A close-up photograph of a dark brown branch with several clusters of bright pink cherry blossoms. The flowers have five petals and prominent yellow stamens. The background is a soft, out-of-focus white and pink, suggesting more blossoms in the distance.

Critical perspectives on career and career guidance (COCAG)

WG3 2nd Meeting

APRIL 25TH 2025

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

Agenda

9:00–9:10	Welcome and Introduction Brief welcome by the WG3 leadership team, presentation of our aims, and an overview of the current stage of development
9:10–9:25	Discussion of potential thematic directions Based on the input from our word cloud, the task card, and survey, we will briefly present the thematic directions within WG3
9:25–10:10	Introductions from Prospective Subgroup Leaders
10:10–10:25	Q&A and Feedback Open space to ask questions, offer reflections, and express interest in joining particular subgroups.
10:25–10:30	Next Steps



Dr. Kristina Mariager-Anderson
WG3 Leader,
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Dr. Nurten Karacan Özdemir
WG3 vice leader,
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Dr. Neha Basnet
WG3 vice leader,
Wittenborg University of Applied
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WG3 leading members

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

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: 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.**



Critical perspectives

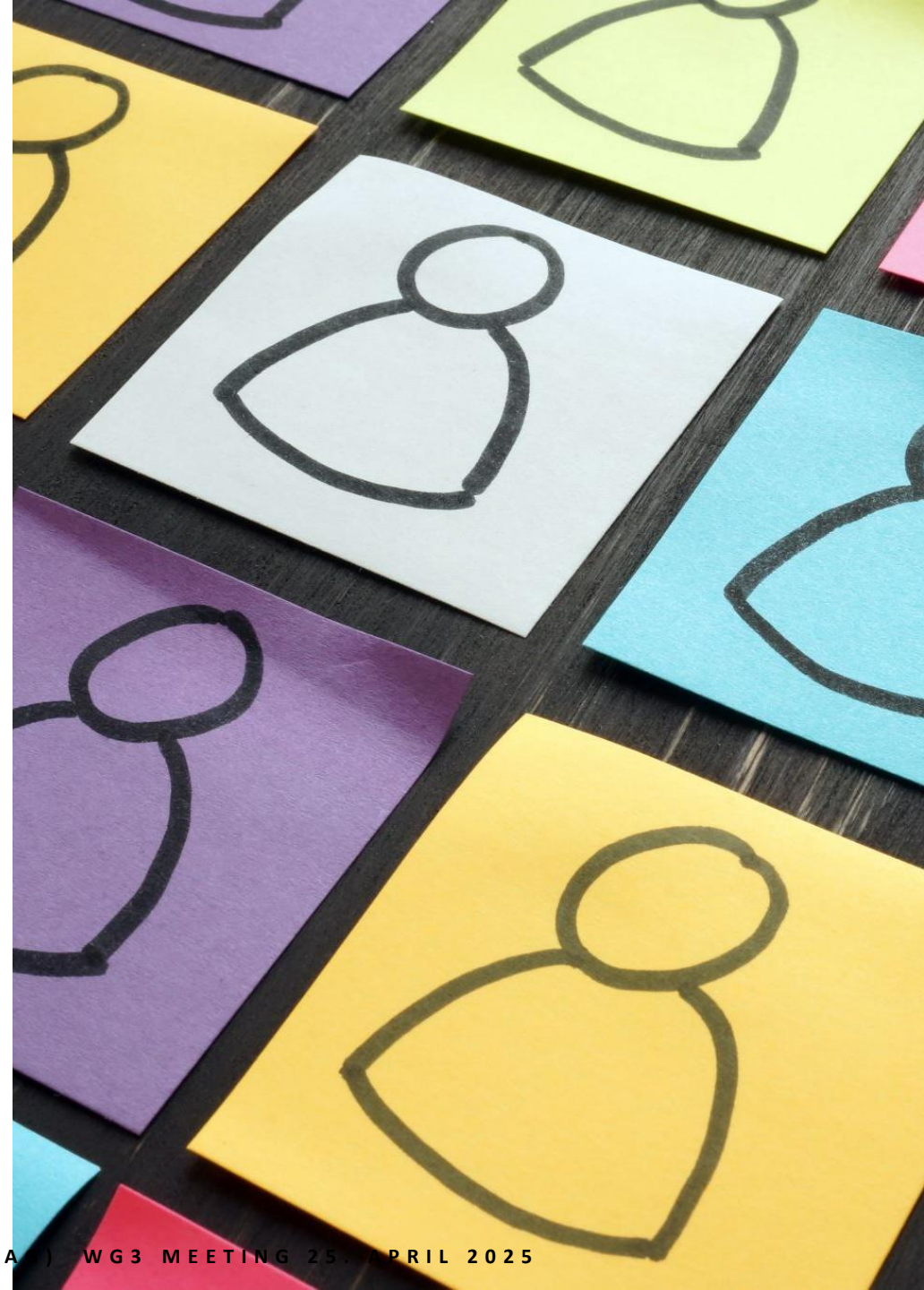
- Build a radical imaginary
- Address the use of power
- Unmask ideology
- View the individual as existing in a dialectical relationship with their context
- Recognise that human beings have a bounded but transformative capacity for agency

