

Professional Careers Education and Guidance Forum Wales

Mercure Holland Hotel, Cardiff, Monday May 21st 2018 2.30pm – 4pm

MINUTES

Welcome and Introductions

Action

Those present:

Jan Ellis, Chief Executive The CDI (chair); Carolyn Parry, Project Associate (Wales) The CDI; Ciara Bomford, People Development Manager Careers Wales (minutes); Janet Davies, Professional Standards Committee Member (Wales) The CDI/Accreditation and Learning Co-ordinator Careers Wales; Nicky Moore, Senior Lecturer ICEGS; Sarah Finnegan-Dehn, Director The CDI/Freelance Career Development Consultant; Julie Griffiths, Partnership Manager Wales Department for Work and Pensions; Sharon Evans, Careers Officer NHS Wales; Charlotte Middlemass Head of Workforce Transformation NHS Wales; Cliona O'Neil, HEFCW; Angela West HEFCW; Steve Pringle, HMI Inspector Estyn (joined via skype).

Apologies:

Shirley Rogers, Director of Client Services Careers Wales; Emma Verrier, Welsh Independent Schools Council; Gary Reed, Wales Lead Advance HE; Jane Johns, Inspiring Futures; Lesley Richards, CIPD; Rob Williams, NAHT; Helen Walby FSB; Kathryn Robson, Adult Learning Wales; Jane Goodfellow, Chair AGCAS Wales; Jane Morris, Governors Wales (organising no longer operating); Deb Morgan, Swansea University; Jo Banks, Welsh Government (taking up a new role); Natahsa Davies, Chwarae Teg.

Jan Ellis welcomed people to the meeting and commented that it was encouraging to see so many new faces and also people taking interest who had unfortunately been unable to attend. Meetings dates have now been set for the year ahead so that people have plenty of notice; they will be sent out with the agenda. Next meeting is the 25th September.

Carolyn

She outlined the purpose of the group:

- A forum for careers practitioners with a professional development focus
- To represent a broad range of organisations with an interest in career development
- To be a voice for the professional careers sector in Wales
- To share best practice in research, quality, professionalism, workforce development
- To be both proactive and reactive to government policy developments on behalf of the profession rather than specific organisations.

The minutes of the previous meeting were accepted. Jan highlighted the desire to share ideas particularly around research.

Nicky Moore, Senior Lecturer at International Centre for Guidance Studies (ICEGS) at the University of Derby, presented on current trends in research.

Slides from the presentation will be sent out with minutes and contain hyperlinks to many recent research papers and useful sources of research.

ICEGS is the largest centre in the world for research into career development related topics. They conduct research and provide consultancy, training and development. They also run an MA in Careers Education and Coaching.

Nicky gave examples of current research, including the effectiveness of social pedagogy and an evaluation of the impact of Gatsby benchmarks (the outcomes of which are due to be published shortly), as well as research conducted in many different countries around the world.

Nicky suggested that organisations doing research would benefit from involving HE intuitions to ensure they are asking the right questions and using the right methods to get valid findings.

She highlighted the wide range of organisations who currently conduct research (see slides), including NICEC (a learned society whose publications are available freely to CDI members). In Wales, she highlighted Skills Growth Wales, Chwarae Teg, and a piece of research done by ICEGS in Wales “Gendered Horizons: Boys and Girls Perceptions of Job and Career Choices”.

She discussed the Gatsby benchmarks in some depth, explaining that they were identified through international research on what works in careers programmes. In England, a pilot is being run to see if implementing the benchmarks in schools improves careers outcomes (early findings suggest it does).

The eight benchmarks are:

- Schools should have a stable careers programme
- Career and Labour Market Information available to pupils and parents
- Young people’s needs are identified and met
- Every school subject is linked to careers
- Young people have the opportunity to have memorable/meaningful interactions with employers
- Young people have experiences of the world of work (can be the traditional work experience placement or shorter visits to employer’s premises for specific activities)
- Pupils have opportunities to learn about Further and Higher Education Institutions
- Pupils have personal guidance provided by appropriately qualified careers professional (the CDI lobbied for this to be strengthened as initially it said that this should come from someone employed by the school).

Carolyn

At the end of the evaluation, the pilot research will show whether these are the right benchmarks in a UK context, and whether implementing the benchmarks has had an impact.

Jan commented that the CDI have also felt that the benchmarks do not place enough emphasis on careers education. The CDI would be happy to support a pilot in Wales, and Nicky is happy for people to contact her to discuss the findings.

Steve commented that Welsh Bacalaureate has had a big influence in Wales, since most teachers see this as the vehicle for careers education, but it only includes enterprise activities. There isn't space in the timetable for wider careers education.

Cliona commented that HEFCE are not sure if the advice given by schools is genuinely related to the young people's needs or is more based on the needs of the school (e.g. needing to fill sixth form or targets for getting pupils into HE). They had concerns about schools directing too many pupils to HE instead of work-based routes.

Ciara commented that in the last couple of years, there had been a big push to give parity of esteem to apprenticeship routes, and Careers Wales had had specific funding to do this. More schools now seem to be promoting apprenticeships alongside university.

Nicky highlighted that she is about to start some research into digital skills in the careers sector and might be approaching us shortly to take part. ICEGS have also worked with the CDI to research skills shortages around the UK within the careers profession (more demand for qualified Career Development Practitioners in England since the Gatsby pilot).

Ciara Bomford, Careers Wales shared early findings from a long-term research project which is being conducted in partnership with Careers Wales and WISERD and the Administrative Data Research Centre Wales.

A researcher from University of Cardiff, Dr Suhaer Yunis, has been appointed. Working with the ADRC-W means that data sets from different organisations can be combined; for example, data from Careers Wales that tracks the careers interventions and progress of young people up to the age of 18 can be combined with data from the Welsh National Pupil Database that includes pupil characteristics and educational progress.

Early findings will be published in the CDI magazine, Careers Matters, in June (article given out in paper format). So far, they show that pupils who are most at risk of becoming NEET receive more careers interventions (Careers Wales has had a remit to focus on these young people for the last few years, so this is reassuring).

Other Contributions – reported to the meeting by Carolyn Parry

Several people who were unable to attend the meeting had sent in contributions which will be circulated with the minutes:

Carolyn

- **Gary Reed from Advance HE** – a list of research that has been done recently including research about gender and career progression (attached)
- **Rob Williams from NAHT** – flagged up Primary Futures, research on how children learn about careers from an early age
- **Natasha Davies from Chwarae Teg** – currently finalising research on young women’s perceptions of careers support.

Jan Ellis asked the group whether they found the session useful. The consensus was that it was generally useful to find out more about the range of research currently being done.

Angela commented that it was particularly interesting to hear about UK wide developments.

Cliona suggested that next meeting they could explore some research into interventions related to young people becoming GPs, and possibly link this to the work of NHS Wales. Sarah suggested this could also be linked to the effectiveness of the webinars run by Careers Wales with the Royal College of GPs.

Jan said that research would remain on the agenda for future meetings along with professional development and quality and responding to government policy. She thanked everyone for attending.

Next meeting – 25th September. 2.30pm Venue to be confirmed.