



UNIVERSITY OF
DERBY

derby.ac.uk/iCeGS

iCeGS ANNUAL REVIEW

2019

INTERNATIONAL
CENTRE FOR
GUIDANCE STUDIES



The International Centre for Guidance Studies (iCeGS) is a research centre with an expertise in career development and widening access. The Centre conducts research, provides consultancy to the career sector, offers a range of training and delivers a number of accredited learning programmes up to and including doctoral level.

The Centre employs a team of researchers and lecturers with a range of academic and professional backgrounds, we work closely with a network of research associates and partners who contribute specialist knowledge and capacity as required. iCeGS has a strong ethos which connects social justice to policy and practice through our research.

WELCOME

to the 2019 iCeGS annual review

Reflecting back on 2019, I am not quite sure where the year went. I know as always, we have been very busy and have had the opportunity to work on some innovative and exciting projects and with some amazing organisations. During 2019 we have continued to build our research portfolio focusing on projects addressing widening access with the DANCOP funded project, 'Collective Dimensions of HE decisions'. This innovative research explores young people's social networks and how these influence their career decision making. We have also been fortunate to work with colleagues at The Service Children's Progression (SCiP) Alliance and through evidenced based research created a framework for schools which will support them to review how they work with Service children.



We continue to work closely with our colleagues in Europe and beyond. I was fortunate to be part of the England delegation attending the International Centre for Career Development and Public Policy (ICCDPP) Biennial Symposium in Tromso, Norway in June (yes the sun really does shine at midnight). This year we completed the Erasmus+ QUAL-IM-G project with colleagues to explore quality standards, this culminated in a symposium at the IAEVG conference in Bratislava. We are also working with colleagues in the Czech Republic, Spain, Greece and Denmark to identify influences on young people's career decision making. These all contribute to helping us learn from our European colleagues and build our shared understanding of the similarities and differences across our nations. This is an important area of our work that we hope will continue.

iCeGS began to train careers professionals only recently, but in a short space of time a number of our alumni have contributed to our sector, producing articles for Careers Matters, being a regional rep for the CDI and contributing to national developments. The programme goes from strength to strength as does our Career Leaders programme. As well as hosting the CDI student conference, we have continued to host the highly successful National Careers Leaders conference. Both will return in 2020 and be joined by a third event in partnership with the CDI to promote research with practitioners. The researcher practitioner conference will be in February so please join us for it.

The new year will bring for us the completion of the evaluation of the implementation of the Gatsby Benchmarks in the North East of England. The work that has been undertaken in schools and colleges over a relatively short space of time demonstrates the extent to which Gatsby has contributed to a behaviour change, this is being documented not just in the North East but across England. We are starting to gather intelligence from colleagues in Norway, Sweden, Spain, Hong Kong and Australia who are exploring how they may be able to use the Benchmarks within their own context.

It is with that in mind that we are so pleased to host David Andrews OBE, Emeritus Visiting Fellow at iCeGS as the annual lecture speaker this year. David has produced a timely second edition of his History of Careers Education; this together with his thoughts on Gatsby, Career Leaders and the future of careers work in schools will form the basis for his farewell to the sector.

It is somewhat fitting that we have returned to our annual lecture just before Christmas and have an opportunity to say goodbye to 2019 and look forward to whatever 2020 brings!

Dr Siobhan Neary, Head of iCeGS

THE iCeGS ASSOCIATES NETWORK

In 2017, the iCeGS Associates network underwent a transformation when our MA students joined us for the first time. Since then the students have grown in number, some have graduated and gone on to secure jobs in the sector and have joined us as practitioners in their own right, with stories and practice to share.

Our Associates Team has also changed, and the network now includes members who represent the full scope of the sector. The Associates have three meetings each year and although the iCeGS staff provide the room and coordinate an agenda, it is fair to say that the group has become a vibrant, community of practice with members volunteering their time and energy to provide an engaging programme with a mix of policy briefings, research and practice. The meetings have also provided a forum for our MA students to share their independent studies research. This year our programme has included presentations about such diverse issues as the argument for 'greening' careers guidance in response to the sustainable development and environmental justice agendas and the lessons learned from the Gatsby Benchmark pilot evaluation. Next year our programme is already looking very exciting and we look forward to building the network and working with new and existing colleagues.



our annual lecture delivered by Professor Liz Atkins



the Career Development Institute's annual student conference



The National Career Leaders conference at the Enterprise Centre in Derby

Events

Our reputation as a provider of quality events which contribute to and enhance practitioner's continuous professional development continues to grow. This year our programme has included conferences, lectures and practical workshops.

