

# Career Development Institute: Demystifying Research - Encouraging Curiosity, 2021

## ***The importance of practitioner research***

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# Practitioner research

## Session outline:

- ⦿ From secretary to Professor Emeritus
- ⦿ Research: state of play & relevance
- ⦿ Practitioner research - importance?

# Career trajectory



# Triangulation

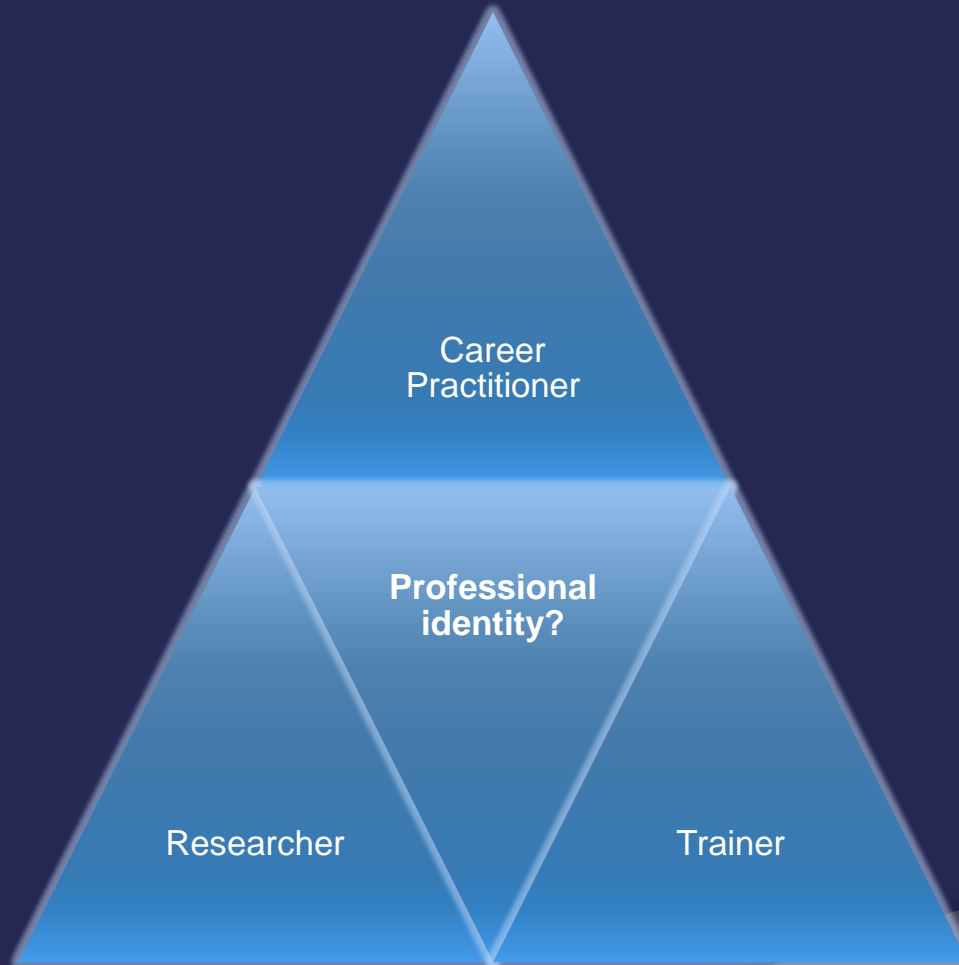


# Who am I? Descriptors

- Winner of the CDI's Rodney Cox Award for Lifetime Achievement (2020)
- Professor Emeritus at the University of Warwick, Institute for Employment Research
- International researcher &/or career expert
- Publisher & research collaborator— articles & books
- Consultant – government agencies, etc.
- Practitioner, manager, project manager

