



“Crafting Employer Engagement in a COVID Impacted World”

2021

Dave Turner



6 Key Changes

- Busy and challenged Employers and Entrepreneurs
- Hybrid Workplaces
- More Digital Technology (and AI)
- Eco-friendly Practices
- **Intra**, and **Entrepreneurship** – add value
- Sadly, more of the “Fragmented/Fractured Youth Labour Market”



3 Categories of Transformative Competencies

(OECD Education 2030 Project)

- Create New Value
- Reconcile tensions/dilemmas (complex priorities)
- The Taking of Responsibility



VERI “Important” Soft Skills

- **V**alue Adding
- **E**mpathy and Enterprise (broadest / true meaning)
- **R**esponsibility, Reconciliation, Resilience and Respect
- **I**nnovation, Imagination



The WE3 Continuum

Work Exposure



Work Exploration



Work Experience

↓

What is interesting?

- ↓
- Broader horizons
 - Challenge stereotypes

↓

What might interest me/us?

- ↓
- The character of various workplaces
 - Share discoveries

↓

Test and refine my pretences!

- ↓
- How work operates
 - Experience a chosen occupation and/or pathway

Principles Underpinning the WE3 Continuum



- Progression along the continuum – whilst maturing (10-18 years)
- Greater choice for employer friendly participation
- Multiple interactions and connections (EETF research); good for wellbeing and career development
- “Learning rich” options, especially use of **VERI** soft skills
- Increasing leadership by young people (via pairs and teams)
- Peer support generated - nurtures wellbeing, solidarity, the taking of responsibility, and adds value