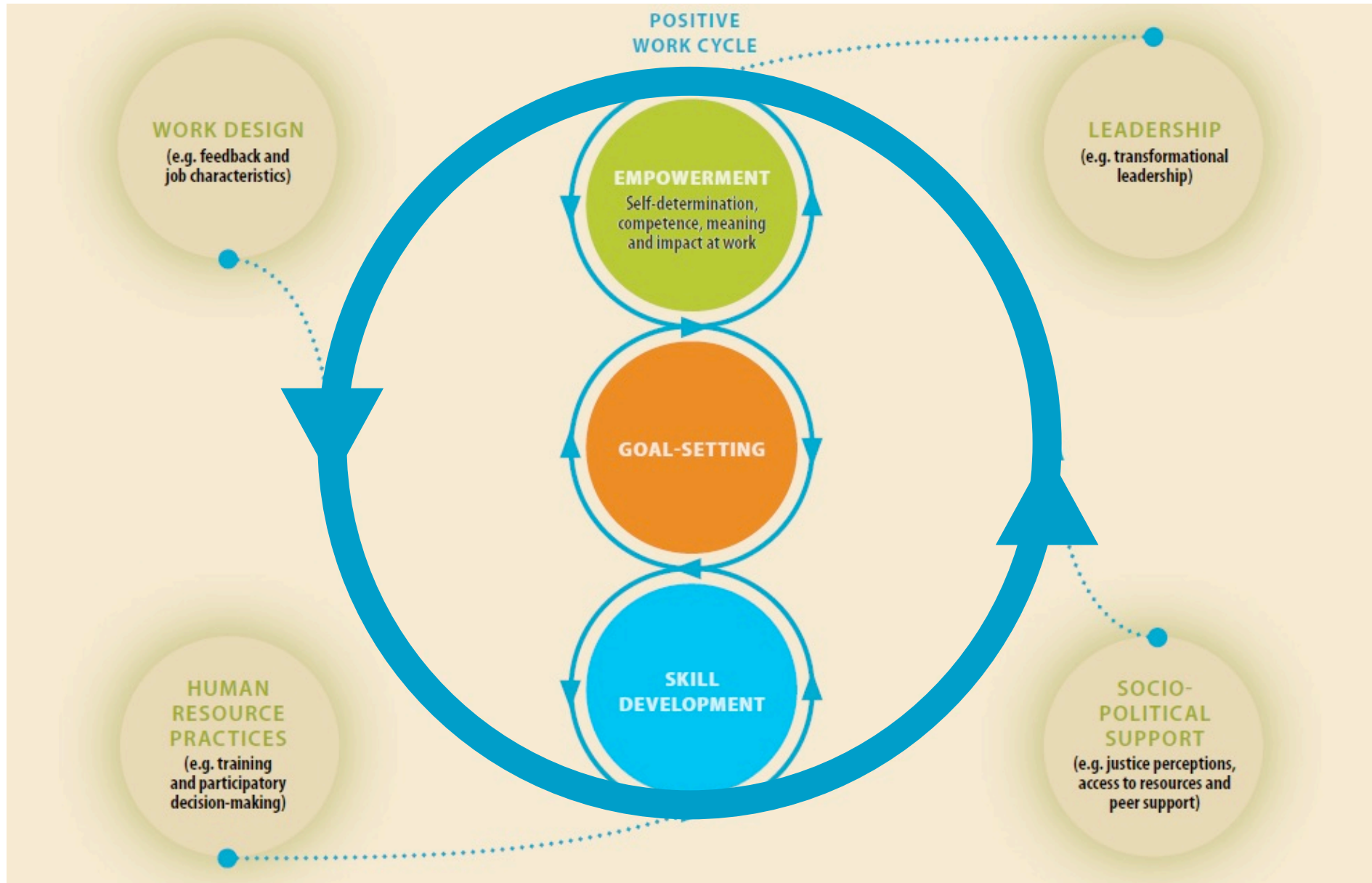
GOAL-SETTING

**SKILL
DEVELOPMENT**

**HUMAN
RESOURCE
PRACTICES**
(e.g. training
and participatory
decision-making)

**SOCIO-
POLITICAL
SUPPORT**
(e.g. justice perceptions,
access to resources and
peer support)

Stronger with better fit between person & environment



SPECIAL SERIES

'working' then and now



2:45

+ Queue

Download

Embed

Transcript



'Working' Then And Now: Terkel Talks To Car Parker Known As 'One Swing Al'

September 27, 2016 · 5:00 AM ET

Heard on [Morning Edition](#)

RADIO DIARIES

[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.