**Professional identity?**

# Professional identity?

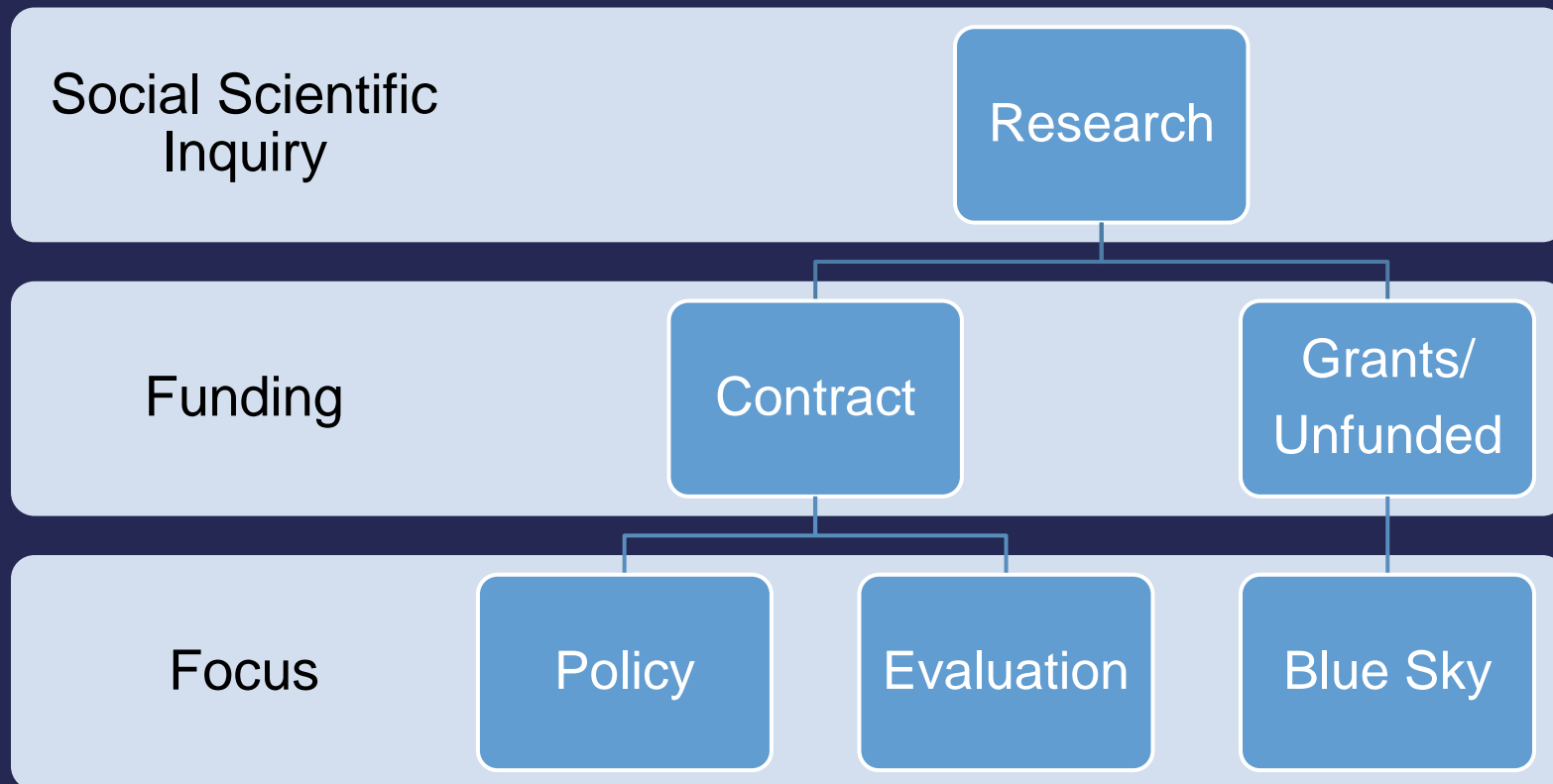


Research: state of play  
& relevance

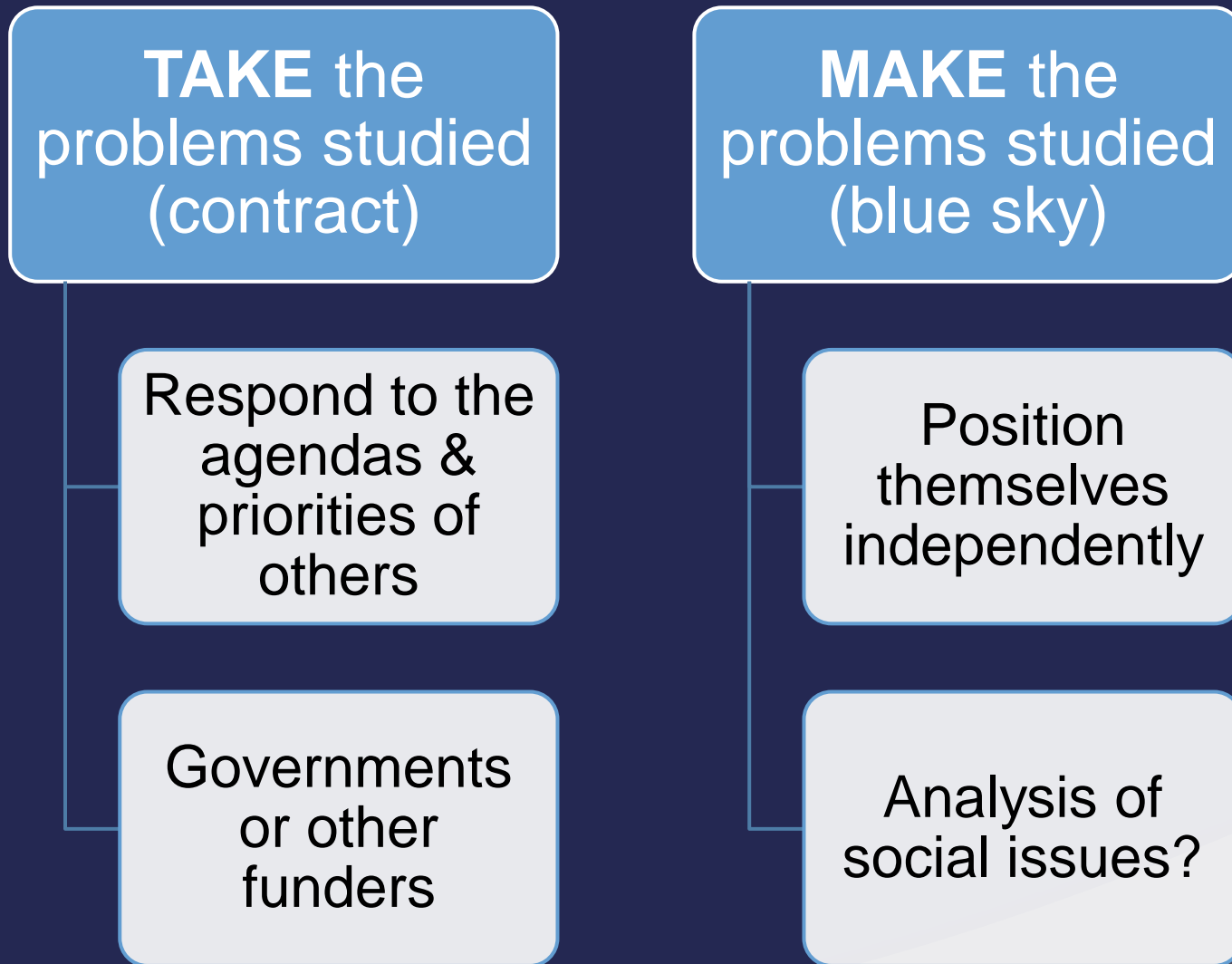




