



ONLINE

SKILLS DEVELOPMENT

CAREER DEVELOPMENT SUPPORT IN CHANGING LABOUR MARKETS

POLICIES AND PRACTICES IN CAREER GUIDANCE, CAREER EDUCATION
AND CAREER DEVELOPMENT SUPPORT FOR WORKERS

24 NOVEMBER – 5 DECEMBER 2025

 2 WEEKS, 20 HOURS

CAREER DEVELOPMENT SUPPORT IN CHANGING LABOUR MARKETS

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OVERVIEW

SNAPSHOT OF THE COURSE

In times of changing labour markets, rapid technological developments such as AI, and the green transition, career development support is becoming increasingly important for people to manage the frequent and complex transitions within and between learning and work they face. The OECD recognizes the impact of well-functioning career guidance systems on the economy by supporting effective labour markets, education systems, and social equity, all of which are essential for navigating fairly and successfully in a changing labour market.

This 2-week online course is organized as part of **Global Careers Month 2025**. The Global Careers Month 2025 is organized by the Inter-Agency Career Guidance Working Group (IAG CGWG) — bringing together Cedefop (European Centre for the Development of Vocational Training), the European Commission, the European Training Foundation (ETF), the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD), UNESCO, and the World Bank, in collaboration with the International Association for Educational and Vocational Guidance (IAEVG), the International Centre for Career Development and Public Policy (ICDPP), and WorldSkills.

Alongside the global events and activities taking place throughout the month, the two-week intensive course will offer tutoring on building effective career development systems and provide feedback on a practical guided assignment. This hands-on component will enable participants to design and initiate concrete career guidance initiatives at the national level, strengthening capacity and fostering real-world impact beyond the event itself.



ONLINE

ITCILO E-CAMPUS



DATES

**24 NOVEMBER –
5 DECEMBER 2025**



LANGUAGES

ENGLISH



APPLICATION DEADLINE

15 NOVEMBER 2025

WHAT

WHAT DOES CAREER DEVELOPMENT SUPPORT?

Career development support **includes activities such as:**

- Career guidance for all, and especially for unemployed and inactive
- Career education in schools, TVET institutes, universities and adult learning institutions
- Career development support for workers.

WHAT TOPICS DOES THIS COURSE COVER?

The course provides practical guidance on how to develop, implement and improve career development support systems in education, training, labour market services, and support for workers (formally employed, informal work, self-employed).

- Key elements of career development support systems such as coordination, staffing, financing and use of technology
- Typical challenges faced by national stakeholders in establishing those key elements
- Potential solutions to address existing challenges, with reference to international experience.

WHAT WILL I LEARN?

Participants will have the opportunity to discuss with world-class experts and their peers how to enhance and/or develop career development support systems in the context of employment services, education and training institutions, and with regards to career development support for workers. In particular, participants will learn:

- how to adapt career development support systems and services to global developments impacting on education and training systems and the labour markets

- how key elements of career development support systems could be achieved, from coordination, to funding, quality, access, and use of technology
- how career development support is linked to the UN Sustainable Development Goals and can contribute to wider public policy goals in education, lifelong learning, employment and social inclusion.

WHAT WILL I BE ABLE TO DO?

The course aims to empower participants in shaping career development support systems, policies and services in their country and respective institution. It enables them to:

- Better understand **how to adapt support systems and services to global challenges**
- Test and **apply innovative approaches** of career development support in their country
- Prioritize and plan **how to implement measures** that strengthen national career development support systems.

WHY

WHY SHOULD I JOIN?

There are at least three strong reasons why you should not miss this course:

- Career development support is **becoming more important than ever** in the context of fundamental and rapid changes in the labour markets and will play a key role during economic recovery.
- Career development support is often a **missing or weak link between education and the labour markets** and therefore needs to be strengthened in many countries.
- This e-learning course consists of a **blend of online resources**, 'real time' interactive sessions led by ILO and ETF specialists and ITCILO experienced trainers, individual and collaborative group exercises using our eCampus platform.

WHO

WHO TAKES THIS COURSE?

- High level technical staff and service directors/managers (from ministries, education agencies or SME agencies and other institutions in the field of education, higher education, TVET and employment services)
- Representatives of employers' and workers' organizations, as well as NGOs, with a role on planning and organizing career development support services.

HOW TO APPLY

Find the application form at <https://oarf2.itcilo.org/STF/A9718164/en> and apply, the latest on **15 November 2025**.

PRICE

Total €990

The ITCILO has a limited number of fellowships for participants from developing countries.

HIGH-LEVEL RESOURCES

Learn from
ITCILO and ETF

PROVEN PROCEDURES

This course is
designed based
on internationally-
recognized strategies
and standards



SCAN THE QR CODE
OR VISIT

bit.ly/3IIIdjVr

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO
Employment Policy and Analysis Programme (EPAP)
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skillsdevelopment@itcilo.org
www.itcilo.org

The ETF, as a decentralised agency of the EU, is a non-profit entity. The course fees are charged solely by ITCILO to cover for the tuition fees and subsistence costs specified.

COURSE CODE: A9718164