



**International Symposium of Career  
Development and Public Policy**

**Meeting of country teams**

**TASK 1: Personal Reflection**

Reflect on your attendance at Symposium 2006. What does it mean to you and what do you hope to achieve in the next three days?

**TASK 2: Introduce yourself to your fellow team members. Tell them what you hope to achieve in the next three days.**

**TASK 3: As a team, discuss pressing career development and workforce development issues that are topical in your country currently.**

Personal notes

**TASK 4: As a Team, discuss how Symposium 2006 could influence or benefit your country.**

Personal notes

**Reminder:**

**Your team will revisit these thoughts on Monday for the purpose of preparing a country action plan.**

**Please bring this sheet with you to Session 9 on Monday**



**International Symposium of Career  
Development and Public Policy**

**Session 1  
Future directions in human capital**

**TASK 1: Personal reflection - Consider the following questions and make notes in the spaces provided.**

How do you understand human capital in relation to career development?

How do you understand human capital in relation to workforce development?

What questions/points of clarification/reflections would you like to follow up with Terry Moran?

--

**TASK 2: Introduce yourself to other group members.**

**TASK 3: Share your reflections on the links between human capital, career development and workforce development with other group members.**

**TASK 4: Share your questions/points of clarification/reflections that you would like to follow up with Terry?**

**TASK 5: As a group, decide on questions/points of clarification/reflections would you like Terry to comment on. Record these.**

**TASK 6: Record on the chart paper, the most important issue that your group discussed.**

(Recorder's Notes and chart paper will be collected by the group work monitor)



**International Symposium of Career  
Development and Public Policy**

**Session 2**

**Theme A: Connecting career development to workforce development**

**TASK 1: Personal reflection - Consider the following questions and make notes in the spaces provided.**

Is the role of career development services in maximising the development and utilisation of human capital now sufficiently well-established in conceptual terms? If not, what further work is needed on this?

Are there tensions between viewing career development in these terms and the views of it taken by career development professionals? How are these tensions to be resolved?

What are the implications for public policy of the link between career development and human capital, in relation to the three aspects of workforce development: workforce

preparation, workforce management, and workforce reintegration?

What strategic mechanisms are needed at national (and, where appropriate, sub-national) level to promote and pursue these implications?

How can employers be encouraged to participate in these mechanisms?

**TASK 2: Discuss each of the questions in your group.**

**TASK 3: Record the group's most important ideas related to each question on the recording sheet.**

**TASK 4: Record on the chart paper, the most important issue that your group discussed.**

(Recorder's Notes and chart paper will be collected by the group work monitor)



**International Symposium of Career  
Development and Public Policy**

**Session 3  
Theme B: Career development for young people  
(workforce preparation)**

**TASK1: Personal reflection - Consider the following questions and make notes in the spaces provided.**

What needs to be done to ensure that career development services for youth can play a stronger role in preventing early school leaving and in helping early leavers to return to education?

How would career development services need to be changed to provide a broad focus upon employability and career management skills, not only upon decisions at the point of leaving education?

What priority should national career development policies give to services in higher

education in order to better promote the development of employability and career management skills?

What changes in practitioner training and qualifications are needed to ensure such a broader focus in career development services for youth?

**TASK 2: Discuss each of the questions in your group.**

**TASK 3: Record the group's most important ideas related to each question on the recording sheet.**

**TASK 4: Record on the chart paper, the most important issue that your group discussed.**

(Recorder's Notes and chart paper will be collected by the group work monitor)

### **Career Guidance A Handbook for Policy Makers**

**Where appropriate during the Symposium sessions, time will be made available for participants to scan the Handbook for Policy Makers. It is hoped that this document will inform discussion in Session 9 on Monday when country teams prepare action plans. Participants may like to do more extensive reading of the handbook in their own time.**



The theme of Section 1 of the handbook is: Improving career guidance for young people (Pages 12 – 22). A corresponding section on this theme may be found on Pages 6 – 7 of the Executive Summary.

Briefly scan this information. Identify anything that you think may have application in your country and that you would like to follow up with your country team in Session 9 on Monday.