# Research: divisions



# Research: cultures



# Research: dilemmas

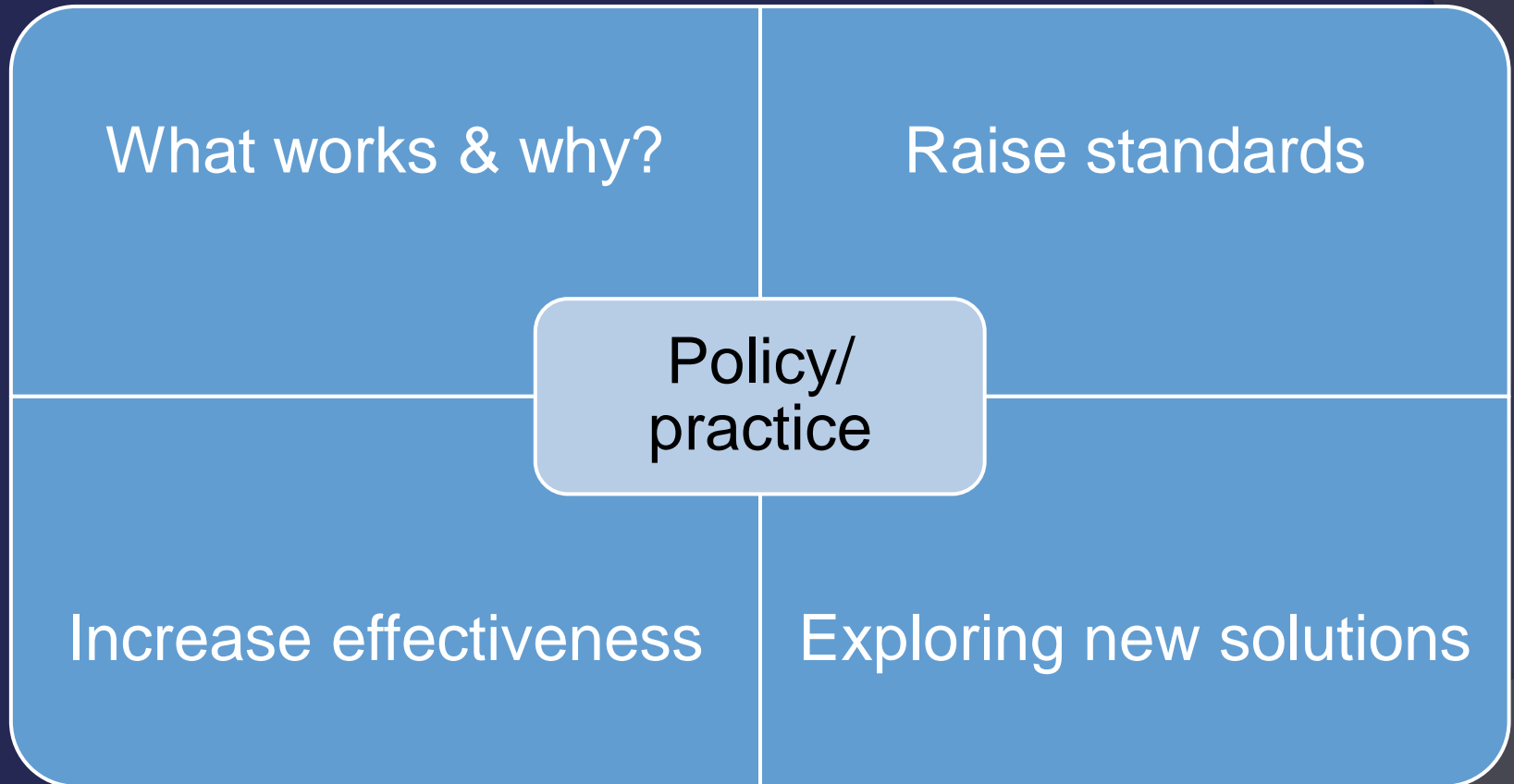
## Blue-sky

- Arouses interest/provides insights/provokes debate
- Rarely an influence on policy