Our programme began in December 2018 with our annual lecture delivered by Professor Liz Atkins. Liz presented research undertaken in Guernsey and her lecture - Pride and Prospects: Developing a socially just level 1 curriculum to enable more positive school to work transitions was enjoyed by over eighty people and resulted in a publication available on our website.

In April 2019, iCeGS hosted the Career Development Institute's annual student conference for the second time. This collaboration resulted in a highly successful event which was attended by over 50 students. The delegates were treated to a wealth of expertise from nationally recognised experts in the field. Presentations on moving beyond generational theory, moving in to private practice, juggling the dual roles of careers adviser and careers leader in schools and colleges and career coaching approaches made for an interesting and thought-provoking day which was enjoyed by all.

In May iCeGS hosted our first public seminar which was delivered by Dr Fiona Christie. The seminar, 'Practitioner research in careers work; the impetus of troubling questions about policy and practice', allowed Fiona to share her journey from a research practitioner to a full-time academic research post at Manchester Metropolitan University's Decent Work and Productivity Research Centre.

In July and working again in collaboration with the Career Development Institute, iCeGS hosted the second annual, National Career Leaders conference at the Enterprise Centre in Derby. This was a resounding success and attracted 106 delegates over the two days. The event provided a forum for discussion and the sharing of good and innovative practice. The event provided a platform on which to build the new national community of practice for careers leaders in schools and colleges (facilitated by the CDI and launched at the event) and to address the issues presented by recent statutory guidance, quality standards and training.

In November, we welcomed our International Visiting Professor, Dr Jim Bright from the Australian Catholic University who delivered a practical half-day workshop to delegates, which provided a practical demonstration of the Chaos Theory of Careers in personal career guidance and counselling.

Our plans for events in 2020 include a new conference for practitioner researchers. This will be a new collaboration with the CDI and will take place on February 27th 2020.



In June 2019 the International Centre for Career Development Policy and Practice (ICCDPP) hosted its biennial symposium in Tromsø in Norway. This event brought together policy makers, careers professionals and researchers from 33 countries to share the global challenges for career development. Staff from iCeGS have a long-standing tradition of contributing as part of the England delegation and this year was no exception. The symposium focuses on key issues affecting career development policy around the world, the focus for this year's event was on

challenges and access to career development, integrating career development into the wider society and leading innovative change for the future.

The symposium resulted in a communique that summarises the discussions and makes recommendations as to how Governments can better support the career development of their citizens, this can be accessed at <https://www.kompetansenorge.no/iccdpp2019/key-outcomes/Communique-2019/>



Erasmus + QUAL-IM-G

This project focused on improving the implementation of quality assurance in careers guidance and brought together colleagues from the UK, Slovakia, the Czech Republic, Norway, the Netherlands, Germany and Austria. The project focused on strengthening the quality assurance for partner countries and transnationally. Outputs for the project included, a report documenting quality assurance practices across the project partners, a mentoring programme for career guidance practitioners wanting to implement quality processes, a certification process, a framework and auditing/labelling procedures. Information about the project and access to the resources can be found at <http://guidancequality.eu>

CICC

In 2018, iCeGS began a new venture with European colleagues through an Erasmus funded project: Crucial Impacts in Career Choice. The project is led by EKS in the Czech Republic and the project team includes colleagues from Via University College Denmark, University of Santiago de Compostela, Spain and Sivitanidios LifeLong Learning Centre, Greece. The project has two outcomes. The first is research which develops an understanding of what influences young people's career decisions; the second will be a handbook for career teachers, practitioners and leaders to support them to develop their programmes. The project is making good progress. An online survey for young people and their parents and focus groups for students in all partner countries are underway and showing a good rate of response. The project offers the researchers an opportunity to explore the use of research circles (a new method of action research for most of us) and the teams have been working with Danish colleagues to learn about and develop this research approach. The work on the first stages of the handbook are underway. The project finishes in August 2021 when the handbook and research will be published in Czech and English and these will be made widely available through both iCeGS and the project website.

