



Become Employable Long-term

Revisiting these lessons is highly encouraged.

There is no way to predict what will happen in the future.

I am suggesting you think about a career in terms of its potential to help you with long-term employability, rather than long-term employment.

When you consider a particular position or a potential career path, think if it will:

- **help you adapt your transferable skills,**
- **encourage your determination to adapt to changes around you, and**
- **give you the opportunity to create added value.**

This module will help you understand a contemporary and forward-looking view of a valuable employee, and the benefits of re-applying yourself to your current path vs. launching your career anew. Towards the end, you should be able to visualise the best direction to take as you move towards a fulfilling career.

Performance is overrated

Talent selection in the 1980s focused heavily on performance as an indicator of who is right for a role. But today, other factors are equally, if not more important as predictors of success in the workplace. These factors are not just what will get you hired now, but help you have a sustainable career, where you adapt for longevity in employability, rather than a long-held position.

According to Monique Valcour, “a **sustainable career** is dynamic and flexible; it features continuous learning, periodic renewal, the security that comes from employability, and a harmonious fit with your skills, interests, and values.”



For many industries, there are now multiple pathways for entry. In careers where the supply of tertiary-qualified people isn't meeting demand:

- entry requirements are being relaxed,
- periods of training shortened or delivered in different modes, and
- more individual approaches welcomed.

Let's talk about this in the context of an institutional vs. vocational approach.

For example: Consider a person who has led a purely academic life, compared to someone who has practical life experience.

The person with practical experience has likely had more of an opportunity to develop and demonstrate their potential. They have formed skills and achievements within the workplace and have learned to add value to a company while on the job.

Though academic life certainly has its place, you can see how long-term employability depends on more intangible factors than looking good on paper.

Let's explore some of those factors in the next module.