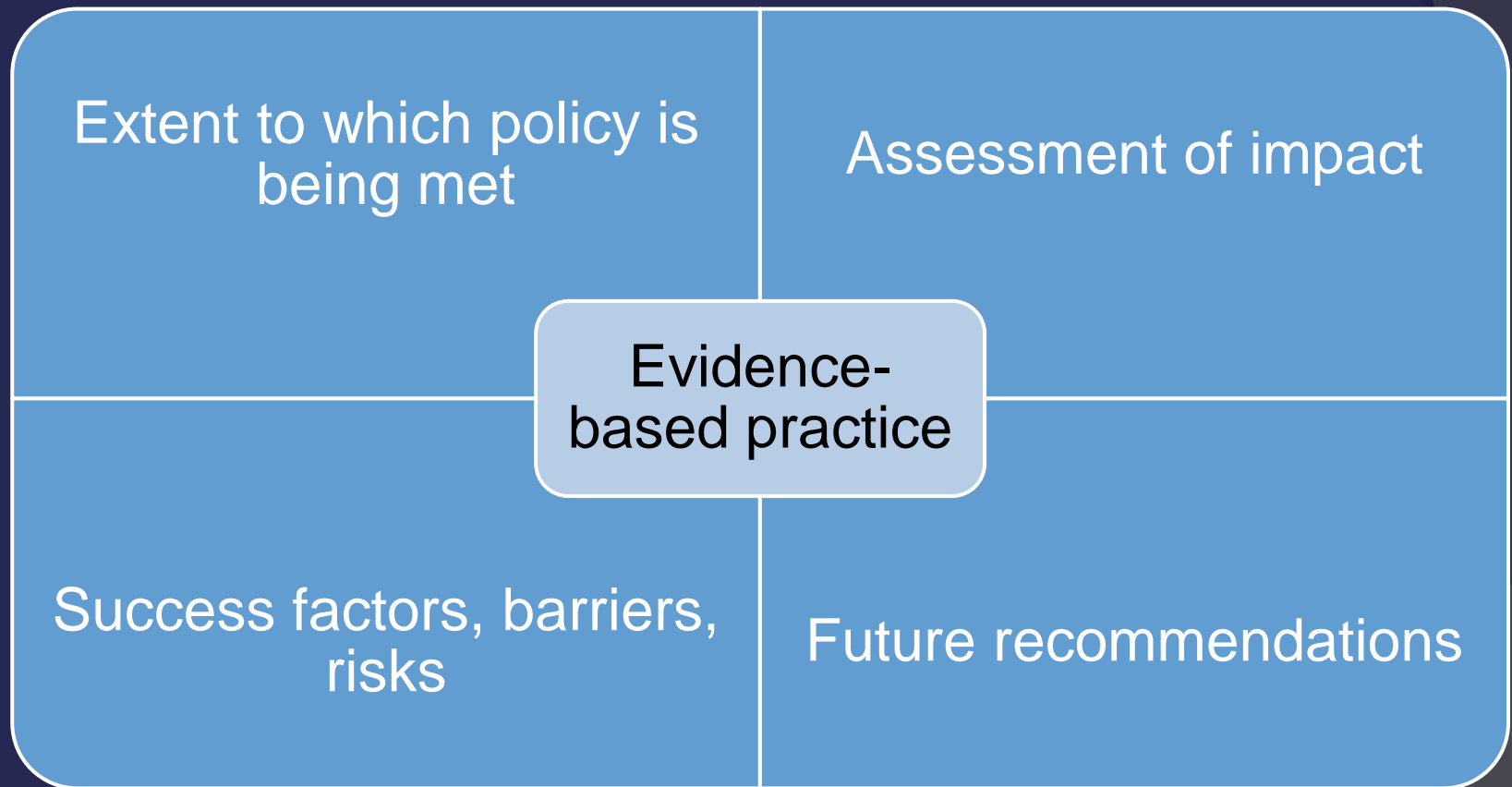
## Contract

- Evidence-based agenda
- Influences: public opinion/economic climate/manifestos, etc.

