

1. Personal Development

I'm empowered to lead my changes

GRAND CHALLENGES :

C1. Health, demographic change and wellbeing

C4. Smart, green and integrated transport

C6. Europe in a changing world - inclusive, innovative and reflective societies



CHALLENGE

Uncertainty is rising due to a rapidly changing living and working environment and there is a shift of risks and responsibilities from the state and employer to (vulnerable) individuals. Today's life-job-education pathways do not respond to the need of acquiring new skills and knowledge for having a fulfilled life. Citizens need technical, social, individual skills and an entrepreneurial mindset to stay competitive in the labor market and be able to adapt to a changing

environment. They need to be able to make individual choices to cope with the quest for flexible and adaptive careers over a lifetime. There is not enough psychological knowledge on barriers for changing life-job-education paths and for dealing effectively with uncertainty. Responsibilities of state, businesses, individuals and other actors are dissolving and new mechanisms for coping with these challenges are needed.

SCOPE

Research should underpin the set-up of experiments with new models of coping with changing environments. Research could focus on one or more of the following key aspects:

- Better understanding the current situation especially consequences such as resignation, depression, polarization, social inclusions, exclusion
- Better understanding the labor market and its future changes through theories, models and foresight approaches
- New practices and tools to empower people to make good choices and orient themselves in order to be better prepared for possible future changes (sociology, educational theory, psychology)
- Exploring possible roles of communities for enabling alternative life-job-education pathways

Citizens of all ages should be involved not only in the research but also in the implementation phase. Particular attention should be paid to differences between different generations.

EXPECTED IMPACT

- Means are available that empower individuals to harmonize life choices in a changing world
- Improved personalized education
- A more flexible job market with the individual in the center
- Possible models are developed for introducing alternative life-job-education pathways, which involves different actors and shares responsibilities (e.g. communities, NGOs, CSOs, businesses, etc.)

PERSONAL DEVELOPMENT

1 I am empowered to lead my changes

Research topic :
I'm empowered to lead my changes

#6.d

Grand Challenges :

- 1: Health, demographic change and wellbeing
- 4: Smart, green and integrated transport
- 6: Europe in a changing world - inclusive, innovative and reflective societies

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Online consultation rating: avg. 3,68/5

Countries prioritizing this research area: Sweden

CITIZENS' VISION

[UK] Vision 2: Community Empowered Learning for the 21st Century

"There is freedom of choice about whether to use life-long learning [...] education is not age based on result dependant. Qualifications are elective. Access to these resources is unlimited throughout a person's life (...). Every person has the right to be educated in a way that allows them to reach a full potential"

[HUN] Vision5: Education in the world of transforming work

"Lifelong learning has been accepted as an important value"

Policy recommendations on personal development

There is a need to ensure that we have **solutions oriented towards the older generation adaptation process to fast changing environment**. We often make the presumption that if we educate young generations to have the skills needed to cope with fast changing environment, then they will have these skills all their lives. We need to have solutions for today's older generation not only seeking to ensure that they don't get excluded from normal living and society, but also to prepare and enlarge our toolbox for possible future situations. Solutions from these generations will also be useful for other generations.

The world is rapidly changing as a result of globalisation, development of new technologies etc. It requires new mechanisms for individuals to cope with these challenges. Shifting risks and responsibilities to individuals might deepen this problem and today's structures (state, businesses, families, etc.) do not ensure that citizens are prepared to face the new

challenges. **Communities may be worth to consider as a way to acknowledge and address the needs of individuals so they are not left behind.** It is not innovative in the sense, that community and community building is one of the focus points of EU/EC, but is still innovative in personal development area to have more emphasis not on individual or economic challenges, but to support communities.