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

Working groups and structuring of WG3 activities

1. **Subgroups:** Our themes form natural working subgroups within WG3, allowing people to collaborate based on shared interests.
2. **The Practitioner Handbook** chapters can be organised around our thematic clusters, with case studies and practical guidance within each area.
3. **Webinars and Scientific Meetings** can be organised around crossing boundaries between themes
4. For **the ECADOC Summer School** we can consider a program that addresses all themes but emphasizes the integration of theory and practice, which is a cross-cutting concern.
5. For possible future **research projects**, the themes around technology/AI, social justice, and the theory-practice gap appear particularly rich for Short-Term Scientific Missions and Mobility Grants.



Development of WG3 sub themes

Based on the input from our word cloud, the task card, and survey, we have worked with the following potential titles for sub-themes. They are **preliminary suggestions**, and we welcome alternative groupings, modifications, or entirely new directions that better capture the interests of our members

1st analysis

(based on word cloud and task cards)

Technology & Digital Transformation in Career Guidance

Inclusive & Social Justice Approaches

Professional Development & Training

Educational Settings & Life Stage Transitions

Cultural & Contextual Influences

Methodological Approaches & Research

Practitioner Challenges & Practice Development

2nd analysis

(Added survey data)

Technology and Digital Transformation

Critical Professional Practice and Development

Educational Settings and Life Stage Transitions

Cultural, Contextual and Community-Based Influences

Methodologies and Knowledge Production

Inclusive and Social Justice Approaches as cross-cutting perspective

Major Thematic Clusters (1)

TECHNOLOGY & DIGITAL TRANSFORMATION IN CRITICAL CAREER GUIDANCE

Potential research topics:

- AI in career counseling
- AI-powered interoperable digital skills
- Digital tools for career guidance
- AI literacy and career challenges
- Digital competencies & Digital literacy for both practitioners and clients
- AI based questionnaires
- Data sharing and reuse (FAIRness, infrastructure)
- Ethical implementation of AI in career counseling

CRITICAL PROFESSIONAL PRACTICE AND DEVELOPMENT

Potential research topics:

- Professional training for practitioners
- Critical reflection in practitioner development
- Theory-based training programs & How to bring together theory and practice
- Conflicts facing practitioners
- Career guidance protocols
- Co-creation in career guidance
- Upskilling and reskilling
- Training for specific contexts (education, social services, etc.)

Major Thematic Clusters (2)

EDUCATIONAL SETTINGS & LIFE STAGE TRANSITIONS

Potential research topics:

- Career education
- Early career education (primary/kindergarten)
- Career guidance in education settings (schools, universities)
- School-to-work transitions
- Career choice and mobility
- Life-long learning and mid-career transitions
- Policy implementation in career guidance in education

CULTURAL & CONTEXTUAL AND COMMUNITY BASED INFLUENCES

Potential research topics:

- How culture impacts career choice and practice
- How we think about communities in context of career guidance
- Cultural dimensions of career development
- Community contexts and career guidance
- Impact of socioeconomic factors and displacement
- Neurodiversity and career identity formation

Major Thematic Clusters (3)

METHODOLOGICAL APPROACHES & KNOWLEDGE PRODUCTION

Potential research topics:

- Qualitative approaches
- Quantitative data
- Participatory methodology
- Mixed methods in career guidance research
- Interdisciplinary approaches
- Co-creation methodology

INCLUSIVE & SOCIAL JUSTICE APPROACHES (AS CROSS-CUTTING PERSPECTIVE)

- Social justice-based approaches to career counseling
- Career guidance as an inclusive and integrative approach
- Inclusive practices for specific/vulnerable groups
- Addressing systemic barriers in career guidance
- Developing culturally responsive approaches
- Power dynamics in career counseling relationships



Introductions from Prospective Subgroup Leaders

9:25–10:10



Q&A and feedback



Moving forward

- Confirmation of subgroup leadership (via email following the meeting)
- Subgroup leaders are invited to send out invitations and coordinate first meetings
- Members may join more than one subgroup, if relevant

A close-up photograph of pink cherry blossoms on dark, thin branches. The flowers are in various stages of bloom, with some showing prominent stamens. The background is a soft, out-of-focus white and pink, suggesting a bright, sunny day. The overall mood is gentle and celebratory.

THANK YOU!

PLEASE CONNECT ON
LINKED-IN😊