

THE CAREER GUIDANCE IMPERATIVE

Maximizing skilling investments

The emerging gap between existing and required skills leads to significant upskilling needs **to remain relevant**. Work transitions happen more frequently than ever. Losing a job or revisiting a career is a turning point in one's working life and **career guidance helps**.

In order to quantify the impact of career guidance on work transitions, we analyzed existing support mechanisms, with a particular lens on career transition and skilling incentives in Singapore and France.

With high pace and frequency of career turning points, the path is not linear.

We found that **career guidance can...**

...increase orientation...

92%

of career transition candidates agree that **career coaching practically guides their job transition**.

85%

of those who did not participate in skilling programs **also had not received career guidance**.

...improve engagement...

said that **if they had received career guidance**, they **could have made better use of the skilling programs**.

2/3

made better use of the skilling programs by **receiving career guidance prior to participating**.

86%

...and contribute to tangible outcomes.



Those who did not receive career guidance (27%) also **did not achieve employment outcomes (new job or better salary)**.

\$

People who received career counselling **earned \$3,000 to \$7,000 more annually** than the others. (Mathematica, 2018)

3 ACTIONS TO SMOOTHEN WORK TRANSITIONS

Don't Forget. **CREATE AWARENESS!**

Implement career orientation framework for all age groups

Don't waste. **ENGAGE!**

Include career coaching as a standard component of up and reskilling programs

Don't assume. **BOOST OUTCOMES!**

Offer career transition programs for the displaced workers as an employability lever