

A close-up photograph of a dark brown branch with several clusters of bright pink cherry blossoms. The petals are delicate and layered, with visible yellow stamens in the center of each flower. The background is a soft, out-of-focus white and light pink, suggesting more blossoms or a bright sky. The overall mood is fresh and vibrant.

Critical perspectives on career and career guidance (COCAG)

WG3 1st Meeting

MARCH 7TH 2025

[HTTPS://COCAG.CO.UK/](https://cocag.co.uk/)

Agenda

Time	Content
9:00 - 9:25	Welcome Presentation of the leading members Introduction to the COST action and WG3 scope.
9:25 - 9:50	Introduction of members
9.50-10.00	Break
10:00 - 10:30	Sharing of research interests (breakout rooms) Document on task cards
10:30 - 10:40	Questions from the groups
10.40-10.50	Moving forwards Next wg3 meeting april 25 th , 2025 Launch event in Manchester, May 2025
10:50 - 11:00	Any other business



Dr. Kristina Mariager-Anderson
WG3 Leader,
University of Aarhus, Denmark



Dr. Nurten Karacan Özdemir
WG3 vice leader,
Hacettepe University, Türkiye



Dr. Neha Basnet
WG3 vice leader,
Wittenborg University of Applied
Sciences, The Netherlands

WG3 leading members



Action chair
Dr. Tristram Hooley
University of Derby, UK



Vice action chair
Dr. Ingela Bergmo Prvulovic
Jönköping University, Sweden

COCAG chairs



Action structure

Management committee



Core group

Working Group 1 (WG1):
The challenges and
changes in career in the
contemporary world

Working Group 2 (WG2):
Policy responses to
contemporary challenges
to individuals' careers

Working Group 3 (WG3):
Critical practice in career
guidance

Cross-cutting and functional groups as needed

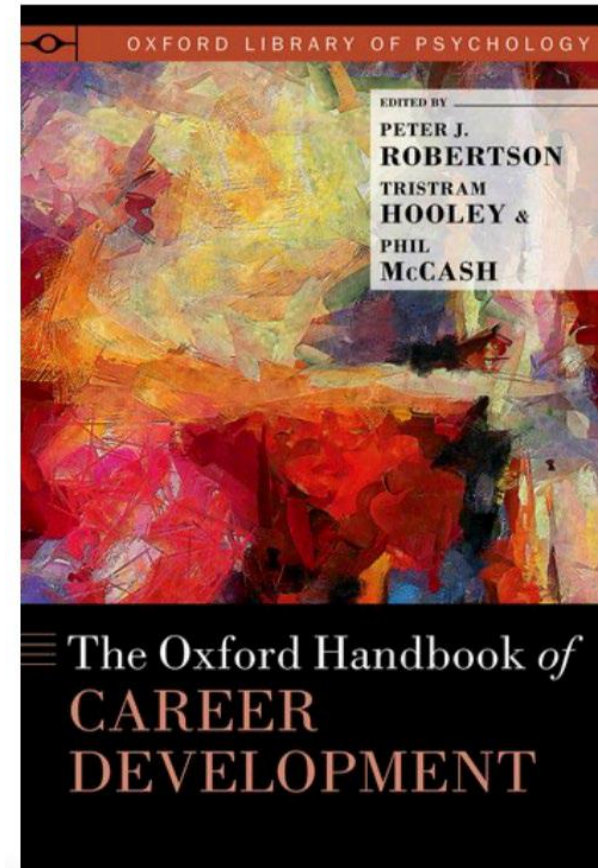
Critical perspectives on career and career guidance

- Critical perspectives on career and career guidance (COCAG) will gather scholars across Europe and beyond to explore how careers are changing in the contemporary world and consider what response is required from public policy and practice. It will explore the following research questions.
 - How can the challenges and changes that are happening to careers in the contemporary world be understood?
 - How can policymakers respond to contemporary challenges to individual's careers?
 - How can career guidance practice adopt a more critical stance to address the changing world more effectively?

What is career?

Career is not a single moment of decision when we choose one job over another. It is deeply woven into the ongoing fabric of our lives. Our careers are conducted continuously, and they develop in social and political contexts that provide contrasting opportunities and limitations. Career is all around us and there is no escape from it, because it describes the coming together of our life, our learning, and our work. Career is important to the lives of individuals across the world and to the societies in which they live.