# Research: contract-funded



# Research: contract-funded



# Careers: qualitative v. quantitative?

Huge discrepancy between the amount & quality of qualitative versus quantitative research

Output from quantitative research  
*increasing* in our field

Reference: Stead et al., (2012)

# Qualitative v. quantitative

- ❖ Content review of JCA 1993 – 2011 (Whiston, Rose, Peterson & Nguyen, 2013 online)

	1993 - 2011	2005 - 2010	2011
Empirical	365	141	22
Quantitative	348	135	21
Qualitative	8	5	1
Mixed	9	6	0

- ❖ Ponterotto (2002): qualitative research has 'for a long time taken a back seat'

# Qualitative v. quantitative

- Content analysis of 11 journals that published career, vocational, and work-related articles 1990 – 2009 9% (Stead, Perry, Munka, Bonnett, Shiban, & Care (2012))

Total Articles	3127
empirical studies in career development	55.9% (n=1,832)
qualitative empirical studies	6.3% (n=208)
theoretical/conceptual articles about qualitative methods	0.4% (n=12)
mixed-methods studies	1.9% (n=62)

- qualitative research standards of academic rigour and procedures either not followed or were not reported



# Research: criticisms?

## RESEARCH

Not fit for purpose (inaccessible, remote, inconclusive, dated)

