BUILDING CAREER CAPITAL

A NEW LENS FOR UNDERSTANDING THE DEVELOPMENT OF THE VET WORKFORCE
The changing nature of work

The changing nature of careers
Psychological contract:

...a set of individual beliefs, shaped by an organisation regarding the terms of an exchange agreement between individuals and their organisation (Rousseau, 1995, p. 9)

From secure employment for all... to... ‘opportunities’ for those who are needed and are ‘fit’ for their job (Herriot and Pemberton 1995)
Metaphors for ‘new’ careers

- Boundaryless (De Fellippi and Arthur 1996)

Careers in VET

Careers shaped by changing workforce structures and changing nature of work in the sector (NCVER 2004; Harris, Simons & Clayton 2005, WA DET 2006)

Careers – an interplay between individual and institutions (Walton and Mallon 2004)
Perceptions of careers

Traditional and contemporary views held in tension

Redefining the ‘boundaries’
Careers are characterised by high levels of mobility and self-directed career behaviour that is directed to achieving two outcomes – job satisfaction and the attainment of security of employment.
Career Capital

• Part of the repertoire of strategies needed for the effective management of careers by individuals; and for organisations interested in developing their workforces

• Two forms of capital – individual and relational
Career Capital (ii)

- Knowing why
- Knowing how
- Knowing whom
- Knowing what
- Knowing were
- Knowing when

(De Fellippi and Arthur 1996; Jones and Arthur 1996)
Opportunities and Career Capital

- ‘Opportunities’ as a major tool of development

- ‘Opportunities’ – can create issues

What we can deduce from careers study:

- Different types of capital are valued - for example, most travelled pathway into management roles was via pathways inside training organisations (organisational knowing how)
- Direct recruitment into organisations brings different sorts of capital (for example industry know how and whom)
- Strong preference for domain specific knowledge in education/training as a foundation for a career in management (know how)