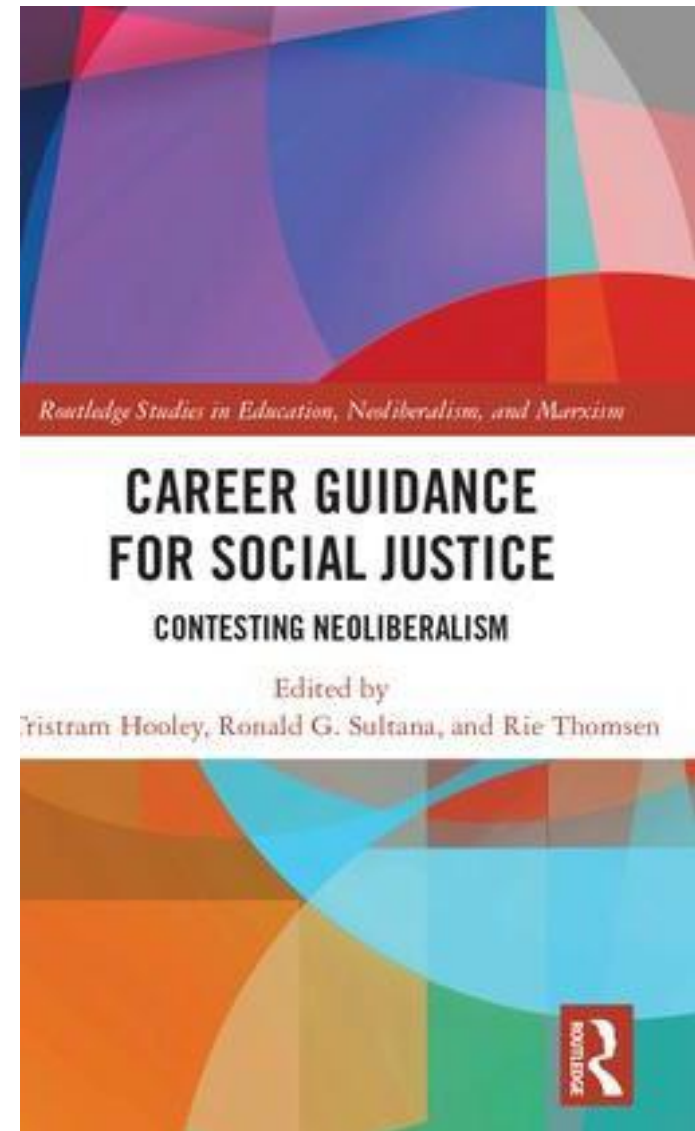
McCash, P., Hooley, T., & Robertson, P.J. (2021). Introduction: Rethinking career development. In P.J. Robertson, T. Hooley, T., & P. McCash (Eds). The Oxford Handbook of Career Development(pp.1-19). Oxford University Press.



What is career guidance?

Career guidance supports **individuals and groups** to discover more about work, leisure and learning and to consider their place in the world and plan for their futures... Career guidance can take a wide range of forms and draws on diverse theoretical traditions. But at its heart it is a purposeful learning opportunity which supports **individuals and groups** to consider and reconsider work, leisure and learning in the light of new information and experiences and to take both individual and collective action as a result of this.

Hooley, T., Sultana, R.G., & Thomsen, R. (2018). The neoliberal challenge to career guidance: Mobilising research, policy and practice around social justice. In T. Hooley, R.G. Sultana, R. Thomsen (Eds). *Career guidance for social justice. Contesting neoliberalism*(p.1-27). Routledge.

