Developing the evidence base – the research landscape in career development

Professional Careers Education and Guidance Forum Wales
21 May, Mercure Hotel, Cardiff

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What is this presentation going to cover?

• An introduction to iCeGS
• An introduction to the world of research and its limitations
• Some key themes of interest
• Organisations who are researching them
• How you can get hold of the outcomes of research
• Time for questions
About iCeGS
Who are we?

Established in 1998 as the Centre for Guidance Studies (CEGS) to link careers practice, policy and research

Added ‘International’ in 2008 iCeGS

We are committed to the development of professional practice through research informed teaching
What we do?

- iCeGS is an international research centre with expertise in **employability** and **career development**.

- The Centre conducts **research**, provides **consultancy**, offers a range of **training** and delivers a number of accredited **learning** programmes up to and including doctoral level.

- Staff are involved in undertaking research across the world, advising governments, careers and employability providers, educational organisations and in working with practitioners.

- We are supported by an Associate network of over 100 practitioners and consultants
Teaching and Learning
Events

Conferences

- CDI student conference – March 2018
- 20th Anniversary Conference – May 2018
- National Careers Education and Learning Conference – July 2018

Workshops

iCeGS Annual lecture – Autumn 2019
Research

Developing a new generation of careers leaders
An evaluation of the Teach First Careers and Employability Initiative

Tremor Hayley
Virgil, 2000
Clare Sherrard
International Centre for Guidance Studies
August 2016

www.derby.ac.uk/icegs

Evaluating social pedagogy training and development in Lincolnshire

They’ve got their backs to the sea:
Careers work in Kent’s coastal schools
A report for Kent County Council
Claim简称
Tricia Hervey
International Centre for Guidance Studies
February 2018

www.derby.ac.uk

Understanding career management skills
Findings from the first phase of the CMS LEADER project

Gordon Harvey
Ivanov Zadeh
Tricia Hervey

Erasmus+ LEADER

JOURNAL OF THE NATIONAL INSTITUTE FOR CAREER EDUCATION AND COUNSELLING

October 2015, Issue 30

www.derby.ac.uk/ahe

Sensitivity: Internal
Where we do it: The UK

Key projects:

• Evaluation of Gatsby Pilot
• Identifying Best Practice for the National Careers Service
• Evaluating Bridge to Employment – Employer engagement project
• Evaluating Education, Health Care plans for the DfE
• Producing an online tool for Governors for Wellcome Trust
• Evaluating employer school engagement projects for The Edge Foundation
Where we do it -
International work
About research
What is research? How can it help?

Research is a careful and detailed study into a specific problem, concern, or issue using scientific methods.

- It increases knowledge
- Tests ideas
- Establishes new theories

**Basic Research:** The documentation, discovery, interpretation, or the research and development (R&D) of methods and systems for the advancement of human knowledge.

**Applied research:** Research to solve problems
Evaluation?

When people seek to evaluate what they are doing as part of an attempt to learn and improve, they are usually undertaking a **formative evaluation**, so called because it is undertaken to inform what is done while the activity is still in progress.

*‘We would like to find out how to do these things better’*

When people evaluate to make a judgement on the value of a particular activity and to draw out what has been learnt, it is usually a **summative evaluation**; so called because it attempts to create a summary of what has been achieved and what the impacts have been.

*‘We would like to find out how well these things work’*

**Dent et al (2014)**
Types of evaluation

Input evaluation measures what goes into the provision for example policies, entitlement statements, programmes of careers education, staffing, curriculum time

Output evaluation has the emphasis on the outcomes and results of the learning for example students are better career planners
Why evaluate?

Evaluation enables us to:

• examine what we do
• think about how we can improve it
• decide on whether it was worth doing
• provide others with a summary to help them to understand what was done.
What are the limitations of research

• It doesn’t always give us the answers we want to hear!
• Sometimes it just leads to more questions
• Sometimes we ask the wrong questions
• Sometimes we use the wrong methods
Current themes in research
# Public policy rationales

<table>
<thead>
<tr>
<th>Learning aims</th>
<th>Labour market aims</th>
<th>Social aims</th>
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<tbody>
<tr>
<td>• Participation in vocational and higher education</td>
<td>• Labour market efficiency</td>
<td>• Active ageing</td>
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<td>• Reducing early school-leaving</td>
<td>• Flexibility/flexicurity.</td>
<td>• Social equity</td>
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<td>• Enabling learning mobility</td>
<td>• Supporting employment mobility</td>
<td>• Social inclusion</td>
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<td>• Efficient investment in education and training</td>
<td>• Youth employment.</td>
<td>• Health and well being</td>
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<td>• Lifelong learning</td>
<td>• Active labour markets</td>
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Other research themes

Professional practice

- Professionalism
- Digital skills
- Quality

And then of course there’s BREXIT
Key organisations

Academic institutions
• iCeGS
• Canterbury Christchurch
• Warwick Institute of employment Research

Publicly funded organisations
• Careers and Enterprise Company
• Local Authorities
• HEFCE

Professional associations
• Career Development Institute
• AGCAS
• CIPD
Key organisations

Learned societies
• NICEC

Commercial research organisations
• CRAC
• CFE research

Third sector organisations
• Gatsby Charitable Trust
• Education Employers

Employer representatives
• CBI

International organisations
• Erasmus
• NICE
• CERRIC
Key organisations in Wales

Welsh Government:

Chwarae Teg: Building a Wales where women achieve and prosper
Arad Research (2014). Barriers to modern working practices for businesses in Wales. Cardiff. Chwarae Teg

Interesting projects: Learning aims

Gatsby:

CEC:

Education and Employers:
Interesting projects: Labour market aims

**CIPD:**

**Education Employers:**

**Other organisations:**
Interesting projects: Social aims

HEFCE:

Chwarae Teg:

DFE:
Interesting projects: Professional practice

Professionalisation

Digital skills

Context: How do we interpret BREXIT?

Should it be interpreted as a call for more focus on tackling poverty, or income inequality, or for increasing community cohesion?
Who is talking about BREXIT and its impact on the world of career development?


JOURNAL:
Getting hold of research
How to get hold of the research

Research organisation websites:
- International Centre for Guidance Studies
- Education and Employers
- Warwick Institute of Employment Research
- Careers and Enterprise company

Academic journal articles:
- British Journal of Guidance and Counselling
- NICEC Journal

Research archives:
- University of Derby Research Archive (UDORA)
- Research Gate
- Google Scholar
Questions?