Personal Notes:



**International Symposium of Career  
Development and Public Policy**

**Session 4  
Theme C: Career development for adults at work  
(workforce adaptability)**

**TASK1: Personal reflection - Consider the following questions and make notes in the spaces provided.**

What is the most effective way of raising the profile of 'career' and its potential for actively supporting the key workforce management goals of employers? How can employers and trade unions best be engaged?

How can the perceived dilemma/conflict in serving the needs of employers and the needs of employees in the workplace be resolved for career development practitioners?

What role can/should governments play in encouraging employer-based provision of

services?

**TASK 2: Discuss each of the questions in your group.**

**TASK 3: Record the group's most important ideas related to each question on the recording sheet.**

**TASK 4: Record on the chart paper, the most important issue that your group discussed.**

(Recorder's Notes and chart paper will be collected by the group work monitor)

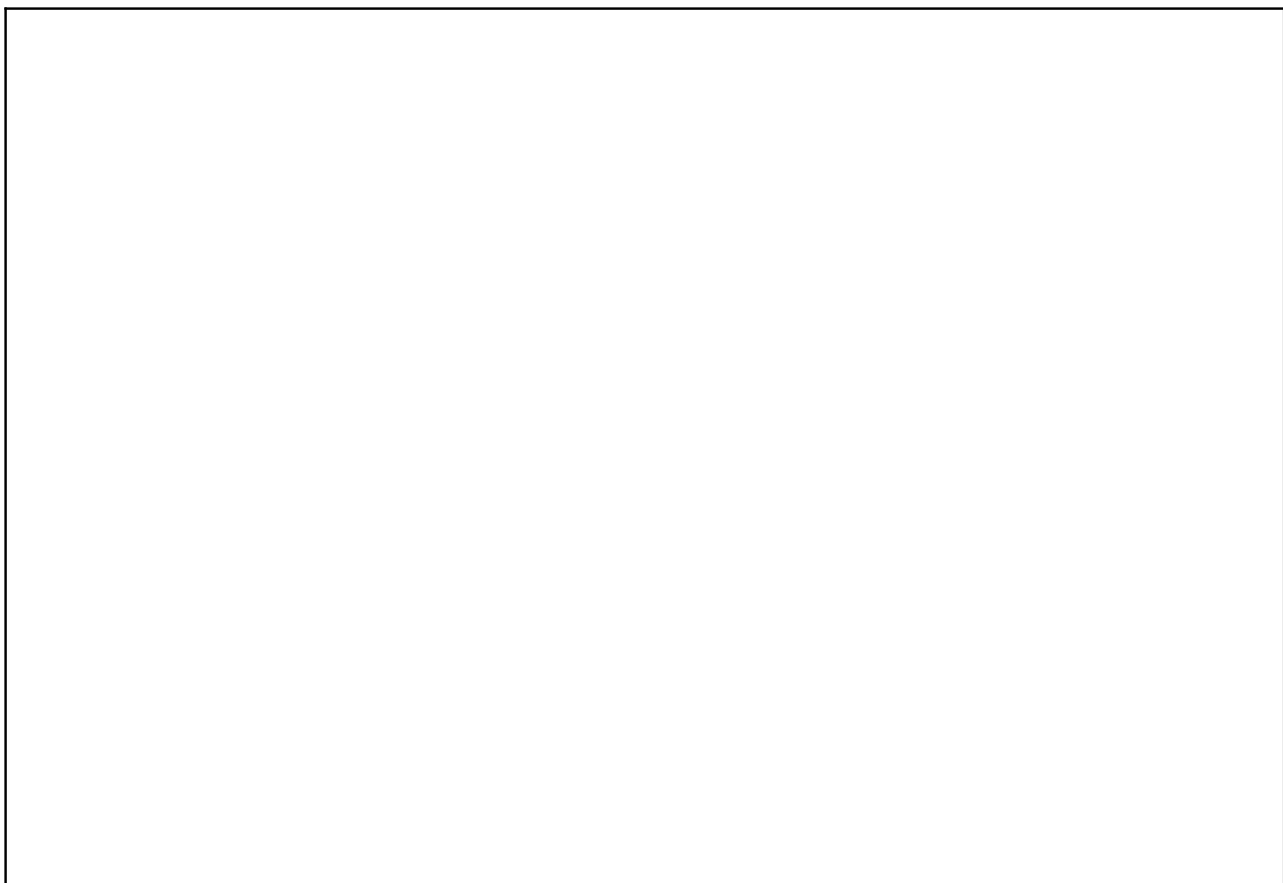
### **Career Guidance A Handbook for Policy Makers**