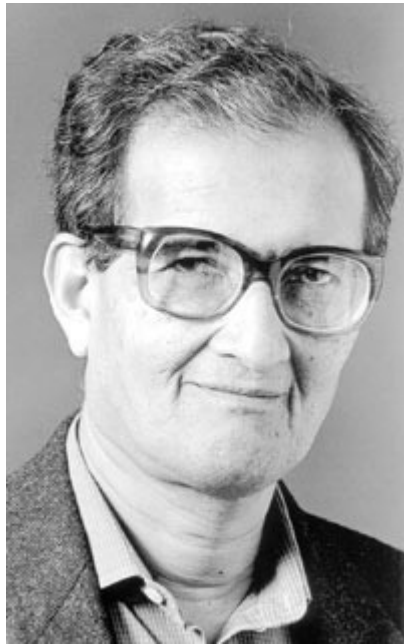


How do we get there?

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>



CBS NEWS / June 21, 2016, 1:04 PM

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

Vocational interests

RIASEC – Holland Codes

Realistic	Hands-on & outdoors: Carpenter
Investigative	Ideas & thinking: Crime-scene investigator
Artistic	Self-expression & design: Photographer
Social	Caring & people: Nursing assistant
Enterprising	Starting up & executing: Chef
Conventional	Data & details: Computer programmer