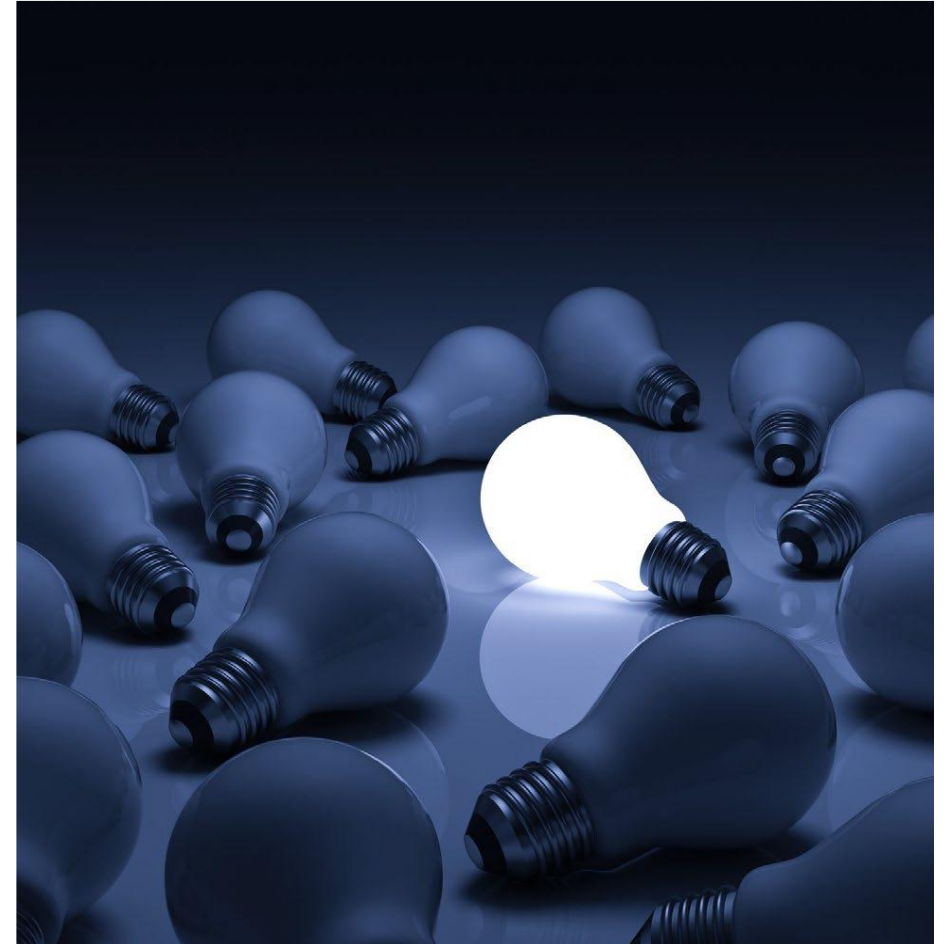


Critical perspectives

- Build a radical imaginary
- Address the use of power
- Unmask ideology
- View the individual as existing in a dialectical relationship with their context
- Recognise that human beings have a bounded but transformative capacity for agency

Thomsen, R., Hooley, T., & Mariager-Anderson, K. (2022). Critical perspectives on agency and social justice in transitions and career development. *British Journal of Guidance & Counselling*, 50(4), 481-490.

<https://doi.org/10.1080/03069885.2022.210655> 1



Action challenge / Main aim

COCAG encompasses a multifaceted approach to achieve its primary objective of critically examining 5 careers and career guidance in the contemporary world. This comprehensive strategy can be broken down into four key pillars.

1. Establishing an open and inclusive network for collaboration
2. Developing resources and toolkits for best practice
3. Stimulation of opportunities for COST ITC and Young Researchers and Innovators (YRI)
4. Training and education initiatives

Working Groups

Working Group 1 (WG1):
The challenges and changes in career in the contemporary world

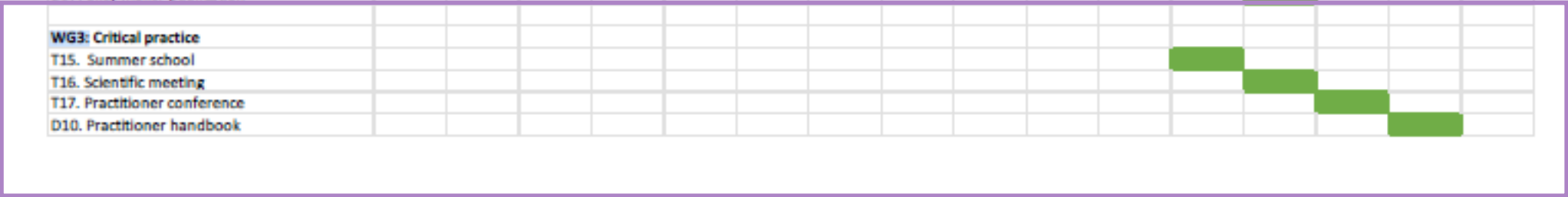
Working Group 2 (WG2):
Policy responses to contemporary challenges to individuals' careers

Working Group 3 (WG3):
Critical practice in career guidance

A background image of pink cherry blossoms on dark branches, with some flowers in sharp focus and others blurred.

