

The future of work: the continuous impact of technology *Continued...*

"We assist industry to look at the future of work, what it means to be a leader and have models that help with revolutionary change, as we focus on lifelong career development," says **Lisa Taylor**.



Lisa Taylor, Author and President/Founder of Challenge Factory and the Centre for Career Innovation, Toronto.

"Around the world, PHD and Masters programs, researchers, and thinkers are constantly updating how people navigate work and learning. However, North America is unique in the developed world, as we do not recognize career development as a profession responsible for lifelong career guidance. In Canada, career practitioners are not as recognized and we have few post-graduate level academic programs.

"The field of career development is a hidden gem which can provide the tools and research that industry, educational systems, and government are looking for," says Lisa.

"The 2019 International Centre for Career Development and Public Policy symposium in Norway, of which I was a member, involved about 34 countries. They talked about key areas they are struggling with. Public policy people in the career development communities work to solve complex problems. Scotland, Norway, Singapore, and South Africa have reported interesting successes."

Lisa proposed that together we can increase capacity in creative ways. "As we move forward on our career journey, we need the critical skill of knowing how to navigate and transition with purpose over and over again across our career. This skill set is not taught well, and it is not engrained in the Canadian mind frame. Other countries are doing this better, and we can do it better as well.

"Right now we are creating graduates who don't know which way to go. We need to offer skill sets that will help graduates transition into the workplace and navigate their career throughout their lives."

She said that the trend of people working longer can be a competitive edge for employers to capitalize on. "Organizations that engage employees across all life stages will outperform their competitors."

Lisa's co-authored book called *The Talent Revolution* discusses concepts such as eliminating ageism, optimizing the workforce, and unlocking untapped talent.

"There is a new stage of life that we have named legacy careers. As you grow older, you won't necessarily stay in your existing career, but may make other choices to accommodate this stage in life.

"As the population continues to age, the number of people who want to continue to be in the workplace is increasing. These people can be seen either as surplus or as an asset."

"Employers are now struggling with succession planning and leadership development, and are putting more emphasis on recruitment and branding to bring people in.

"From the research for our book and our work over the last five years, we found that by 2030 more 70 and 80 year-olds will be working than ever before.

"Smart CEOs will shift their thinking about succession planning, and they will need to consider how to value and profit from employee at all stages of their career life.

Benjamin Pring is the Co-founder of the Center for the Future of Work, New Jersey. "Our clients tend to be banks, airlines, and government departments around the world. We help them take a look at the future of work to help plan technology advancements and ward off disruptive threats.

"In the future, we must be prepared to add artificial intelligence into our work. Now that computers are able to do a wide variety of tasks that a few years ago could only be done by humans, we have to move along with the shift."

Underpinning this discussion is the need for career preparation starting in the early years, with not only digital skills building but considering how to navigate and plan our careers over our life-span. It involves planning, dismissing myths, collaboration, identifying best practices, having concrete data of the impact, and action.

It is like a ship being maneuvered through all kinds of conditions of the sea. It takes navigational maps, all hands on deck, strength, determination, hope and perseverance, and having the right instruments for success as it approaches what is on each horizon.

PEI trades and technology represented on world stage *by Stacy Dunn*

For the first time in the history of Skills Canada PEI two competitors were part of Team Canada and competed at the 45th WorldSkills International competition in Kazan, Russia in August.

Justin Buchanan, a graduate of Holland College's Video Game Art and Animation program, and **Robbie McMahon**, a graduate of the college's Industrial Electrical Technology program, joined more than 1,300 competitors from around the globe.

"I work mostly on control panels for automation in factories," says Robbie, who is a third-year Electrical Apprentice at Olympia Electric Ltd. in Charlottetown. "In competition, I did both manual wiring and software programming from beginning to end on one project."

Robbie has participated in four provincial and two national competitions. "Competing is fun and looks good on a resumé. At WorldSkills, I learned what the international standards are in industrial electrical programming."

Justin's interest in art and animation started when GameForce PEI, an after-school program teaching video game design, visited his junior high school. "I competed in provincials for all three years of high school and went to two nationals. I like that I am testing my skills and staying current."

Justin was the flag bearer at the opening ceremonies in Russia. His specialty is 3D Digital Game Art, a new competition for Skills Canada PEI.

Chris Sharpley, Learning Manager of Holland College's Video Game Art and Animation program, is a Canadian WorldSkills Expert in this field.

"I saw 3D Digital Game Art at the last competition in Abu Dhabi in 2017 and helped Skills Canada create this competition on the national and provincial levels. I saw the need for Canada to showcase its talent in 3D internationally."

Sue LeFort is the Canadian WorldSkills Chief Expert in CNC Turning. "I am amazed at the technical level of our youth. From a skills perspective, I learn so much from the competitors when I am in the judging and leadership role.



The PEI contingent of Team Canada: (from left) trainer Tiffany Baxter, chief expert Sue LeFort and expert Chris Sharpley, competitors Justin Buchanan and Robbie McMahon, executive director, Skills Canada PEI Tawna MacLeod, and trainer William Callbeck, Olympia Electric Ltd.

"Everyone, including the competitors, trainers and experts, learn from each other, and learn new trends, digitalization and training that get results.

"The value that comes back from this competition to PEI will be huge for education, industry and the competitors' career paths," says Sue.

"These students and apprentices have worked countless hours preparing for competition," said **Tawna MacLeod**, Executive Director of Skills Canada PEI.

"It's a great testament to our volunteers, our education system, and the support from local industry. The competition was very stiff, and the entire team has done the Island proud."

For information about **Skills Canada PEI**, visit www.skillscanada.pe.ca.

For information on programs at Holland College, visit www.hollandcollege.com/programs

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