Johnson & Johnson's 'Bridge to Employment' programme

iCeGS are the national evaluators of healthcare company Johnson & Johnson's (J&J) 'Bridge to Employment (BTE)' programme – an international programme delivered to students from disadvantaged communities around the world. It inspired young people to enrol in higher education, excel academically and pursue science and health related careers. As an evaluator of the U.K. BTE High Wycombe and BTE Bracknell programmes, our research assistant Lewis attended J&J's annual Alliance Building and Training Session (ABTS) conference in New Brunswick, USA. Here he spent time with J&J professionals, BTE students and other BTE evaluators from around the globe including South Africa, Sweden and New Zealand amongst others. At the conference, discussions focussed on identifying current BTE best practices and highlighting new strategies for continuous programme improvement. At present, BTE High Wycombe has finished its third and final year of the programme, while BTE Bracknell has recently entered its second year. More information about the wider BTE programme and the 2019 ABTS conference can be accessed here: <https://www.bridge2employment.org>



CONTINUING PROFESSIONAL DEVELOPMENT

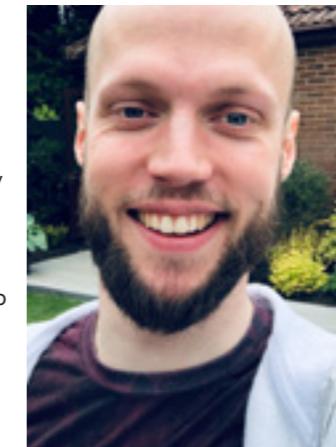
The MA in Careers Education and Coaching

In September 2019 twelve new faces joined us and began their journey towards professional qualification and new careers. Students on the programme continue to enjoy presentations from an exciting range of external lecturers who offer their expertise and perspectives on a diverse range of topics. This year our students have once again been able to meet alumni who have shared their expertise and experience of the programme. Our alumni have gone on to secure jobs in a diverse range of roles including as enterprise coordinators, career leaders, researchers and practitioners working in schools,

colleges, universities, community settings and as sole traders across the UK. This year has seen our first student publish in a sector magazine and one of our alumni has been working with the Careers and Enterprise Company to produce national guidance on improving the quality of employer engagement activities. Finally, one of our alumni has recently had their dissertation cited in an international publication. We are very proud of all of the students and look forward to watching their career journeys as they take up their roles as practitioners, managers and thought leaders across the sector.

Alasdair McMillan

So far, the experience of the masters has been transformative for both myself and my practice. On a personal level, it has opened me up to new ideas about career, politics and working with other people. In particular, person centred guidance has elements which I have applied to interacting with people in all sorts of ways. My practice has already been truly transformed as I now support students to come to their own conclusions about their applications, and in particular their motivations for applying to jobs. Using a person centred model and open questions I have been able to draw valuable and interesting answers from my clients. I am looking forward to using similar methods in full career coaching.