WG3 Critical practice in career guidance.

- **WG3 will examine** how critical ideas and perspectives are taken up in the practice of career guidance and related educational and labour market practices. It will also explore how career guidance practitioners respond to shifts in the political economy and policy including looking at environmental change and increasingly multicultural and diverse societies. This WG will engage directly with practitioners, facilitating mutual exchange between career guidance practitioners and scientific experts.
- **Key activities** will include webinars, summer school, scientific meetings, the drafting a practice focused meeting, the publication of a practitioner handbook, and the development of Short-Term Scientific Missions, Virtual Mobility Grants, ITC Conference Grants, and Dissemination Conference Grants for Young Researchers and Innovators.



WG3

Deliverables

2024-2028

Summer School (M36)

October 2027

- 📌 A week-long summer school for Young Researchers & Innovators (ECADOC)
- 🎯 Build an international community of practice, mentoring, and knowledge sharing
- 🏆 Strengthen the link between research and practice

Scientific Meeting (M38)

December 2027

- 📌 A face-to-face scientific meeting on critical practice in career guidance
- 🎯 Provide a platform for researchers to present work and discuss critical themes
- 🏆 Insights that will inform future practitioner engagement

Practitioner Meeting (M42)

April 2028

- 📌 A dialogue-based event for practitioners & researchers
- 🎯 Bridge the gap between research and real-world career guidance practices
- 🏆 Key insights to inform the upcoming Practitioner Handbook

Practitioner Handbook (M44)

June 2028

- 📌 A handbook translating research insights into practical approaches
- 🎯 Equip practitioners with cutting-edge guidance strategies
- 🏆 A widely reviewed and practitioner-informed resource

Introduction of WG3 members



- Please use the QR code and write three keywords that best represent your research interests related to WG3.
- <https://www.menti.com/alngcejkb6gq>

10 minuts



Sharing of research interests

10:00 - 10:30

Join a break out room (4-6 persons per room)

Please engage in open discussions with your group to brainstorm ideas and themes related to WG3 – suggested prompts on the next slide

Purpose: We aim to identify 4-6 subthemes that each will provide chapters for the practitioner handbook

Use the digital task card to document and summarize your group's ideas.

These recorded insights will help shape our future initiatives

<https://aarhusuni.taskcards.app/#/board/eeeb5c2b-29ae-4a6d-872b-6afae1daaada?token=1d672640-c870-4974-b1b9-bb53be4ede2a>



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Suggested Prompts

- What are your research interests related to WG3, which focuses on critical perspectives in career guidance practice?
- What specific problems or questions are you currently seeking to answer through your research in the career guidance field?
- What research methodologies are you most interested in applying to study career guidance practices?
- Based on your research interests, which WG3 activities (webinars, summer school, scientific meetings, practitioner handbook) would best facilitate a meaningful exchange between practitioners and researchers?
- What specific topic within your area of expertise would you contribute to these activities, and what outcomes would you hope to achieve?



Comments from the groups



Moving forward

- Presentation of **survey** to be filled out by all members (also part of identifying sub themes)
- Indication of interest to lead a subgroup
- Next WG3 meeting April 25th
- Launch event in Manchester

COCAG launch event

Career Guidance Policies and Practices in Europe: Assessing the Strengths and Addressing the Gaps


May 20-21, 2025

MMU Business School, Manchester, UK



Critical Perspectives on Career and Career
Guidance (COCAG)

Key Information

 **Event Date:** 20-21 May 2025

 **Organized by:** Project Management Team

 **Paper Submission Required** for attendance
& travel grant eligibility

 **WG3 is NOT involved** in the selection
process

 **More Information:** [Event Homepage](#)

 **Submission Deadline: March 7th**

The launch event programme will include:

- A keynote from Professor Tristram Hooley, COCAG Chair
- Presentations from COCAG Working Group coordinators introducing the network main thematic strands
- Parallel sessions and workshops & other sessions to be determined
- Time for networking and social events.

Paper proposals should adopt a 'critical' approach problematising existing ideas about career and career guidance - with scope to be developed into a book chapter in an edited book which captures the interests and work of the network and its members .

The book will provide an overview of contemporary trends of relevance to the three main working groups. It will point to gaps in literature, policy and practice and outline potential future directions. There would be approximately 6 or 7 chapters per working group. Chapters can address theory, research, policy and practice.



THANK YOU!