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

Seat patrons at a restaurant

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Oversee a hotel

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Prepare financial reports

1	2	3	4	5	6	7
---	---	---	---	---	---	---

Oversee a data analysis group

1	2	3	4	5	6	7
---	---	---	---	---	---	---

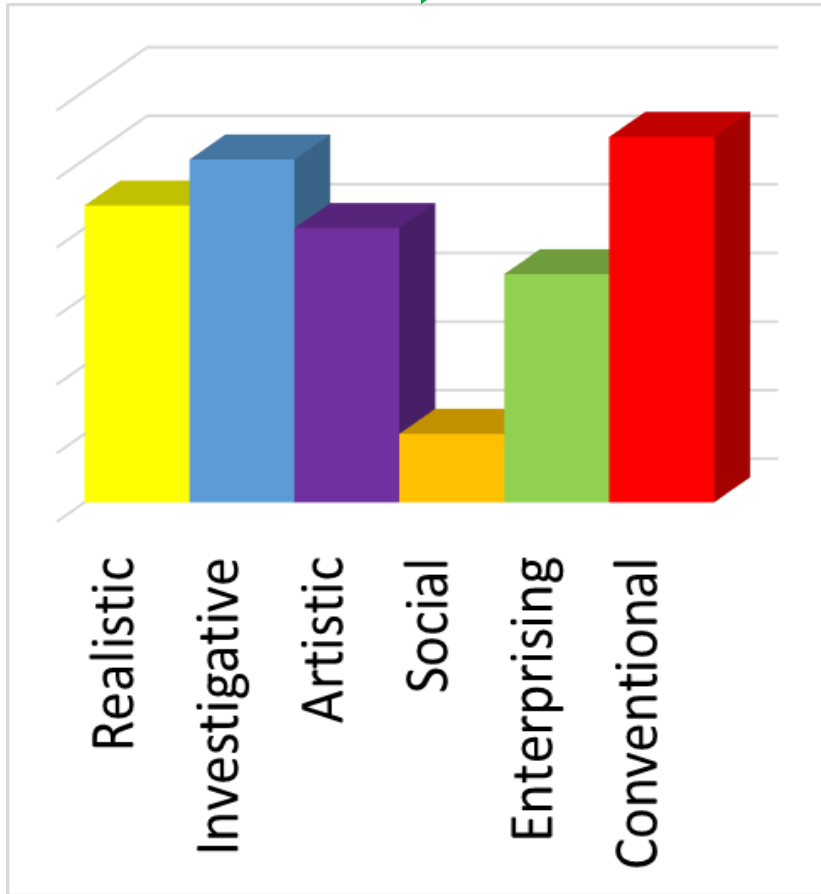
Install electrical wiring

1	2	3	4	5	6	7
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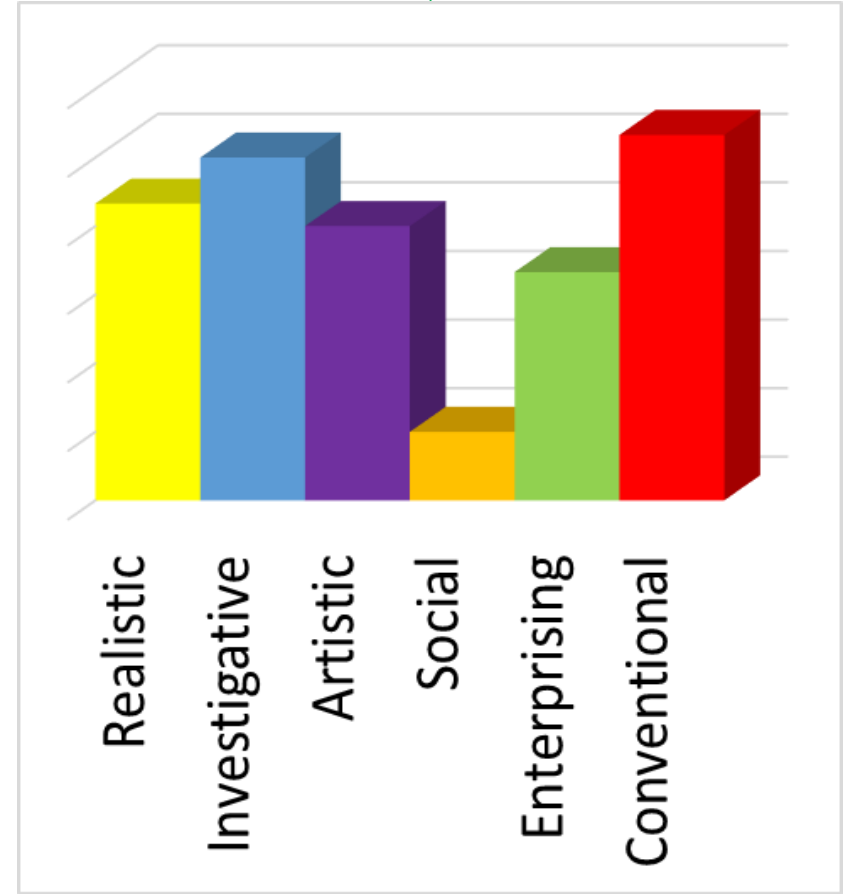
NEXT

