

TRUE NORTH

In today's workplace climate, career advisory has gone beyond the simple act of placing clients into a job. It has become an intricate art of helping clients navigate workplace complexities and interweaving that closely with an individual's beliefs, values and principles. As a career professional, you are tasked with the all-important role of helping one find meaning and fulfillment in their job. You are instrumental in their search for a purpose-driven life; for their **TRUE NORTH**.



Certified Career Practitioners (Left to Right: Jason Low, Angeline Chiang, Irene Chin, Jit Nagpal)



Applications Now Open!

WSG is happy to share that application to the credentials under the WSG Career Development Framework (CDF) is now open.

Application Period: 1 – 31 July 2019

How It Benefits You!

- Endorses the competencies you possess.
- Gives clients assurance that you abide by the Code of Ethics for Career Professionals.
- Have your name listed on WSG's website as a credential holder.



FROM THE CASE CHEST

Do you often have clients who lack career satisfaction despite working in a role that they are competent in? Have you, as a career practitioner wondered how to help your client make a successful mid-career switch?

Here's Senior Career Coach Shawn, and his client's story.

From a system analyst to a 3D animation specialist, and eventually to a data analyst role; Zoe (not her real name) has taken on various roles in the Information Communication Technology (ICT) industry over a span of 15 years.

Despite multiple career switches across sectors within the ICT industry, Zoe still felt that her sense of job satisfaction was sorely missing. She eventually decided to seek career guidance from Workforce Singapore (WSG)'s Careers Connect and was assisted by Senior Career Coach, Shawn.

Applying the Strong Interest Inventory (SII) and the Career Values Card Sort assessment tool (find links at the end of this article to know more about the tools), Shawn discovered that while Zoe's career interests of Social, Investigative & Artistic (SIA) personality types matched her previous job

IN THE PIPELINE

Career Advisory Programme (CAP)

Aug intake: 14 – 16 Aug 2019
(Application closes: 16 Jul 2019)

Sep intake: 4 – 6 Sep & 9 – 11 Sep 2019
(Application closes: 16 Aug & 11 Aug 2019)

Oct intake: 9 – 11 Oct 2019
(Application closes: 11 Sep 2019)

Career Facilitation Programme Assessment-only Pathway (CFP AOP)

Aug intake
(Application closes: 12 Jul 2019)

Nov intake
(Application closes: 15 Oct 2019)

WSG Career Development Framework (CDF) Credential

Application period:
1 - 31 Jul 2019

A LOOK BACK @ THE LAST QUARTER



CAREER SERVICES AROUND THE WORLD

The recent Community of Practice (CoP) event on 3 June 2019, drew a record turnout, with over 120 career professionals coming together for an evening of learning and sharing by Dr Marilyn Maze.

Dr Marilyn Maze explained the various stages of career services and the countries currently in each stage. She also gave an overview of the career service situation happening across 12 countries.

The next CoP will be in August 2019! Stay tuned for more details.

Helpful downloads:

[Dr Marilyn Maze's Presentation Slide](#)

[ICCDPP* Country Report](#)

*International Centre For Career Development & Public Policy

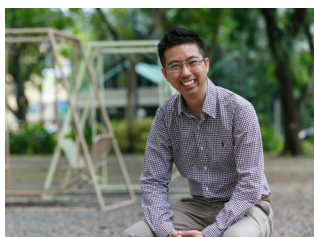
roles; her career values such as Teamwork, Frontier of knowledge, Change & variety, among others, were missing.

To help Zoe explore occupations that matched her Career Values (V), Career Interests (I), Personality (P) and Skills (S), and Shawn used the WSG Careers Connect's in house curated Career CARE 360 program, specifically, Career Catalyst, to guide Zoe in evaluating her possible career options based on the understanding of the level of job fit to her VIPS dimensions.

Zoe eventually identified the role of a Software Developer which she ranked the highest among her options including non ICT sectors. To facilitate a successful transition to this preferred career pathway, Shawn introduced the Professional Conversion Programme in Salesforce Platform Developer, a career conversion program that helps professionals and mid-career switchers undergo skills conversion and move into new occupations or sectors. In this role, Zoe will need to be highly engaged with her clients and develop customised and sustainable solutions as a team, something that she likes but were missing in her previous employment.

Today, Zoe is a Salesforce Platform Developer with an IT solutions provider. A job that not only fulfils her career values, interests, personality, and motivated skills but also offers a progression pathway that is highly rewarding.

Contributed by Shawn Moi
Senior Career Coach
WSG's Careers Connect



Helpful links:

[Strong Interest Inventory \(SII\)](#)

[Knowdell Career Values Card Sort](#)

[WSG PCP for Salesforce Platform Professionals](#)

TELL US YOUR STORY



WSG is looking for interesting case studies from career professionals showcasing useful learning points, career development practices etc. that fellow professionals too can adopt in the course of their practice. Your story will also go a long way in encouraging the career professionals community in their journey of providing career advisory to their clients.