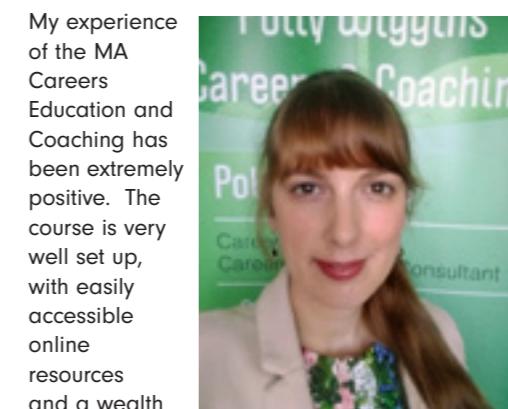


Career Leaders



Over the summer of 2018 iCeGS was selected as one of 12 national providers to deliver Career Leadership training on behalf of the Careers and Enterprise Company. Career Leadership is an exciting development in the careers sector focussing on the requirements of the government's career strategy to have a named Careers Leader in every school. The Careers and Enterprise Company hopes to train 1400 new Career Leaders to raise the standard of Career Leadership across the sector and to stimulate the market for future training. iCeGS launched its delivery nationally in January 2019. Focussing on delivery in Derby, the Black Country and Warrington. iCeGS have been delivering both accredited and non-accredited training and to date have had over 100 learners register with the Careers and Enterprise Company for our programs. We are really looking forward to seeing our first accredited learners graduate from our program in November. iCeGS' program has focussed on engaging learners with the history of careers theory and helping them understand its relevance for running programs in schools. Alongside this we have made particular use of iCeGS expertise around change management and managing career programs. The feedback from our learners has focussed on the importance of in-depth theoretical and practical thinking to develop Career Leadership as well as the benefits of learners engaging with other leaders through the social environment a course creates. Career Leadership creates a key driver to how career work in schools is moving forward in England and iCeGS are very pleased to be at the forefront of it.

Polly Wiggins



My experience of the MA Careers Education and Coaching has been extremely positive. The course is very well set up, with easily accessible online resources and a wealth of support available. The teaching team are fantastic; knowledgeable, enthusiastic and inspiring. As someone who is already working in the careers sector, I am taking this course to further my professional development and already the course has had a huge impact on my professional practice. The in-depth and thought provoking teaching within all modules is integrated in professional practice. In particular, the course encourages critical engagement with all aspects of careers work. I can feel myself becoming a better careers practitioner; I am growing and improving thanks to my experiences on this course.

PROJECTS

EKS



The collaboration between iCeGS and EKS, a Prague based NGO focused on career guidance and education, started with a simple email. EKS had been looking for partners for an ERASMUS+ project which was exploring training for career development practitioners and sent a partnership request around Europe. iCeGS was quick to send a positive reply and a basis for a fruitful working partnership had been created. Our partnership has existed for four years now, bringing together practitioners from different countries (Spain, Denmark, Greece, Czech Republic and the UK) and different professional backgrounds (universities, college, secondary school, community association and NGO). Thanks to wide variety of our practices and experience we can bring different perspectives to our joint work. This means that we have been able to create training tools that can be used by practitioners across Europe.

Our first product was a handbook called the Diverse World of Career Guidance (<http://www.ekscr.cz/sites/default/files/obrazky/soubory/publikace/thediverseworldofcareerguidance.pdf>). It offers a broad spectrum of inspiration and experience from 11 different authors who have a wide range of occupation, professional history, age, gender, nationality but a shared passion for career guidance and education. The aim was to show different pathways of becoming a career practitioner and different approaches to career guidance and counselling.

Critical Impacts on Career Choices

In September 2018 we began another ERASMUS+ project, Critical Impacts on Career Choices. We are currently working on complex research into key factors that are influencing career choices of young people aged 13 - 16 years. It includes a survey with both young people and their parents (in 5 different EU countries), followed by focus groups and research circles. The latter is an emancipatory research method originating from Sweden, offering a democratic and creative meeting place for both researchers and practitioners. Once completed, the research results along with recommendations will be published in a new handbook for career practitioners.

DANCOP

iCeGS have conducted two projects with the Derbyshire and Nottinghamshire Collaborative Outreach Programme (DANCOP). The first was an evaluation of the work conducted by DANCOP in phase 1 of the National Collaborative Outreach Programme (NCOP) which explored how the collaborative partnership had formed and delivered outreach as well as identifying the impacts of the programme on schools, staff and students. The evaluation showed that DANCOP had been able to surpass its targets in terms of engagement with schools and individual students. Feedback from staff, parents and students was highly positive. Comparison of pre and post survey data suggested that those students who did engage with outreach activities, compared to those who did not, were significantly more knowledgeable and confident about their next steps, about attending university and about some aspects of employability.

The second project iCeGS undertook was an exploration of the social networks of students and how these were involved in decision making about post 16 and post 18 progression pathways. In depth interviews with students and those they identified in their social networks indicated that parents were key in supporting decision making but that for many, siblings provided an invaluable source of information, advice and guidance. Frequently seen as role models, they were often instrumental in raising aspirations. Teachers and individuals working in career guidance roles were a final source of decision-making support, with relatively fewer individuals suggesting that their peers played a significant role in helping them decide which destinations were appropriate.

