

Career skills

Citation for published version (APA):

Grosemans, I., & De Cuyper, N. (2021). *Career skills: Top tips for career management*. Poster session presented at EAWOPii webinar, United Kingdom.

Document status and date:

Published: 09/12/2021

Document Version:

Publisher's PDF, also known as Version of record

Please check the document version of this publication:

- A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher's website.
- The final author version and the galley proof are versions of the publication after peer review.
- The final published version features the final layout of the paper including the volume, issue and page numbers.

[Link to publication](#)

General rights

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal.

If the publication is distributed under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license above, please follow below link for the End User Agreement:

<https://www.ou.nl/taverne-agreement>

Take down policy

If you believe that this document breaches copyright please contact us at:

pure-support@ou.nl

providing details and we will investigate your claim.

Downloaded from <https://research.ou.nl/> on date: 05 Jun. 2023

Open Universiteit
www.ou.nl



Making chocolate teapots: Striving for ‘good’ youth work Career skills

Policy brief, November 2021
Ilke Grosemans and Nele De Cuyper

TOP TIPS FOR CAREER MANAGEMENT

Societal changes, such as digitalisation or globalisation, are leading to changes in the labour market and jobs.

While important for everyone, investing in one’s employability to adapt to these changes is particularly valuable for young adults at the early stages of their careers.

Our research on education-to-work transitions identified three elements that are important when entering the labour market.



✓ Invest in developing career-related competencies

Many career competencies or skills have been identified in the past. In general, three categories are considered: (a) knowing-how relates to the skills and expertise you have that are relevant for your (future) job, (b) knowing-why refers to your motivation and values, for example what you find important in your future job, and (c) knowing-whom refers to the depth and breadth of your professional network. Our research indicates that young people who have stronger career competencies before entering the labour market are more likely to start in a job that fits their prior education, stressing the value of these competencies in the early career (Grosemans & De Cuyper, 2021).

✓ Go beyond formal learning for career-enhancing activities

To develop key skills, people often think in terms of taking additional courses or attending seminars and presentations. These activities are certainly valuable, but we encourage young people to learn informally too as this may be especially useful for developing career-related competencies. An example is to ask for feedback or to “learn by watching”, which can be very helpful in gaining insight into your own strengths before entering the labour market (Grosemans, Smet, Houben, De Cuyper, & Kyndt, 2020).

✓ Make a deliberate choice when entering the labour market

Finding a job can be a difficult process and it is tempting to quickly accept a job offer, even if this job does not fit your educational background. However, our research has shown that underemployment at the beginning of one’s career can have effects in the long-term, creating additional future career boundaries (Grosemans, Vangrieken, Coertjens, & Kyndt, 2020).

Sources:

- Grosemans, I., & De Cuyper, N. (2021). Career competencies in the transition from higher education to the labor market: Examining developmental trajectories. *Journal of Vocational Behaviour*, 128 (<https://doi.org/10.1016/j.jvb.2021.103602>)
- Grosemans, I., Smet, K., Houben, E., De Cuyper, N., & Kyndt, E. (2020). Development and validation of an instrument to measure work-related learning. *Scandinavian Journal of Work and Organizational Psychology*, 5, 1-16. doi:10.16993/sjwop.99
- Grosemans, I., Vangrieken, K., Coertjens, L., & Kyndt, E. (2020). Education-job fit and work-related learning of recent graduates: Head start or filling a gap? *Journal of Career Development*. doi:10.1177/0894845320904789