If you are a career professional and wish to share your story, please visit our website for details on how you can contribute:
bit.ly/case_study_contribution

We look forward to your valued contributions!

IS THE FUTURE STILL OPEN?

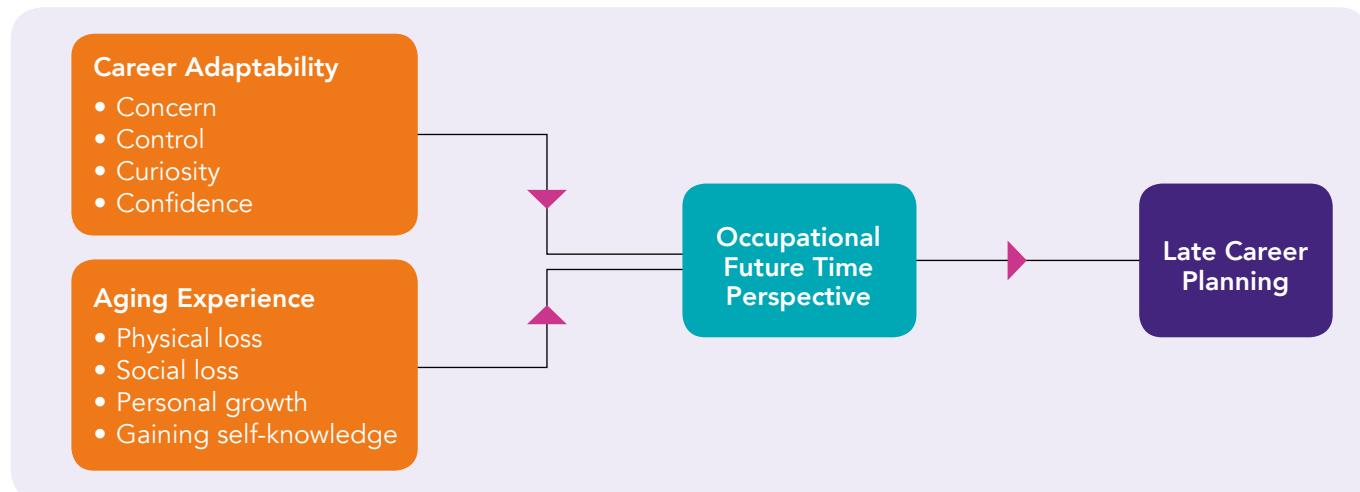
The mediating role of occupational future time perspective in the effects of career adaptability and aging experience on late career planning.

Research has sought to understand how people construct their careers; however, only little is known about the career construction of older workers.

To understand how people construct their careers in later life, it is important to take a lifespan development perspective on career construction theory (CCT). Specifically, taking a closer look at older workers' career adaptability and aging experience (i.e. physical loss, social loss, personal growth, and gaining self-knowledge) as relevant factors shaping their late career planning. Moreover, whether these relationships are mediated by older workers' occupational future time perspective (OFTP) as an important underlying mechanism between adaptability resources (i.e. career adaptability), experiences (i.e. aging experience), and adapting responses (i.e. late career planning).

The conceptual model of late career construction is presented in Fig.1.

Fig. 1. Conceptual model of late career construction



THEORETICAL BACKGROUND

Late Career Planning

With increasing age, the transition to retirement becomes more imminent for older workers. Retirement is not necessarily the end of one's working life but rather a late career development stage in which people may decide to seek some form of work-related activities.

Career adaptability, OFTP, and late career planning

Meta-analytic results showed that career adaptability is in general positively related to career planning (Rudolph et al. 2017). Career adaptability is likely to extend older workers' belief about their remaining future time at work because it serves as psychosocial resource for managing career-related tasks and transitions providing a sense of confidence and control about one's occupational future, as well as stimulating their curiosity for further options that their career may still have to offer.

Aging experience, OFTP, and late career planning

CCT argues that people construct their future careers in the context of their own past experiences and their interpretations of this past.

Older workers' aging experience (i.e. the internal comparison of how life has changed during the ongoing aging process; Fasbender et al. 2014) is of particular relevance to predicting their OFTP.

Physical loss

The experience of negative changes over the lifespan associated with lower level of fitness and energy, decreasing physical abilities as well as difficulties in coping with physical demands.

Social loss

The experience of negative changes over the lifespan associated with a decline of social contacts, loneliness, and feelings of being less needed.

Personal growth

The experience of positive changes over the lifespan associated with learning new skills, improving capabilities, and increasing levels of self-worth (Wurm et al., 2007). It describes an optimistic and future-orientated way of experiencing the aging process.

