

Examinations

Topic: Careers

Question: People are starting to think that the idea of giving a single career is an old fashioned one, discuss

People are starting to think that the idea of having a single career is an old fashioned one, but if you look closely at the issue you may find that it is employers rather than employees that have shifted the viewpoint.

Originally people had job security and father and son would pass down their jobs to the next generation, but in the late 1950's that began to change as there was easier access to education. This led to children and parents having different careers, when coupled with events from the industrial revolution and increasing mechanization led to the increase of large corporations

These large corporations pushed for greater flexibility in the workforce. This allowed them to 'hire and fire' people with greater ease and change their organizations according to the needs of customers.

To adapt to this new environment people had to learn that a job is NOT for life and to ensure their employability they needed to not just have one skill, but many.

This in turn led to people talking about the need to retrain and reskill. In my short career I have held a number of jobs in a number of companies. This would have been unusual in the 1950's.

To take the argument further would people choose to do this? Flexibility in skills unfortunately has not led to greater job security. People are not often given the chance by a company to retrain rather than be made redundant. In fact the quality of living has decreased since 1976 in the UK and the amount of stress has increased.

Part of the reason for this is that people are not just expected to do their jobs, but also to learn new skills, rather than talk of job security we are told of job flexibility. The reality of this is that people lose their jobs. In 2002 10% of employees at the company I worked at lost their jobs. So ask me if the idea of a 'single career' is old fashioned and I would say yes, but ask me if I like the idea and I would say no, because it has also meant the loss of job security and an increase in stress levels.

(Written answer took 25 mins, word count of 368. Band 9 level answer)