

# Critical perspectives on career and career guidance (COCAG)

## WG3 1st Meeting

**MARCH 7TH 2025**

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



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# Agenda

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

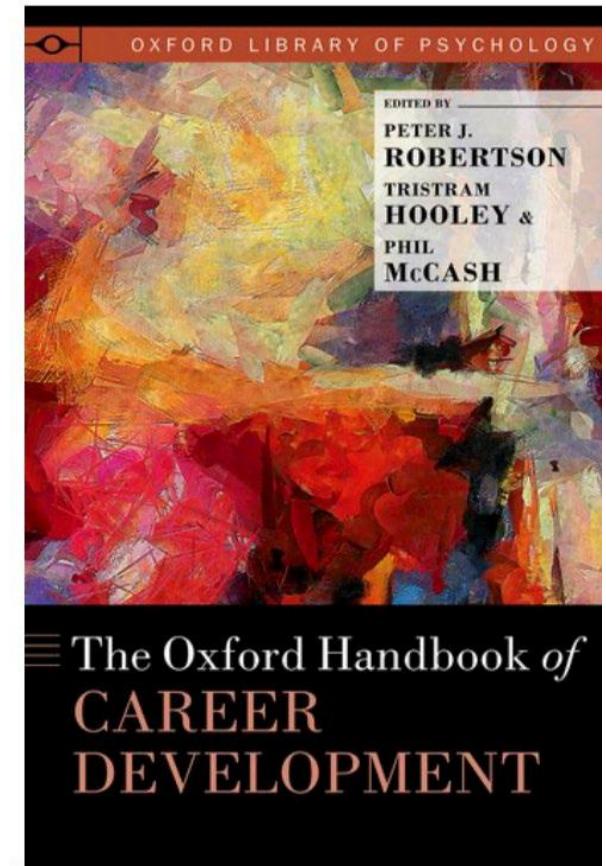
# Critical perspectives on career and career guidance

- 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.

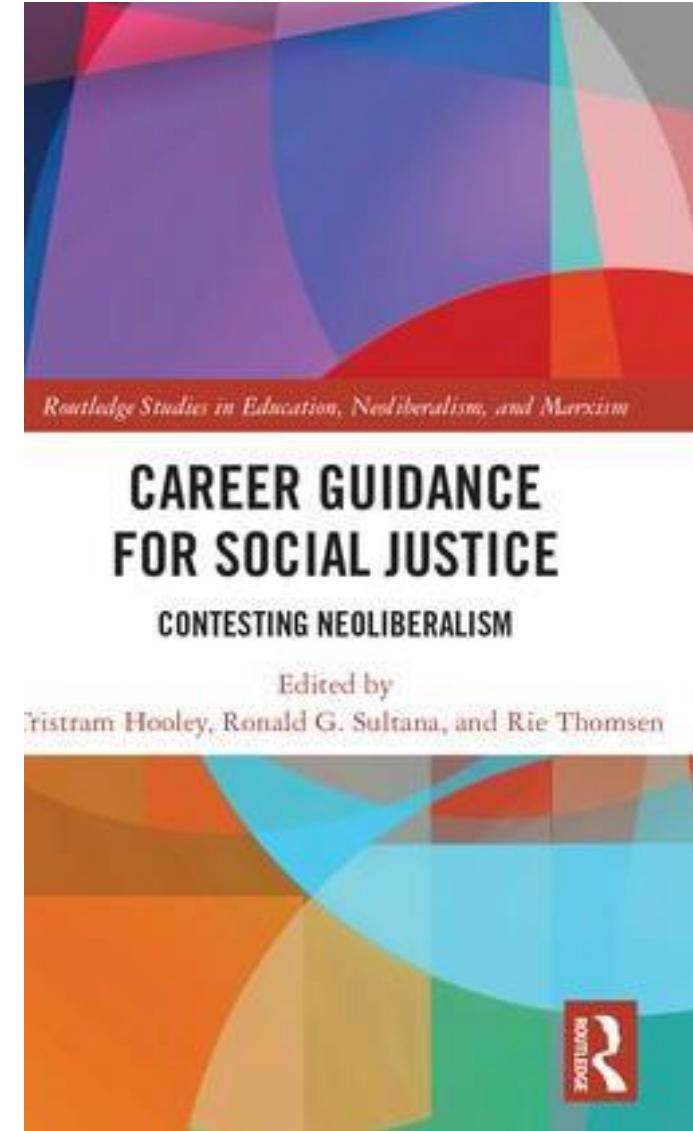
McCash, P., Hooley, T., & Robertson, P.J. (2021). Introduction: Rethinking career development. In P.J. Robertson, T. Hooley, T., & P. McCash (Eds). *The Oxford Handbook of Career Development*(pp.1-19). Oxford University Press.