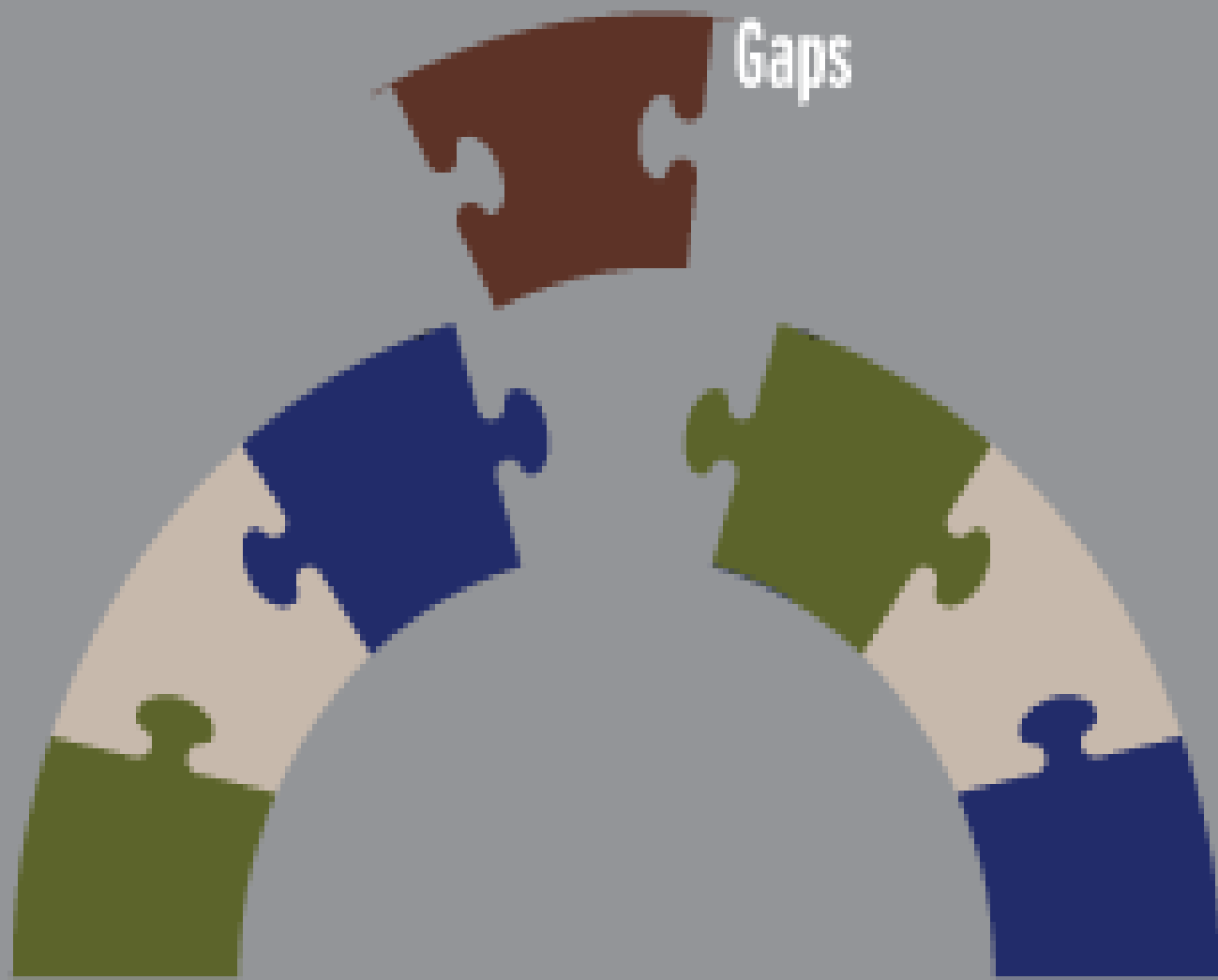
## POLICY-MAKERS & PRACTITIONERS

Do not make good use of research in social sciences – integration negligible