Gaining self-knowledge

The experience of positive changes over the lifespan, such as accumulating knowledge about oneself while getting older and being more relaxed about things.

TEST

The model was tested with longitudinal data from a sample of United Kingdom based older workers, aged 50 to 79, and currently employed for at least 20 hr per week. Structured online questionnaires were used across two waves with a lag time of three months; where inconsistent responses were being filtered before the data was included in the final analysis.

RESULTS

The results supported the notion that OFTP mediates the positive effects of career adaptability and personal growth, as well as the negative effect of physical loss on late career planning.

Overall, results confirm the core idea of the current study that, when addressing the case of older workers, research on adaptive responding needs to go beyond the career-related variables usually discussed within CCT (adaptivity, adaptability, adapting), and needs to integrate with a lifespan development perspective.

KEY LEARNINGS

1. When aiming to motivate older workers to actively plan for a late career, the most direct route to this effect may not be to raise their career adaptability, but to change their thinking about the time and opportunity available to them related to work.
2. Organisations may nurture a climate that values and supports an active participation of its older members, thus both socializing workers early on to the notion of continuing to work irrespective of an advancing age and providing them with positive role-models.
3. Organisations may further strengthen a culture of life-long learning and development, actively including its older workforce in the process.
4. Employers and/or counsellors may look for means to counteract the influence of physical loss on workers' OFTP (example: identify career opportunities that impose less physical demands).

FOOD FOR THOUGHT

With the new tripartite consensus to raise retirement age and re-employment age, late career planning will become more common and mainstream. How can career practitioners and advisors in Singapore help our aging workforce successfully plan their late career?

SOURCE: Fasbender, U., Wöhrmann, A. M., Wang, M., & Klehe, U. (2019). *Is the future still open? The mediating role of occupational future time perspective in the effects of career adaptability and aging experience on late career planning.* *Journal of Vocational Behavior*, 111, 24-38. doi:10.1016/j.jvb.2018.10.006

USEFUL WEBPAGES

The mediating role of occupational future time perspective in the effects of career adaptability and aging experience on late career planning



Future Time Perspective:
A Systematic Review
and Meta-Analysis



Career adaptivity, adaptability,
and adapting: A conceptual
and empirical investigation



IN CONVERSATION

Yue Wen is a career transition coach, and a certified career coaching trainer and facilitator. Since 2016, he has certified some 200 individuals in Career Coaching and Consultation programmes.

With almost 28 years of corporate experience in marketing and general management roles, Yue Wen started his own consultancy firm, LifeWork Consulting, and is currently working with WSG and various agencies and organisations in conducting career management and planning related workshops and coaching.



Yue-Wen LIM
WSG Career
Advisory Programme &
Career Facilitation
Programme trainer

"The thought of being able to be more impactful at the individual level and to others make the best of what they can achieve in their career excites me"

What motivated you to become a Career Management and Coaching trainer?

I started my practice focusing on individual coaching, but quickly realized that I preferred the interaction with people that group training and coaching gave. I enjoy the collective views and sharing from talking to my trainees as it takes me out of my comfort zone, to better learn and empathise from others' experiences.

It also spurs me to see my trainees complete and be enriched by the course and new found skills, to be better equipped to now extend help to others.

What do you see your main role is as a trainer?

Other than imparting new knowledge to the trainees, I also see myself as an orchestral conductor. In my classes, there is an exercise I always ask my learners to; draw something which represents your coaching style. From their drawings, you can see that every trainee has their unique coaching style. My job is to help them bring out that unique value proposition, enrich their learning, frame and reframe every learner's experiences and make the training meaningful to them.

What is one key advice you would give to anyone providing career advisory to others?

My one key advice will be to treat every coaching or advisory session as a conversation and a chance to connect, NOT a chance to "fix". Often, coaches can be too quick to offer "solutions" based on their own initial perception of the client issues, or due to pressure of time or adherence to organisational SOPs. This often led to irrelevant or biased tracks, and often result in client relying on the coach to "catch the fish" for them.

Connect with Yue Wen here: www.linkedin.com/in/limyw/

JOIN US



Are You...

- ✓ Tertiary qualified in career development/ advisory related discipline such as human resource, career development, psychology, counselling or coaching?
- ✓ Trained in career advisory, career facilitation and/or career development?
- ✓ ACTA certified with minimum 5 years' experience in facilitating adult learning, curriculum & courseware development, designing of course assessment plan and conduct of assessment?

And do you...

- ✓ Have at least 3 years' working experience in any of the following roles – career coach/officer or counsellor; education and career guidance (ECG) counsellor; employability coach; career, training and job search advisor or career consultant?

To apply, send your resume to cpd@wsg.gov.sg. Only shortlisted applicants will be notified.



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Career Practitioners Division (CPD)

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For enquiries, contact us at CPD@wsg.gov.sg