



# Critical Perspectives on Career and Career Guidance (COCAG)

## **Working Group 2.**

### **Policy responses to contemporary challenges to individuals' careers**

# WG2 Leadership



WG2 Leader

**Dr Gianluigi Riva**

Universita Commerciale Luigi Bocconi, IT

Working group 2 Vice Leader

**Dr Petra Elftorp**

University of Limerick, IE

Working group 2 Vice Leader

**Dr Tibor Borbély-Pecze**

Eotvos Lorand Tudomanyegyetem, HU

**Challenges and  
changes in career in  
the contemporary  
world**



**Policy  
responses**



**Career Guidance  
Practices**

## Steppingstones from the past...

- C142 - Human Resources Development Convention, 1975 (No. 142) „ *Each Member shall adopt and develop comprehensive and co-ordinated policies and programmes of vocational guidance...*”
- *WB, ILO, UNESCO, OECD, IDB papers since early 2000's*
- *European Union: two resolutions about Lifelong Guidance (2004, 2008)*
- *Role of the European Lifelong Guidance Policy Network (ELGPN) 2008-2015*
  - *Policy Guidelines (2015) - A total of 18 guidelines were prepared for policies and system development.*
  - *Follow up of the CEDEFOP Careers Net*
- International Centre for Career Development and Public Policy has been working in this field for almost 20 ys.
- IAG: Inter-Agency Working Group on guidance (ETF, UNESCO, CEDEFOP, ILO)

# Policy in recent years often focus on...

- Skills development / upskilling
- Lifelong Learning / Guidance and Career Management Skills
- Job guarantee schemes (youth unemployment)
- Social Protection and employment law
- Support for career changes and life transitions
- Targeted initiative (marginalised / underrepresented groups)
- Widening access (e.g. to Third Level Education)

# Critique of career related policy...

- 'Responsibilisation' - Overemphasis on personal responsibilities rather than employer responsibilities for example
- Economy before people
- Flexibility at the expense of security
- Lack of decent and meaningful work

# WG2 activities to date

- Monthly online meetings
- Most recent meeting – survey
- The deliverables of WG2 will be developed collaboratively by the group → hoping that these days in Manchester will result in more concrete plans and clear themes.

# Thematic areas / questions that have come up to date

- How to **effectively influence** careers related public policy?
- **Impact** assessment of career guidance
- **Public Policy responses** to demographic and societal changes and challenges
  - Mapping **current policy trends**
  - **Develop and build on the work of the ELGPN**
  - Developing **critical policy principles for the future**



# Commitment / involvement

Several members have a keen interest in...

- contributing to the Summer Schools,
- submitting abstracts to joints publications such as articles and handbooks, and
- in developing further grant applications.

# Considerations...

- How can the COST project build a network to share best practice related to policy initiatives?
- How can this project empower participants to be more impactful?
- Do we want to achieve cohesion within our WG2? Or a platform for a multitude of (critical) perspectives on careers?