## RESEARCH, PRACTICE COMMUNITY & POLICY-MAKERS

Communication, cooperation & collaboration remains weak

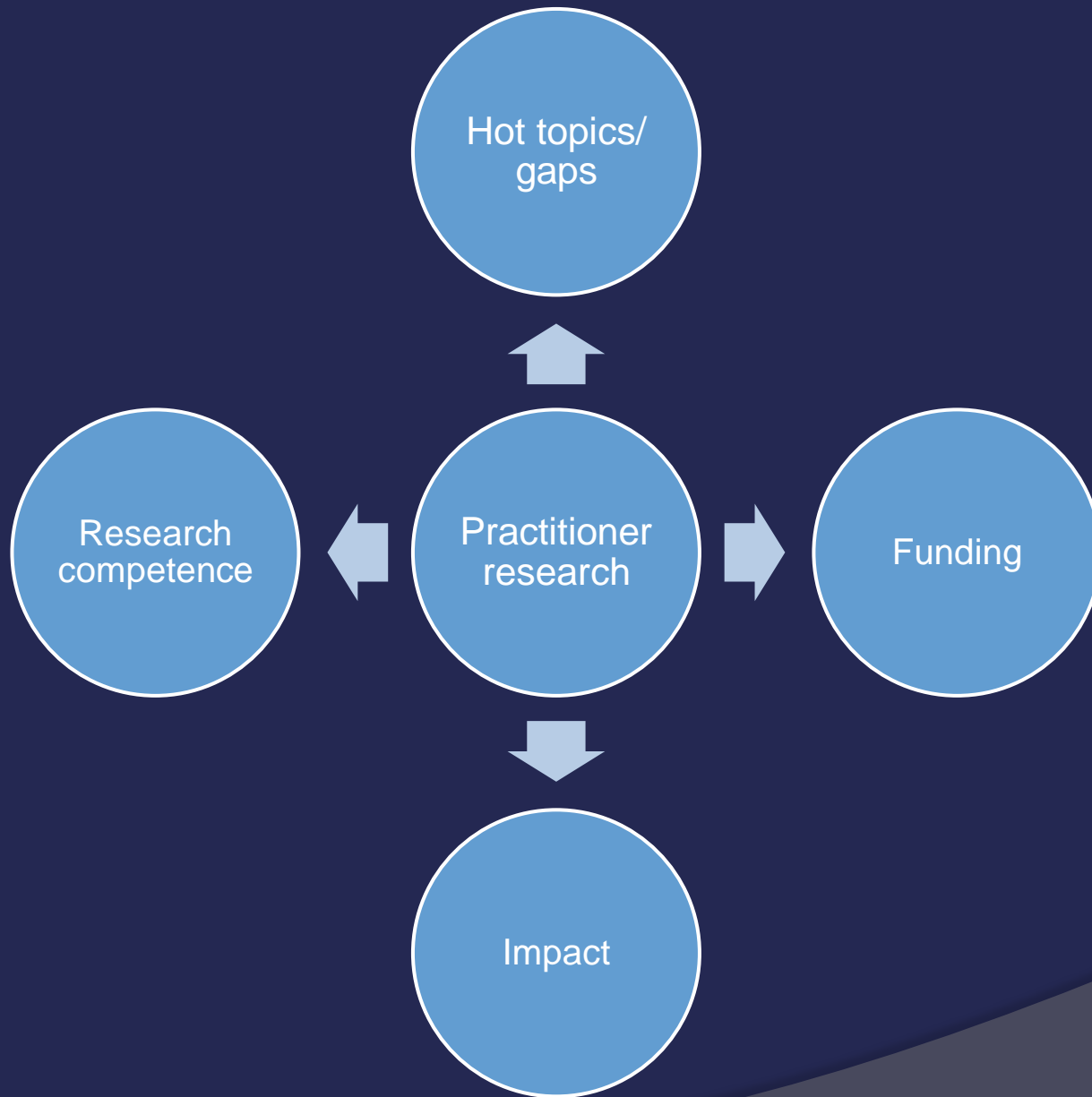
Practitioner research:  
importance?