Vocational interests are part of person-environment fit

Good fit



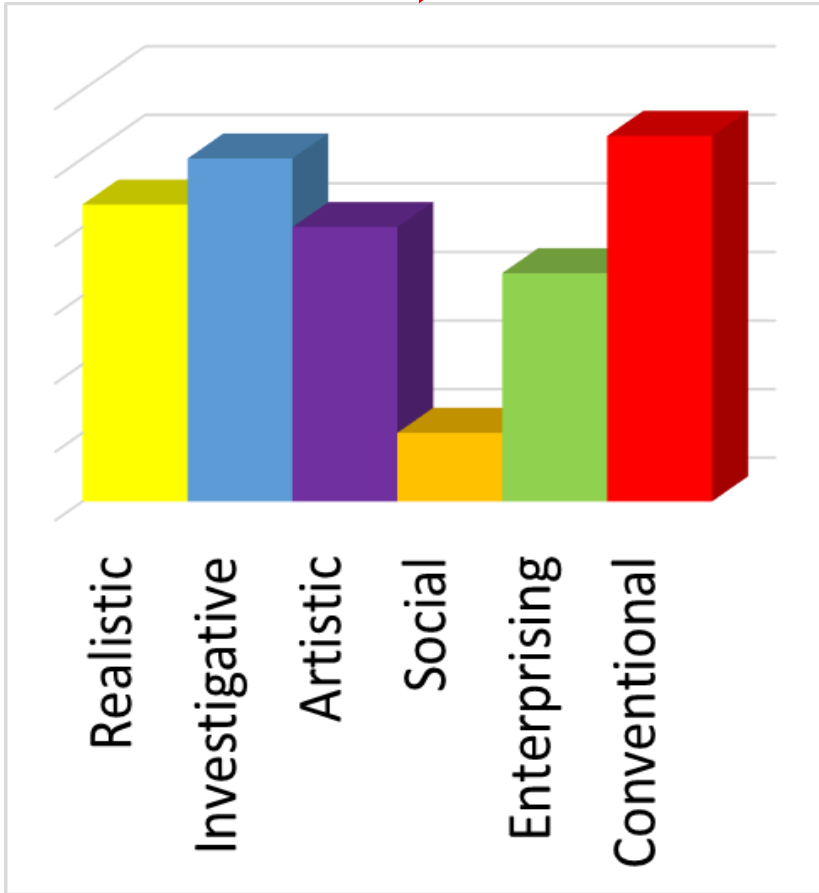
Job of a website developer



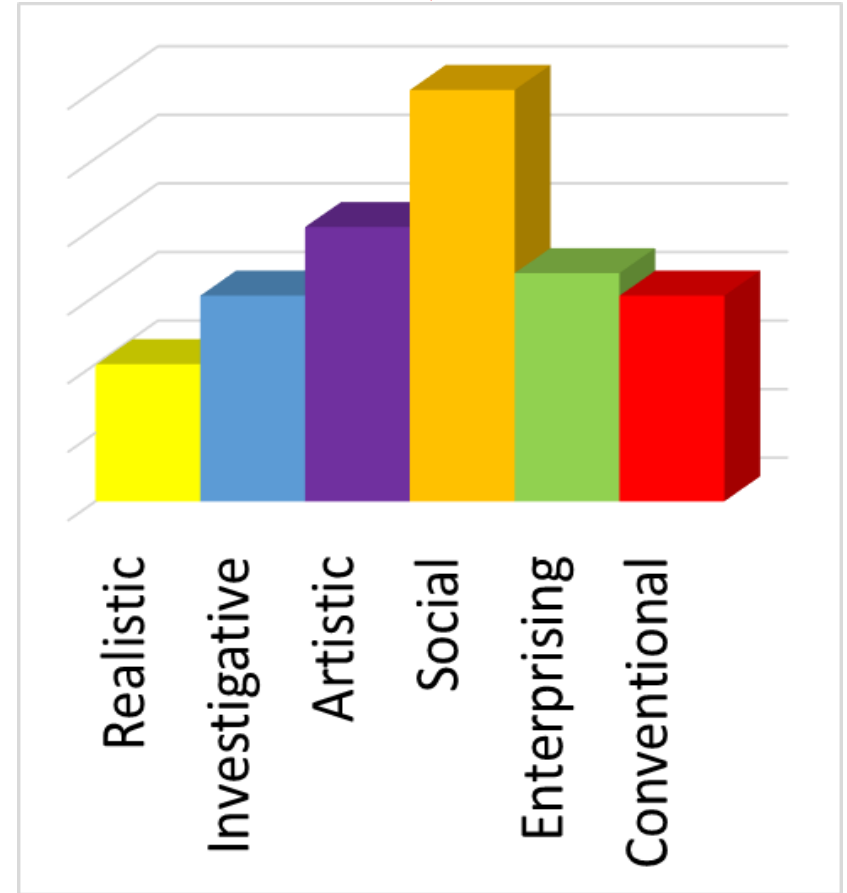
Angela

Vocational interests are part of person-environment fit

