Steve Higginbotham

President - Institute of Career Guidance

Career Guidance for Young People

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Career Guidance – What is it?

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‘Career Guidance refers to services and activities intended to assist individuals of any age and at any point throughout their lives, to make educational training and occupational choices and to manage their careers. The activities may take place on an individual or group basis and may be face to face or at a distance including help lines and web-based services. They include careers information provision, assessment and self assessment tools, counselling interviews, career education programmes, work taster and search programmes, and transition support services’

Career Guidance

Strategic Benefits

Career Guidance

Benefits for young people:

- Factors that influence career decisions
- Timing of provision
- Access to services
- Role of LMI

Career Guidance for the 21st Century

- New dynamic model required
- New career patterns

Career Guidance for the 21st Century

- A single track career (40 years, gold watch, in decline)

- A serial career (chequered career where people move up, down and sideways)

- A life style career (paid work combined with other priorities e.g. travel, study, voluntary work, child care, consultancy) increasing particularly in the under 35 and over 55 age groups.

- Portfolio career (2 or more jobs at the same time with different employers – this pattern is increasing in the recession / post recession phase).

Dr Barry Hopson

Career Guidance for the 21st Century

We are currently preparing students for jobs that don't exist……

Using technologies that have not yet been invented……..

In order to solve problems we don't even know are problems yet……

Carl Fisch

New challenges for career guidance

- Blended Services
- Digital Technology

Resourcing of Career Guidance Services

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All Age Careers Service for England

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"Career guidance makes a difference. It's the engine room of social mobility, an integral part of the machinery of social justice. Good advice doesn't just transform lives, it transforms society by challenging preconceived ideas about what each of us seeks and what all of us can achieve.".

John Hayes

All Age Careers Service for England

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"Guidance is an important key in unlocking access to learning and progression for those facing disadvantaged, helping them to become more socially mobile. Early career decisions can have the most important impact on mobility through the course of individuals lives. Failure to progress can have damaging effects on social confidence and guidance of insufficient quality can also create barriers to learning for young people, particularly those who face disadvantage Guidance is central in helping people aim as high as they can".

John Hayes

All Age Careers Service

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2 Core Principles:

- Professionalism
- Independence

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- Lead Role for Schools
- Partnerships Central
- Local Authorities Responsibilities
- Issues and Concerns

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- Take the positives
- Work through the issues

And Always Remember

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"that it is always possible to reinvent yourself at any stage. What ever you chose to do, let your passions fuel it, your values drive it and most important of all, enjoy the journey".

Dr Barry Hopson