Safe researcher training

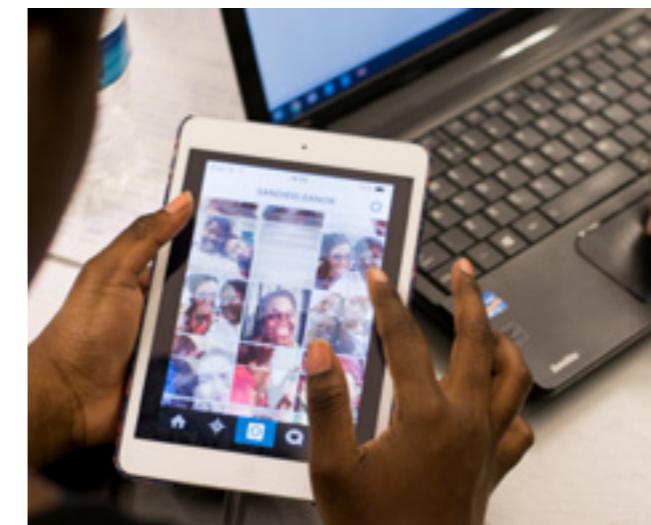


Dr Jill Hanson and Lewis Clark have both successfully completed the Office for national Statistics 'Safe Researcher' training and assessment which is now a requirement for any individuals wishing to access and use government data sets such as the

National Pupil Database (NPD) and Individual Learner Records (ILR). Further to this, the University has been able to provide an environment that meets the stringent security requirements set by the ONS for individuals wishing to use their secure access system for working with these datasets. Jill and Lewis will be applying for access to the NPD and ILR as part of the evaluation of the implementation of the Gatsby Benchmarks.

PUBLICATIONS

- Andrews, D. and Hooley, T. (2019) '**Careers leadership in practice: a study of 27 careers leaders in English secondary schools**'. British Journal of Guidance and Counselling' 47 (5), pp. 556-568.
- Dodd, V., Haug, E., Hooley, T and Neary, S. (2019) '**Quality Assurance Standards: A synthesis of quality standards across partner countries**'. Summary Report. Derby: University of Derby.
- Dodd, V., Hooley, T. and Burke, C. (2019) '**Decent Work in the UK: Context, Conceptualisation and Assessment**'. Journal of Vocational Behaviour, 12, pp. 270-281.
- Hanson, J., & Clark, L. (2019) '**Future Frontiers: The impact of career coaching on career readiness and indicators of successful transitions in Year 11 pupils.**' Executive Summary, May, 2019. Future Frontiers - Report Summary.
- Hanson, J., Vigurs, V., Moore, N., Everitt, J. and Clark, L. (2019) '**Gatsby careers benchmark north east implementation pilot: interim evaluation (2015-2017)**'. Derby: University of Derby.
- Hooley, T. (2019). '**International approaches to quality in career guidance**'. Oslo: Competence Norway.
- Hooley, T. (2019). '**Why higher apprenticeships are critical to business**'. Open Access Government, 19 October. Available at: <https://www.openaccessgovernment.org/higher-apprenticeships-business/72875/>
- Robinson, D., Moore, N. and Harris, C. (2019) '**The impact of books on social inclusion and development and well-being among children and young people with severe and profound learning disabilities: recognising the unrecognised cohort**'. British Journal of Learning Disabilities, (1), pp. 1-14
- Moore, N. (2019) '**Nudge theory: Should career development practitioners have a position?**' Career Matters, Stourbridge. Career Development Institute.' 7(3), pp. 10-11.



Over the last 12 months, we have been working hard to bring you news about the centre and the careers industry. You can find out more about what we do on our website, derby.ac.uk/icegs

We have the following social media channels:

- @iCeGS
- @icegsuod
- International Centre for Guidance Studies (iCeGS)

We aim to post something on our social media channels every day. However, if you still want to find out more about what we do and gain exclusive information about our events and future publications, please join our e-mail mailing list. derby.ac.uk/icegs/contact-icegs



UNIVERSITY OF
DERBY

derby.ac.uk/iCeGS

International Centre for Guidance Studies

Head of Centre: Siobhan Neary
University of Derby
Kedleston Road
Derby
DE22 1GB

T +44 (0)1332 591267
E icegsenquiry@derby.ac.uk

