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**La.R.I.O.S.**

Laboratorio di Ricerca ed Intervento  
per l'Orientamento alle scelte

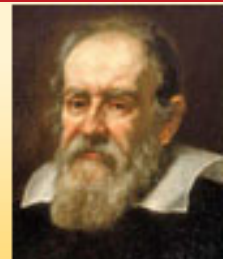
# ***Vocational designing and career counseling: Challenges and new horizons***

**Salvatore Soresi**

**Vocational Designing and Career Counseling**

*Challenges and New Horizons*

12, 13 and 14 September 2011 - Padova, Italy





# Pensieri del passato

## Thoughts of the past

credevamo... che le persone, che i contesti fossero stabili  
e che esistevano per tutti ampie  
possibilità di scelta.

... di riuscire ad accontentare tutti, studenti e agenzie  
scolastiche, lavoratori e datori di lavoro, cittadini e stati,  
persone e le imprese

... credevamo di poter rimanere neutrali ...

*we believed .... that people and contexts were  
stable and that ample choice was available to  
everybody*

*... that we could please everybody, students and  
school agencies, workers and employers, citizens*



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**the future**

**... il futuro non è più quello di una volta!**

**THE FUTURE IS NO  
LONGER WHAT IT ONCE WAS**



**“The trouble with our times is  
that the future is not what it  
used to be!”** (Paul Valéry, Paris, 1931)

***L’avenir est comme le reste: il  
n’est plus ce qu’il était”***

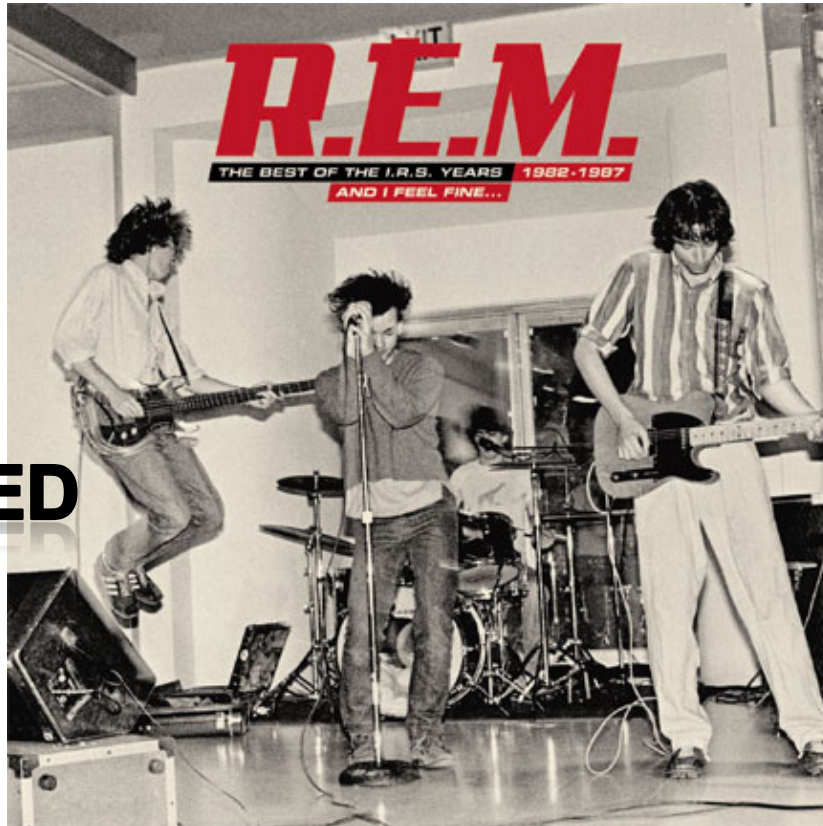
**(Paul Valéry, Paris, 1931)**



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**the future**

**WHERE  
IS  
THE  
FUTURE  
WE  
WERE  
PROMISED  
?**



**“Who has substituted scientific progress and universal rights with this nightmare of environmental catastrophes, wars and violence?” (REM , Accelerate, 2008)**





