Lifelong guidance: new challenges in the age of complexity

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Lifelong Career Guidance

Which kind of support should we provide to each person?

Erasmus+ KA2 – Strategic Partnerships - 2014-2017 - Project Number 2014-1-IT02-KA200-004105

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LIFELONG CAREER GUIDANCE

“... to improve other people's careers.

I believe passionately in the importance of this work.”

Tony Watts
Career Development:
Looking Back; Moving Forward - 2014
NICEC – United Kingdom
Lifelong Career Guidance

Some strategic issues...

• A shift of paradigm

• A new role of career guidance

• Improving Career Management Skills

• Governance of local career guidance systems

• New technologies

• Key skills of practitioners

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Lifelong career guidance

✓ **Shift of paradigm**: from choosing a career to the lifelong learning and lifelong building of careers

✓ The need of learning Career Management Skills
Evolution of career services
Evolution of career services

Too many options? Too many random information?

Lifelong Career Guidance is an everyday challenge.

People shall re-build their careers every morning!
Evolution of career services

SOME PICTURES FROM THE PAST

• Low social mobility

• The strong role of families and communities

• Low literacy skills
Evolution of career services

SOME PICTURES FROM THE FUTURE

- Higher social and geographical mobility
- The strong role of education and lifelong learning
- The wide access to information and knowledge through technologies
A new role of career guidance

The costs of dis-orientation

Early School Leaving (ESL) in Italia
17.6%

Every year about 115 thousand students from 14 to 17 years leave the Education system without any qualification.

European benchmark to be achieved by 2020:
>> less than 10 % of leavers from education and training

And of dis-engagement

NEET (Not in Education, Employment or Training)
Young people (from 15 and 29 years) not engaged in education neither in employment
> over 2 milions in Italy
A new role of career guidance

Career decisions
Driven from the person?
Driven from the work demand?
Career Management

Intentional management of work, learning and other aspects of life through reflective, evaluative and decision making processes (Haines, Scott, & Lincoln, 2003; Watts, 1998)
Career Management

[Graphs showing 'what I planned' vs 'what happened']
“Career Management Skills”: what does it mean?

Constructing a professional identity

- Define own priorities and preferences
- Enhance experiences and improve knowledge and skills
- Explore new horizons and build professional networks
“Career Management Skills”: what does it mean?
Career Guidance – A Constructivist approach

Sampson (2009)

*Career matching* tools for supporting the process of exploration among different career options

Peavy (1997)

Guidance intervention as a “learning experience” of reflection on the self
Careers education refers to programmes and activities of learning which help people to develop the skills necessary to manage their career and life pathway. These include accessing and making effective use of career information and guidance.


‘Career and work-related learning’ starts in primary schools and continues throughout all years of secondary and tertiary education and training.
Exploring careers within guidance activities

• To promote a reflexive and meaningful process of career exploration (not random)
• To build up a wide set of alternatives of careers, suitable with the preferences and characteristics
“Lifelong” Career Guidance

Resolutions of the Education Council (in 2004 and 2008) highlighted the need for strong guidance services throughout the lifespan to equip citizens with the skills to manage their learning and careers and the transitions between and within education/training and work.

Priority area 1
Encourage the lifelong acquisition of career management skills

Priority area 2
Facilitate access for all citizens to guidance services

Priority area 3
Develop quality assurance in guidance provision

Priority area 4
Encourage coordination and cooperation among the various national, regional and local stakeholders
“Career management skills refer to a whole range of competencies which provide structured ways for individuals and groups to gather, analyse, synthesise and organise self, educational and occupational information as well as the skills to make and implement decisions and transitions.”

(European Lifelong Guidance Policy Network)
Some key questions ...

What are the competences that citizens of all ages need in order to effectively manage their career in a lifelong perspective?

How can such competences be taught in educational and other contexts?

Which pedagogical resources are available for guidance practitioners and teachers?
A central concept within EU strategies…

European Resources Kit ELGPN 2012
A central concept within EU strategies...

- **Individual**: The individual receives guidance and makes wise choices about learning and work.
- **Organisation**: Learning organisations and employers find it easier to harness people’s distinctive resources and maximise their contributions.
- **Community**: Members of the community find it easier to access work and learning which enhances community capacity.
- **Country**: Transitions between learning and work are smoothed, reducing benefit costs and increasing productivity.
- **European Union**: National labour and learning markets function more effectively, contributing to the realisation of the Europe 2020 targets.
Type of Lifelong Career Guidance Services

- **Career Education** > learning Career Management Skills (CMS)
- **Information** > providing citizens and guidance stakeholders with reliable information resources
- **Supporting transitions** > engagement to reach goals and management of the process
- **Guidance counselling** > design of career goals and professional lifespan
- **Functions of management of system** > development of networks and quality standards.

National Guidelines - Italy
The lifelong career guidance system

✓ FOCUS on the own organisation

✓ FOCUS on the person and the system
Logic for the career guidance systems

Lifelong learning

✓ Formal, not-formal, unformal learning (life-wide learning)
✓ Validation of learning from experiences
✓ Career management skills
The systems

Lifelong learning

Lifelong guidance
A central concept within EU strategies...
NEW TECHNOLOGIES FOR CAREER GUIDANCE
New dimension of guidance…

- Accessibility
- Time/Space – When/Where
- Personalization of paths and services
- Sharing the results with others (parents, teachers, friends, tutors,…)
- Information management
Tools, models, resources, skills

- information
- experiential learning
- constructivist learning
- communication
Web platforms, e-portfolios, open badges

- e-learning
- e-portfolio
- open badges
- Information management
New dimension of career guidance
A new role of guidance practitioners?

Key skills?

Key tools for lifelong career guidance?
Lifelong Career Guidance

• A task of education → **learning Career Management Skills**
• Career exploration → **Constructivist approach**
• Day by day → **lifelong**
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Centro Studi Pluriversum

Knowledge and resources for living in the age of complexity

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Since 1997 Centro Studi Pluriversum has been developed methodologies and technologies in the fields of career education and guidance, employment services and lifelong learning.

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