Synthesis – Theme #2: Aims for, and access to, career development services

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Career guidance: a solution for which problems?.....and for whose problems?

CITIZENS’?
EMPLOYERS’?
GOVERNMENTS’?
SOCIETY’S?
ECONOMY’S?
OTHER’S?
Starting point of any policy.....

CITIZENS HAVE A PROBLEM ....

IS IT A MATTER OF PUBLIC POLICY INTEREST?

DOES IT REQUIRE GOVERNMENT INTERVENTION AND WHY?
Career guidance as a matter of public policy interest...
The aims of career guidance......(meeting whose needs) ...from country responses

<table>
<thead>
<tr>
<th>Area</th>
<th>Stakeholders</th>
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<tbody>
<tr>
<td>Skills development of the workforce</td>
<td>(employers, economy, government)</td>
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<tr>
<td>Labour market demand and supply</td>
<td>(employers, economy, education system, government)</td>
</tr>
<tr>
<td>Employment and employability</td>
<td>(citizens)</td>
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<tr>
<td>Preparation for the world of work</td>
<td>(citizens)</td>
</tr>
<tr>
<td>Improving education efficiency: participation and performance including VET</td>
<td>(government, employers, economy)</td>
</tr>
<tr>
<td>Social inclusion</td>
<td>(citizens, society)</td>
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How do the aims match access to services?.....

<table>
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<th>Aim</th>
<th>Access to Services</th>
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<td>Skills development of the workforce?</td>
<td>.......................................................................................................................</td>
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<td>Labour market supply and demand?</td>
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<tr>
<td>Employment and employability?</td>
<td>Unemployed:Public employment services</td>
</tr>
<tr>
<td>Preparation for the world of work?</td>
<td>Students: Schools, HE, VET</td>
</tr>
<tr>
<td>Improving education participation and performance?</td>
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<td>Social inclusion?</td>
<td>Some targeted services</td>
</tr>
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</table>
What does **meaningful** access look like?....and for whom?
So whose needs are being met? ........and whose are not being met?

CITIZENS’?

EMPLOYERS’?

GOVERNMENTS’?

SOCIETY’S?

ECONOMY’S?
Who decides and designs policies and services for the public?......

THE PUBLIC?

GOVERNMENTS?

GOVERNMENT OFFICIALS/AGENCIES?

ADVOCACY AND LOBBY GROUPS?
How are stakeholders consulted, if at all?

- Online?..................................Government level
- Written and oral submissions?.................................Government level
- National representative forums/councils?........Government level
- Customer/client survey? Market research?..................Systems or service level
Are the results of the consultation used and reflected in the design and resourcing of the services?
Ethical tensions...

- Citizens’ needs?
- Employers’ needs?
- Governments’ needs and values?
- Society’s needs and values?
- Economy’s needs?
Conclusions

Career guidance programmes and services are socio-political processes.

Through political decisions, they are established to meet real socio-economic needs of different countries.

Public and other stakeholder recognition of their value is high.

There are significant gaps between expectations of such programmes and services and what they can actually deliver and for whom.

Old and new ways have to be used to transform public recognition into relevant and adequate policies, services, and practices.
Questions for table discussion!

(Page 9 Symposium Booklet)

Challenges and important issues

Which three aims for career guidance would get most political and public support in your country, and why?

Which aims tend to be prioritised in the development of the services?

What groups seem to have the weakest access to the services?
Questions for table discussion!
(Page 9 Symposium Booklet)

Possible solutions

- How can public opinion (user feedback, public consultations etc.) best be collected, reflected and used to support the achievement of the aims for career guidance?

- How can countries make the best priorities concerning access when faced with resource constraints? Promising examples? Please consider the possible solutions in the light of ethical practice.
Priority actions.

Based on your discussions on the challenges and possible solutions, please point to one or two priority actions at national level, and international level.