

# Career Management Skills

Manitoba Education is working with educational stakeholders, including schools and school divisions, post-secondary institutions, employment centres, community-based organizations, government departments/agencies, and the private sector, to promote career development and student acquisition of *Career Management Skills*. *Career Management Skills* are the scope of competencies that Canadians need to navigate, adapt, and succeed in the rapidly changing knowledge-based economy and work environment (see Appendix B). They are based on three nationally recognized systems of skills and competencies:

- *Blueprint for Life/Work Designs* (National Life/Work Centre)
- *Essential Skills* (HRSDC)
- *Employability Skills* (Conference Board of Canada)

These learning systems map out the broad-based competencies Canadians need to proactively manage their long-term career path (see Appendix B, Part 1). The National Life/Work Centre's *Blueprint for Life/Work Designs* is a framework of broad-based competencies that are key for individuals to successfully manage the career exploration process from Kindergarten to adulthood. It shows how to make the career development process self-directed and personally meaningful, and serves

as a foundation for the majority of career development programs and resources in the K-12 system, such as the Grades 4 to 12 Real Game series and the Manitoba Senior Years career development courses (Grades 9-12).

There are two other formally recognized skill sets: *Essential Skills* by Human Resources and Skills Development Canada (HRSDC) and *Employability Skills 2000+* by the Conference Board of Canada. All three describe the knowledge, skills, and attitudes that lead to success in the workplace, regardless of the occupation. These are skills that are generally taught and acquired in Senior Years, since students at this level are in the process of transitioning to the workforce (see Appendix B, Parts 2 & 3).

*Career Management Skills* can be integrated with curriculum outcomes and applied in a developmentally appropriate way throughout the instruction and assessment cycle, bringing a "real-world perspective" to academic subjects and fostering student motivation, engagement, and achievement.

For more information on career development concepts, visit Manitoba Education's website at [www.edu.gov.mb.ca/k12/cur/cardev](http://www.edu.gov.mb.ca/k12/cur/cardev) or Manitoba's career development gateway at [www.manitobacareerdevelopment.ca](http://www.manitobacareerdevelopment.ca).

"We really need to focus on 21st century learning skills, and to prepare our students for an evolving and challenging world."

– Manitoba Career Guidance Teacher and Vice-Principal