**Where appropriate during the Symposium sessions, time will be made available for participants to scan the Handbook for Policy Makers. It is hoped that this document will inform discussion in Session 9 on Monday when country teams prepare action plans. Participants may like to do more extensive reading of the handbook in their own time.**

The theme of Chapter 6 of the handbook is: Career guidance for employed adults (Pages 28 - 31). A relevant section on this theme may be found on Page 7 of the Executive Summary. Chapter 8, Expanding access to career guidance services, may also be useful to you in relation to Theme C.

Briefly scan this information. Identify anything that you think may have application in your country and that you would like to follow up with your country team in Session 9 on Monday.

Personal Notes:





**International Symposium of Career  
Development and Public Policy**

**Session 6**

**Theme D: Career development for adults re-entering the workforce (workforce reintegration)**

**TASK1: Personal reflection - Consider the following questions and make notes in the spaces provided.**

What strategic mechanisms are needed at national (and, where appropriate, sub-national levels) to ensure that the skills, knowledge and competencies of unemployed people, migrants and refugees, women re-entering the workforce, indigenous people, people with disabilities and mental illness are appropriately utilised in the labour market? Who are the stakeholders and what is their responsibility?

What strategic mechanisms are needed at national (and, where appropriate, sub-national levels) to ensure that unemployed people, migrants and refugees, women re-entering the workforce, indigenous people, people with disabilities and mental illness receive appropriate and culturally sensitive career development services?

**TASK 2:** Discuss each of the questions in your group.

**TASK 3:** Record the group's most important ideas related to each question on the recording sheet.

**TASK 4:** Record on the chart paper, the most important issue that your group discussed.

(Recorder's Notes and chart paper will be collected by the group work monitor)

### **Career Guidance A Handbook for Policy Makers**

**Where appropriate during the Symposium sessions, time will be made available for participants to scan the Handbook for Policy Makers. It is hoped that this document will inform discussion in Session 9 on Monday when country teams prepare action plans. Participants may like to do more extensive reading of the handbook in their own time.**

The theme of Chapter 5 of the handbook is: Career guidance for unemployed adults (Pages 23 - 27). The theme of Chapter 9 of the handbook is: Career guidance services for disadvantaged groups A relevant section on this theme may be found on Page 7 of the Executive Summary. Chapter 8, Expanding access to career guidance services, may also be useful to you in relation to Theme D.

Briefly scan this information. Identify anything that you think may have application in your country and that you would like to follow up with your country team in Session 9 on Monday.

Personal Notes:



**International Symposium of Career  
Development and Public Policy**

**Session 7**

**Theme E: Career development and older workers**

**TASK1: Personal reflection - Consider the following questions and make notes in the spaces provided.**

How can career development services support the needs of older workers? What specialised career development needs do older workers have that are not as apparent with other groups?

Are existing career development services adequate to meet the needs brought about by lifelong learning and active ageing policies? If not, what additional services are required?

What strategic mechanisms are needed at national (and, where appropriate, sub-national levels) to ensure that older workers receive appropriate career development services and that their skills, knowledge and competencies are appropriately utilised?



**TASK 2: Discuss each of the questions in your group.**

**TASK 3: Record the group's most important ideas related to each question on the recording sheet.**

**TASK 4: Record on the chart paper, the most important issue that your group discussed.**

(Recorder's Notes and chart paper will be collected by the group work monitor)