Research

Practice

Gaps





# Careers Research: Reflections

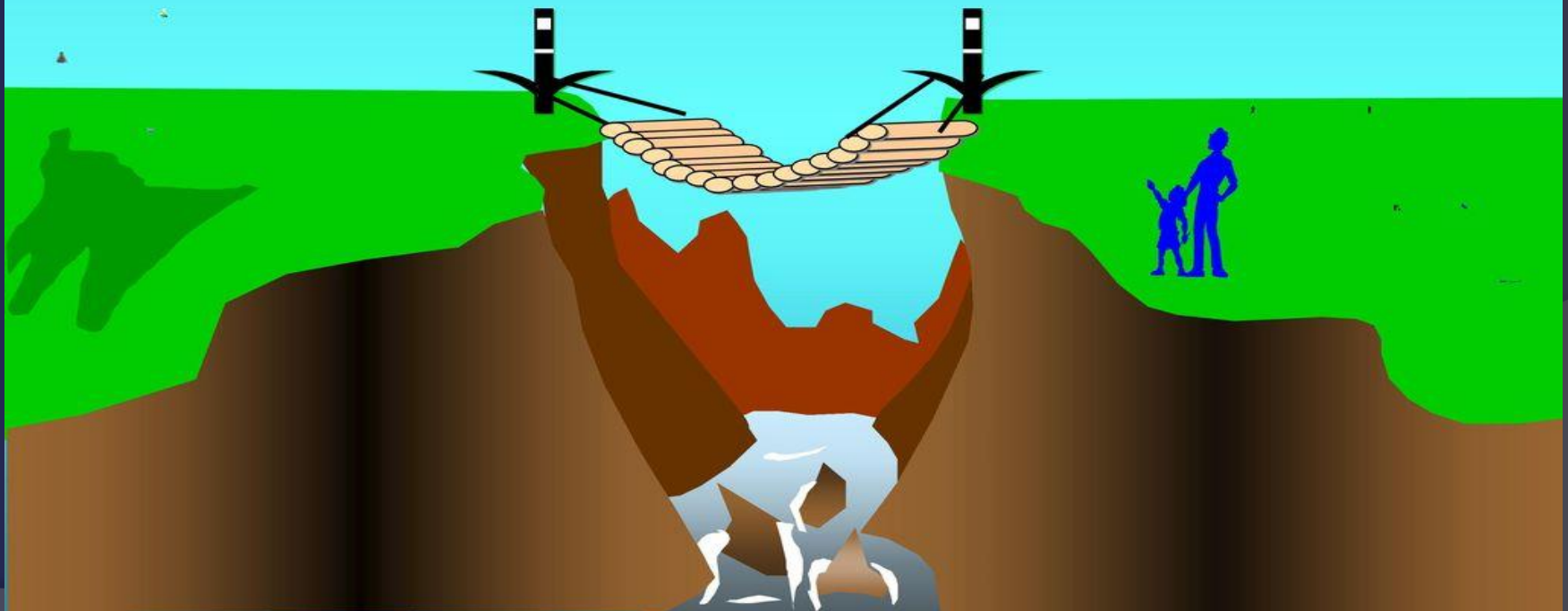


# Practitioner research: importance?

## *Building the Bridge*

**Research**

**Practice**



Thank you  
& good  
luck!