# 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.



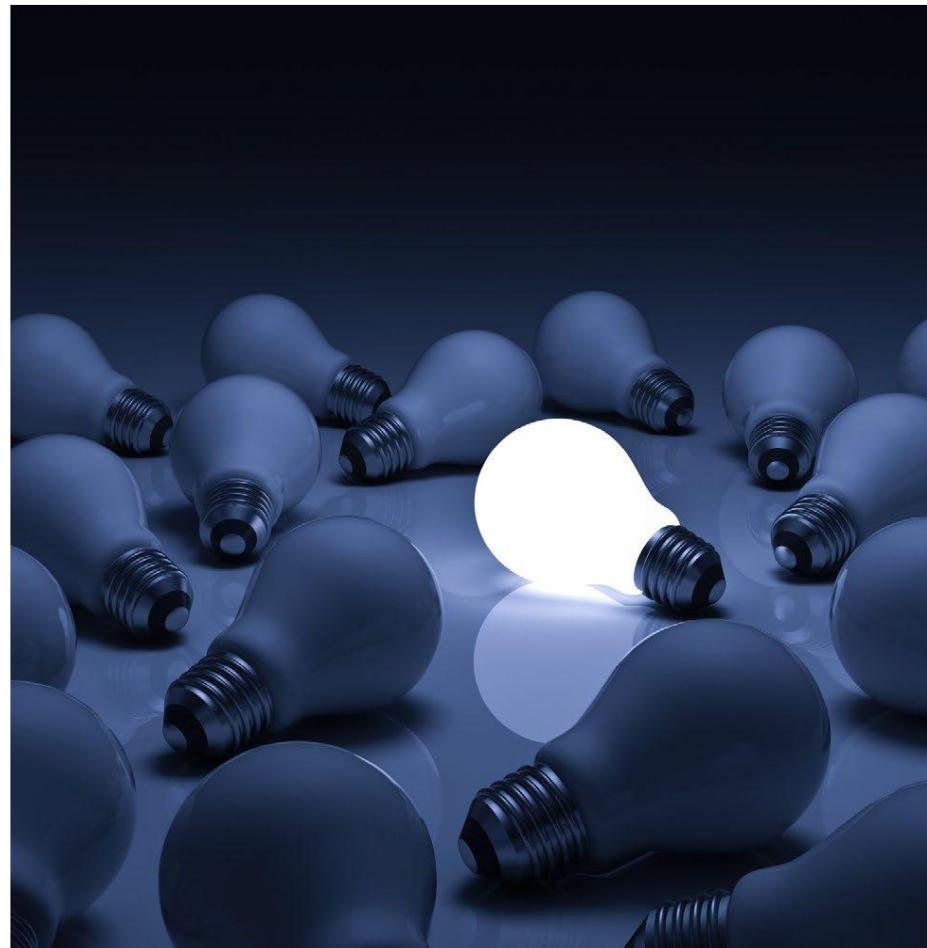
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# Critical perspectives

- 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



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# 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

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**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

# 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.



# Timeline of Deliverables

# WG3 Deliverables 2024-2028

<b>Summer School (M36)</b> 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
<b>Scientific Meeting (M38)</b> 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
<b>Practitioner Meeting (M42)</b> 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
<b>Practitioner Handbook (M44)</b> 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/algcejkb6gq>

10 minuts

Have  
a  
Break





# 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/eecb5c2b-29ae-4a6d-872b-6afae1daaada?token=1d672640-c870-4974-b1b9-bb53be4ede2a>



# 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?



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## Comments from the groups



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## 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!