

Professional Careers Education and Guidance Forum Wales

Mercure Holland Hotel, Cardiff, Tuesday 22nd January 2.30pm – 4.15pm

MINUTES

Welcome, Introductions and Matters Arising

Action

Those present:

Jan Ellis, The CDI (chair), Janet Davies, The CDI and Careers Wales, Sharon Evans, NHS Wales, Kerrie Pritchard, Ysgol Y Deri, Sarah Finnegan-Dehn, Independent Careers Practitioner, Becky Watkins, Dwr Cymru/Welsh Water, David Pugh, PRIME Cymru, Stacey Long, Ysgol Y Deri, Ciara Bomford, Careers Wales (minutes)

Apologies:

Carolyn Parry, The CDI, Derek Hobbs, Careers Wales, Mark Owen, Careers Wales, Shirley Rogers, Careers Wales, Angela West, HEFCW, Kathryn Robson, Adult Learning Wales, Emma Verrier, Welsh Independent Schools, Karen Higgins, WLGA, Tim Opie, WLGA, Jane Lewis, South West and Central Wales Regional Skills Partnership, Steve Pringle, Estyn, Alyn Connick, Estyn, Steve Huxton, Older People's Commissioner's Office, Karen Higgins, WGLA, Maria Thomas, Shaw Trust, Jane Johns, Inspiring Futures, Lesley Richards, CIPD Wales, Andrew Kirby, Go Wales Cardiff University, Bronwen Raine, Antur Teifi, Natasha Davies, Chwarae Teg, Jane Morris, Independent.

Introduction:

Jan Ellis outlined the purpose and history of the forum: to bring together people in Wales who work in career guidance or have an interest in career development. It is a forum to share thoughts and ideas, to network and to develop collaboration.

There are three key pillars for the group

- To be the voice of the career development profession in Wales
- To share best practice and research
- To address issues relating to CPD and workforce development

Meetings so far have attracted a mixed audience dependent on topics, e.g. research in the sector, the changing labour market, neurodiversity.

Matters Arising: Response from Russell George AM

Jan summarised the response from Russell George as a result of our response to the Industry 4.0 report, and was pleased that he suggested career development would need more investment

Careers in the NHS, Sharon Evans

Sharon is the Careers Officer for NHS Wales. HEIW came into existence on 1st October 2018, bringing together everyone who works on workforce development in the NHS, including careers and widening access. Strategic planning involves understanding where skills shortages will be and how to communicate that to potential applicants via partner organisations, events (e.g. Skills Cymru) and media campaigns.

The NHS have delivering 6 webinars with the CDI for careers practitioners. Information about skills shortages is also on the NHS Wales website and social media feeds. Key policies that are influencing NHS strategy are: Parliamentary Review of Health and Social Care in Wales, and A Healthier Wales. Contact nhswalescareers@wales.nhs.uk to contact Sharon or invite her to do collaborative work on promoting careers in the NHS. PRIME Cymru suggested they would like Sharon to present to their advisers on opportunities for older workers; the point was raised that older workers may find online applications intimidating and need more support. Sharon will feed this back to the team involved in recruitment.

Sharon

Impact of Neuroscience on Career Coaching, Ciara Bomford

Ciara is the co-author (with Liane Hambly) of “Creative Career Coaching: Theory into Practice”. She presented on developments in neuroscience and their relevance for careers practitioners, for example, how we use system one and system two (intuition and logic), the impact of cognitive bias on intuitive decision making, and techniques that use both intuitive and logical decision making, for example visualisation, role play, metaphor, story-telling.

Jan asked about how this awareness was being rolled out to advisers in Careers Wales, and Ciara explained that training had been run in all regions of Wales, and that many of these techniques are well used amongst Careers Wales advisers.

The Work-Related Curriculum in Ysgol Y Deri, Kerrie Pritchard and Stacey Long

Kerrie is the Assistant Head and Stacey is the transition worker at Ysgol Y Deri, a large special school in Penarth. They presented on how they work with young people in special school on work related learning. They talked about how the pupils set up their own café including designing it, purchasing equipment and being interviewed and the positive impact this had on their confidence and skills.

They also talked about their external work experience placements, and the importance of support and matching the placement to their interests. They emphasised the importance of a dedicated transition worker, providing travel training and building self-esteem. Not having GCSEs can be a barrier – it is important to look at the ability to succeed rather than rely on paper qualifications.

AoB

Jan highlighted the new and updated Code of Ethics for the CDI. All members abide by this code, which includes, for example, the importance of client centred work.

Jan asked the meeting for ideas for future meetings. One idea was diversity and particularly LGBT, for example, the work that Stonewall do. Another example would be to look at how coaching approaches can be incorporated into careers work. A further idea was adult guidance and how the Work Advice Wales project is operating. Jan will follow up on these ideas when planning meetings with Carolyn.

Jan

Date of Next meeting, Thanks and Close

The next meeting is on 22nd January. 2.30pm, same venue. Contributions and agenda items to be sent to Carolyn.

All