**THE FUTURE IS NO LONGER WHAT IT ONCE WAS.....**



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**the future**

**IL FUTURO NON È PIÙ QUELLO DI UNA VOLTA...**

*ma non è un motivo per farselo rubare  
:)*

**THE FUTURE IS NO LONGER WHAT IT ONCE WAS.....**  
*but this is no reason for having it stolen☺*



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# the future



“We are going toward a threatening future.....we are transitioning from the first modernity built on security, certainty, defined spaces for the individual and the community to the second modernity characterized by insecurity, uncertainty and the fall of all frontiers” (Beck, 2000).



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**the future**

## **"Global-risk society"**



**environmental crises,  
international terrorism,  
economic and health  
threats,  
new inequalities,  
increasing poverty  
unemployment,  
precariousness  
and under-employment**

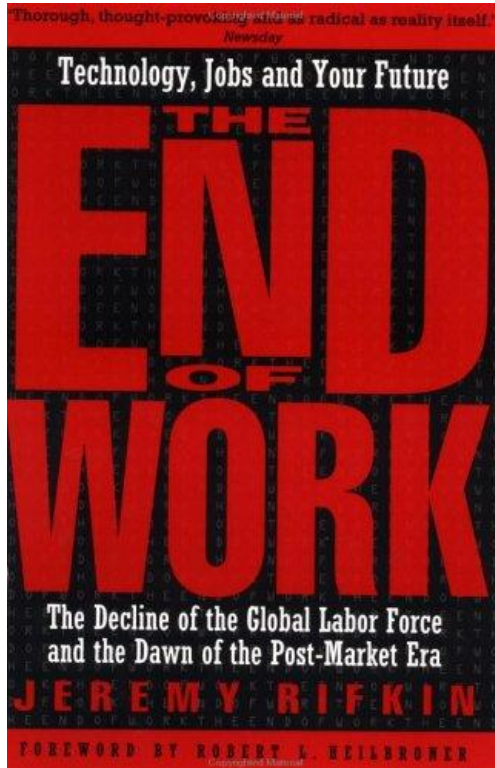
(Adam, 1998)





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# Flexibility and crisis of work



Young adults by the age of 36 have already changed their job 9.6 times (US Bureau of Labor Statistics, 2004)

The idea of doing the same job for life is a myth...people will have to learn to reconstruct their professional life and reform their identity (Savickas, 2008, 2011)

The meaning of “work” and of “professional development” will change considerably... we will have to describe them based on life roles and events (Gysbers, 1994)

**All this is  
happening at  
a time in  
which mankind  
has had  
resources  
available like  
never before.**

**Obviously we  
have not been  
able to share  
them out in the  
best possible**

**way**

**Tutto questo  
accade in  
un' epoca in  
cui**

**l'umanità ha  
disposto di  
risorse mai  
avute in  
precedenza.  
Evidenteme**

**nte non  
siamo  
riusciti  
distribuirle  
nel migliore**



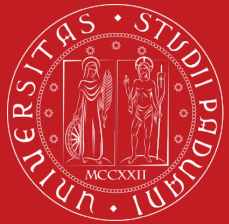
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# Flexibility and crisis of work



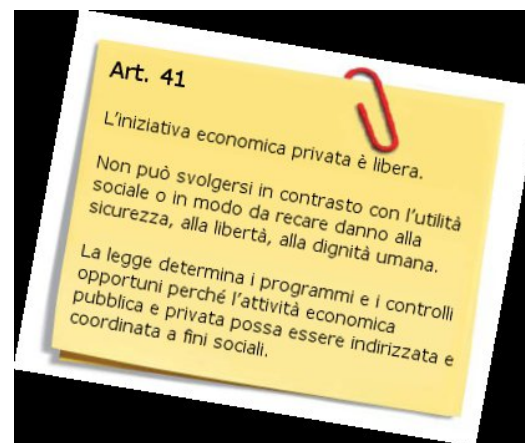
**Unemployment and poverty are multiplying in such a way across the globe that the world will be in trouble if politics cannot determine changes of course by exerting its control on the whims of the markets and finance (Zygmunt Bauman, 2011)**

