Workshop Proposal APCDA Conference 2018 Beijing

**Challenge & Opportunity**

Growing and thriving in a changing world?

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### Change, opportunity challenge

- **WHAT** changes have you noticed over the last 10 years ...
- **HOW** have these changes shaped or transformed your practice ...
- **CHANGE TO GROWTH**

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### overview

INVESTIGATE 3 QUESTIONS:

- **WHAT**
- **SO WHAT**
- **NOW WHAT**

EXPLORE SERVICES & ELABORATE

- DIFFERENCES NOW
- CHANGES IN LAST 5 YEARS?
- CHANGE DRIVERS
- IMPACT POINTS
- ELABORATE ON RESPONSES
- WHERE TO NEXT?
Traditional view of Career Development Practice
- Career Development is...
- Assessment / Best fit
- Psychometrics
- Employment: Transitions In, Up Across Out
- Job v career
- IMPLIED MESSAGE: WORTH, VALUE from working

CHANGES
- Globalisation
  - Population Increases: Nations no longer able to support population
  - Colonization (economic) & Global Labor Market
  - Diversity
- Technology:
  - FURTHER, FASTER, Better?
  - Employment patterns: Fewer traditional roles (Rate of diminishing opportunity > rate of creation)
- Impact upon work practice
- Demographic
  - Gender
  - Generation

SO WHAT: IMPACT OF CHANGE
- Happiness not employment
- Resilience, Agility, Flexibility
- Entrepreneurial & Enterprise
- Chaos not unreal nor life long
- Retraining, reworking
- Education: life-long, entrepreneurship, ahead practices
- Parenting
- Post-education services
- Talent Development
- Workforce planning
- Global Networking

NOW WHAT?: NEXT STEPS
- Reflect upon your current services & servicing...
- What are the impact points?
- What are your growth points?
- What are the directions of growth? (ADOPT, ADAPT, CREATE)