Poor fit



Job of a website developer



Angela

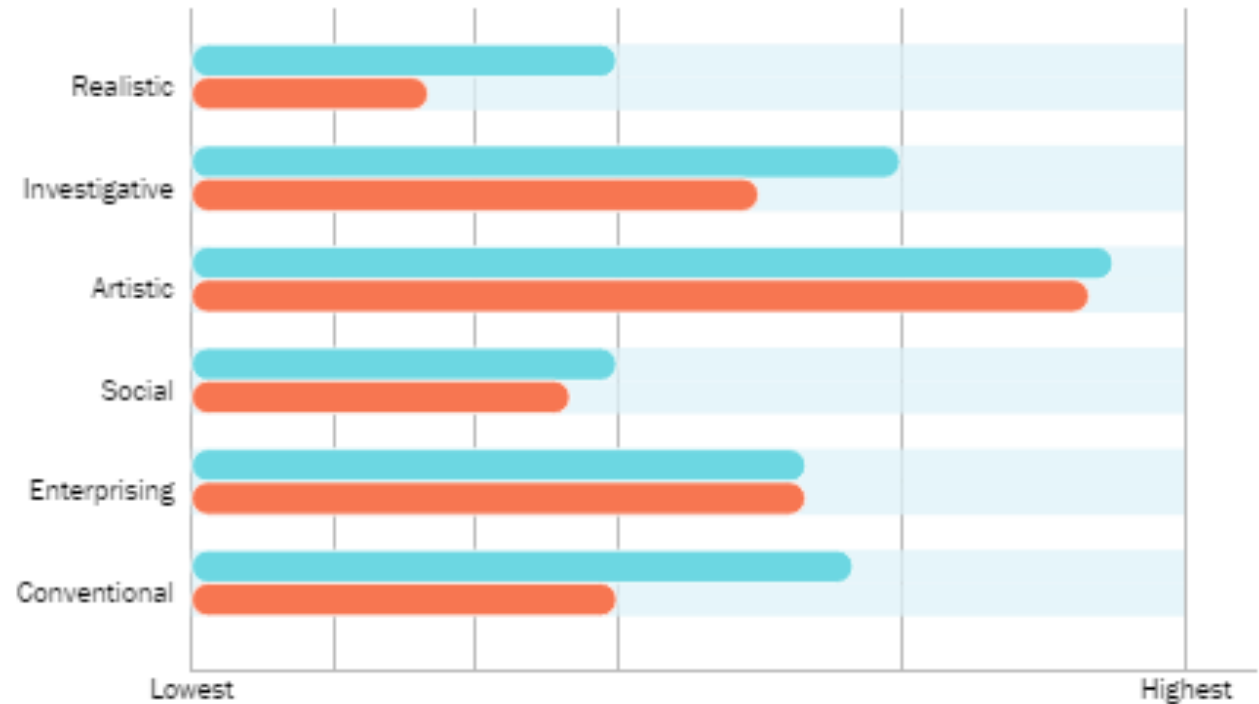
Vocational interests are part of person-environment fit

TIME

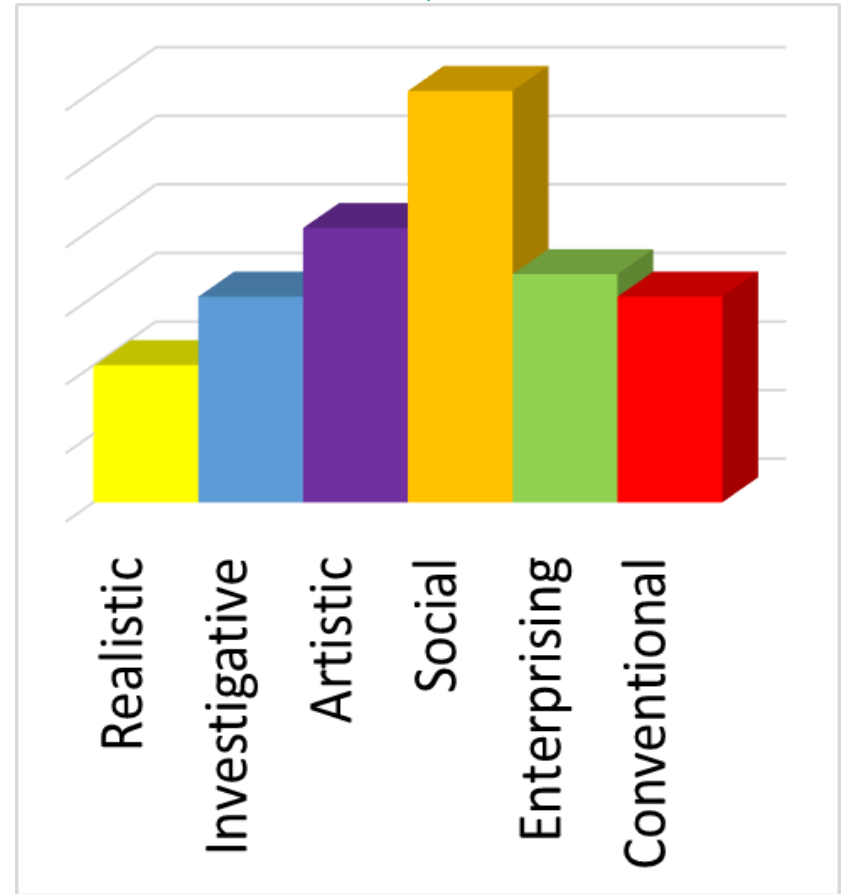
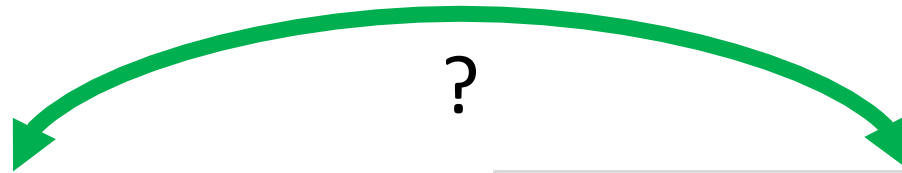
YOUR BEST JOBS