**Vocational Designing and Career Counseling**  
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# Economy



**Art. 41. “economic initiative .... cannot be conducted in conflict with social usefulness or in such a manner that could damage safety, liberty and human dignity”. The State should “implement laws that orient and co-ordinate economic initiative for social purposes”.**





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# Work of the future

**RESILIENCE**  
**PROBLEM SOLVING ABILITIES**  
**RELATIONAL AND SOCIAL ABILITIES**  
**WORKING IN PARALLEL**  
**SENSITIVITY AND COMPETENCIES**  
**IN DIFFERENT ROLES**



(Bagnara, 2007)

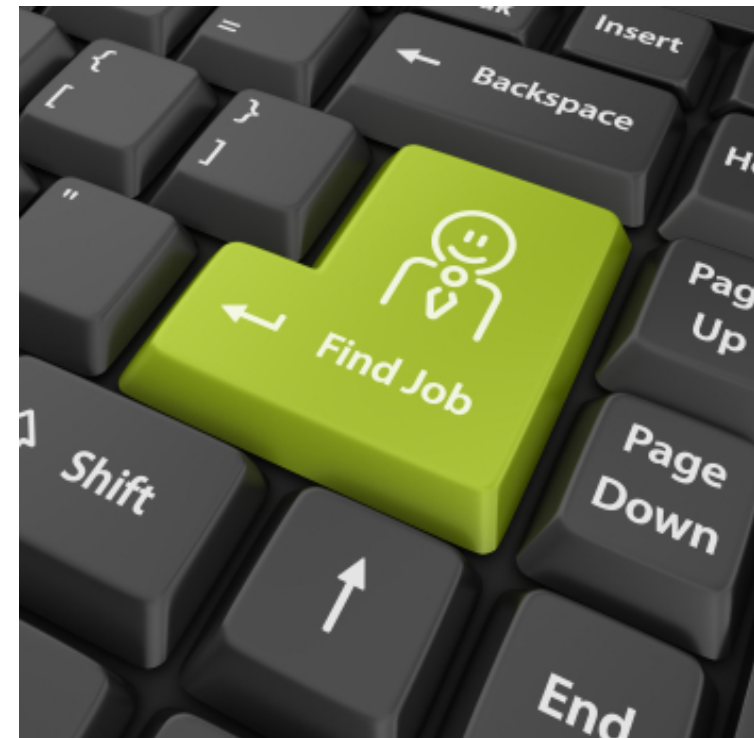


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# Work of the future

## WHO WILL GET THE “INTERESTING” JOBS?

Given that they will  
concern especially  
research,  
higher education,  
finance,  
management,  
computer science,  
engineering,  
architecture and  
design, entertainment  
and communication





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## Work of the future



**The only ones that will not remain at the margins of the productive world will be those able to keep updated across the lifespan so as to proficiently use sophisticated technologies, accept flexibility rather than stability...**



(Savickas, Nota, Rossier, et al., 2009)



- ▶ **Because we will no longer be able to present ourselves as career prediction experts, *what will be our role?***
- ▶ **Will we be able *to replace the instruments* we are currently using to predict career success and levels of career satisfaction with others that can truly help us identify future needs and expectations?**
- ▶ **Will we be able *to revise the ways we do our job analyses* and draw up professional profiles we hand to those interested in the world of work?**





- ▶ **The future is not what it once was..... What will we say to those that ask us about their future?**
- ▶ **Will we be able to continue to help people think positively? To encourage them to think that they can assertively oppose the attempt of those that would like to get hold of the destinies of others?**
- ▶ **Will we feel like to continue to talk about hope, because without hope our profession and our research work will also be useless or, worse still, mystifying?**