

Professional Careers Education and Guidance Forum Wales

Mercure Holland Hotel, Cardiff, Tuesday 25th September 2.30pm – 4.15pm

MINUTES

Welcome and Introductions

Action

Those present:

Jan Ellis, The CDI (Chair), Carolyn Parry, The CDI Wales, Janet Davies, The CDI Professional Standards Committee (and Careers Wales), Ciara Bomford, Careers Wales (minutes), Derek Hobbs, Careers Wales, Mark Owen, Careers Wales, Sharon Evans, NHS Wales (presenting), Angela West, HEFCW, Dr Suzanne Samuel (presenting), Adult Learning Wales (presenting), Dr Hade Turkman, Chwarae Teg (presenting), Kathryn Robson, Adult Learning Wales, Kay Smith, Learning and Work Institute, Becky Watkins, Dŵr Cymru/Welsh Water, Jane Goodfellow, Cardiff University and AGCAS Wales Chair, Alun Connick, Estyn, Andy Jones, Department for Work and Pensions.

Apologies:

Sarah Finnegan Dehn, Board Member The CDI, Natasha Davies, Chwarae Teg, Bronwen Raine, Business Wales, Shirley Rodgers, Careers Wales, Steve Pringle, Estyn, David Pugh, PRIME Cymru, Helen Walbey, FSB, Gary Reed, Advance HE, Fiona Jones, DWP, Linda Williams, Dŵr Cymru/Welsh Water, Jane Norris, Governors Wales, Mair Bell, Wales Centre for Public Policy, Philip Jones, Princes Trust, Steve Huxton, Older People's Commissioner's Office, Karen Higgins, WLGA, Maria Thomas, Shaw Trust.

Introduction:

Jan Ellis outlined the purpose and history of the forum: to support practitioners in the career development field and to be an overarching group for all with an interest in CIAG.

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

Industry 4.0: The Future of Wales

Carolyn summarised the issues raised in the Industry 4.0 paper, making links to other related research such as the World Economic Forum Future of Jobs Report (2018). She highlighted the wide range of jobs that will be affected by automation (PWC estimate 30% of jobs are at risk).

The forum discussed the Industry 4.0 paper in groups, and then feedback on three questions:

- What do we welcome?
- What needs changing?
- What is missing?

The group welcomed the report but felt that it did not go far enough in highlighting the important role of lifelong learning and career guidance, and the need for media campaigns and work in schools to raise awareness of the need to re/up-skill in response to these trends.

Jan and Carolyn will use the feedback to create a draft response to the paper which will be circulated amongst all the Forum members for further comment. The final paper will be sent to the authors of the report in 4-6 weeks' time.

Jan/Carolyn

Participation in Adult Community Learning: Influences on Parents and Children

Dr Suzanne Samuel presented findings from her PhD research on the role of Adult Community Learning in helping parents support their children with education. She found that participation in ACL gave adults more knowledge and skills, confidence, new social networks and sometimes a change of career. Higher level learners are better able to support their children than lower level learners who are more reliant on school. ACL does bring learning into the home environment and allows parents to role model learning and study alongside their children.

Her key recommendation is that in areas of high deprivation, ACL providers synchronise their syllabus with the local school, as covering the same syllabus gives parents and children opportunities to support each other.

A copy of this research can be downloaded from Cardiff University ORCA repository.

Young Women's Career Aspirations

Dr Hade Turkman presented on her research into young women's career aspirations. This research will be launched on Tuesday, when the full report will be available.

The research was carried out with young women aged 16-25, about 70% of whom were in work. Findings included:

- Young women wish to be primarily earners rather than carers
- 9% are interested in self-employment
- They would prefer to stay in Wales if jobs were available
- Career choices shift over time, but are often gender stereotyped
- Priorities include money, satisfaction, work life balance, location, stability
- Parents and individual teachers are more influential than the school system or formal career guidance
- Two thirds see barriers to achieving their goals, including discrimination, qualifications, lack of direction
- The majority had not used any formal careers service for help with career planning
- Careers services were criticised for being too formal, and too traditional, and not helping young women break out of gender stereotyped pathways.

A key recommendation is that there should be more training on E&D issues for careers professionals.

There was some discussion about the negative perception of career guidance services, which may in part be due to the fact that there is no publicly funded careers service for young women in work.

Careers in Medicine, Health and Social Care

Sharon Evans, NHS Wales kindly agreed to present at the January meeting, as time was running short due to an extended discussion on the Russell George report. Sharon highlighted a series of webinars which can be accessed via NHS Wales or Careers Wales, to raise awareness of NHS professions and skills shortages. They start on the 19th October.

Angela West, HEFCW, presented briefly on issues related to careers in medicine, health and social care. AI will have an impact across the sector in automating tasks, analysing data, cyber security, and computer aided vehicles. Careers advice will be required for those who need to re/upskill.

She is contributing to the FE and Future Skills Cross Party Group, who have commissioned a piece of work to rationalise the sector, reduce the number of qualifications and establish new roles and pathways.

AoB

Carolyn highlighted webinars available to careers professionals in Wales via the CDI website.

Carolyn suggested having a senior leader briefing to follow each Forum meeting – this was welcomed. Carolyn to take this forward.

Jan invited people to enter their organisations for the CDI Awards, more details on the CDI website.

Next meeting – 22nd January. 2.30pm, same venue.

Contributions and agenda items to be sent to Carolyn

Carolyn