Use the dropdown to compare your personality to one of your top five matches, or your current job.

■ MY PERSONALITY ■ REPORTERS AND CORRESPONDENTS ▼

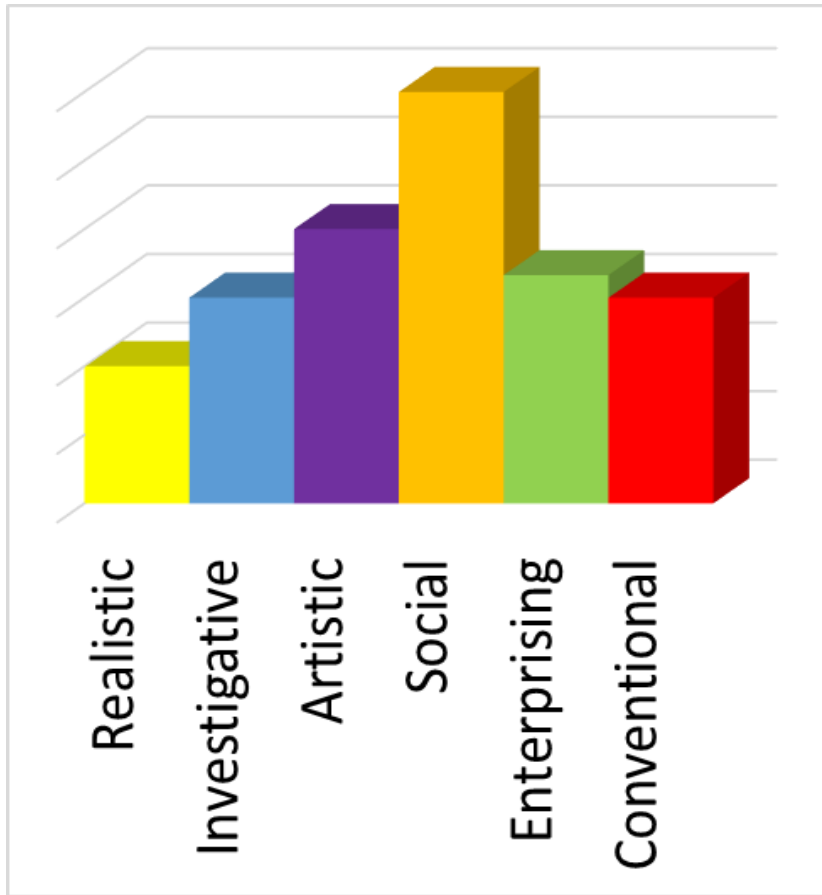


Fit with WorldSkills members' competitions?



Angela

Fit with WorldSkills members' competitions?



Angela



G20 summit: Innovation at the heart of strategy

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Comments 

OECD Skills Strategy: The pathway of choice

Andreas Schleicher, Deputy Director, OECD Education Directorate, and Special Advisor on Education to the OECD Secretary-General

Policymakers need solutions to help their economies move forward in today's world. The OECD Skills Strategy, launched at the 2012 Ministerial Council Meeting in May, may prove fundamental. Here's why.

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.