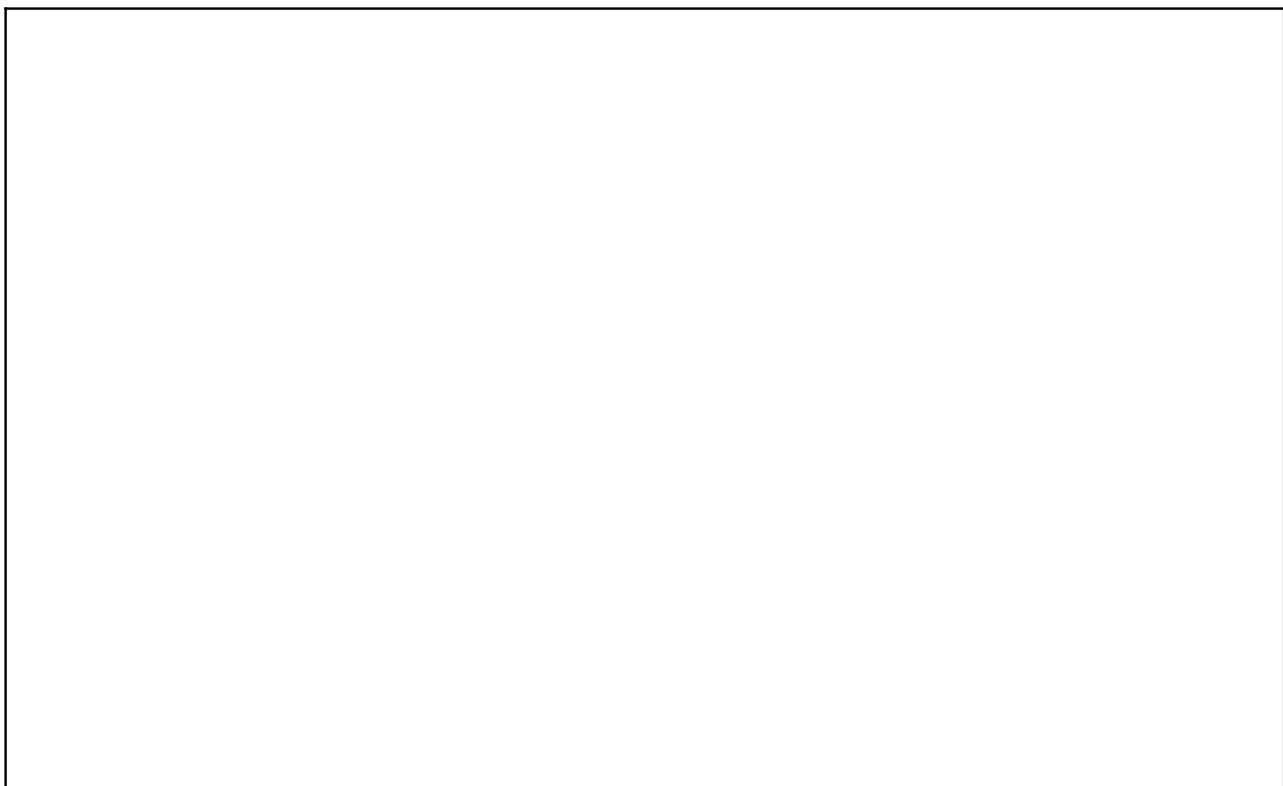
### **Career Guidance A Handbook for Policy Makers**

**Where appropriate during the Symposium sessions, time will be made available for participants to scan the Handbook for Policy Makers. It is hoped that this document will inform discussion in Session 9 on Monday when country teams prepare action plans. Participants may like to do more extensive reading of the handbook in their own time.**

The theme of Chapter 7 of the handbook is: Career guidance for older adults (Pages 32-33).

Briefly scan this information. Identify anything that you think may have application in your country and that you would like to follow up with your country team in Session 9 on Monday.

Personal Notes:





**International Symposium of Career  
Development and Public Policy**

**Session 8**

**Theme F: Career development: The evidence base and professional infrastructure**

**TASK1: Personal reflection - Consider the following questions and make notes in the spaces provided.**

What strategic mechanisms are needed at a national (and, where appropriate, sub-national) level to develop a comprehensive evidence base?

What strategic mechanisms are needed at a national (and, where appropriate, sub-national) level to support the development of a professional infrastructure?

What strategic mechanisms are needed to facilitate closer collaboration and dissemination of research between policy makers, practitioners, researchers, employers, labour organisations, and other stakeholders?

**TASK 2:** Discuss each of the questions in your group.

**TASK 3:** Record the group's most important ideas related to each question on the recording sheet.

**TASK 4:** Record on the chart paper, the most important issue that your group discussed.

(Recorder's Notes and chart paper will be collected by the group work monitor)

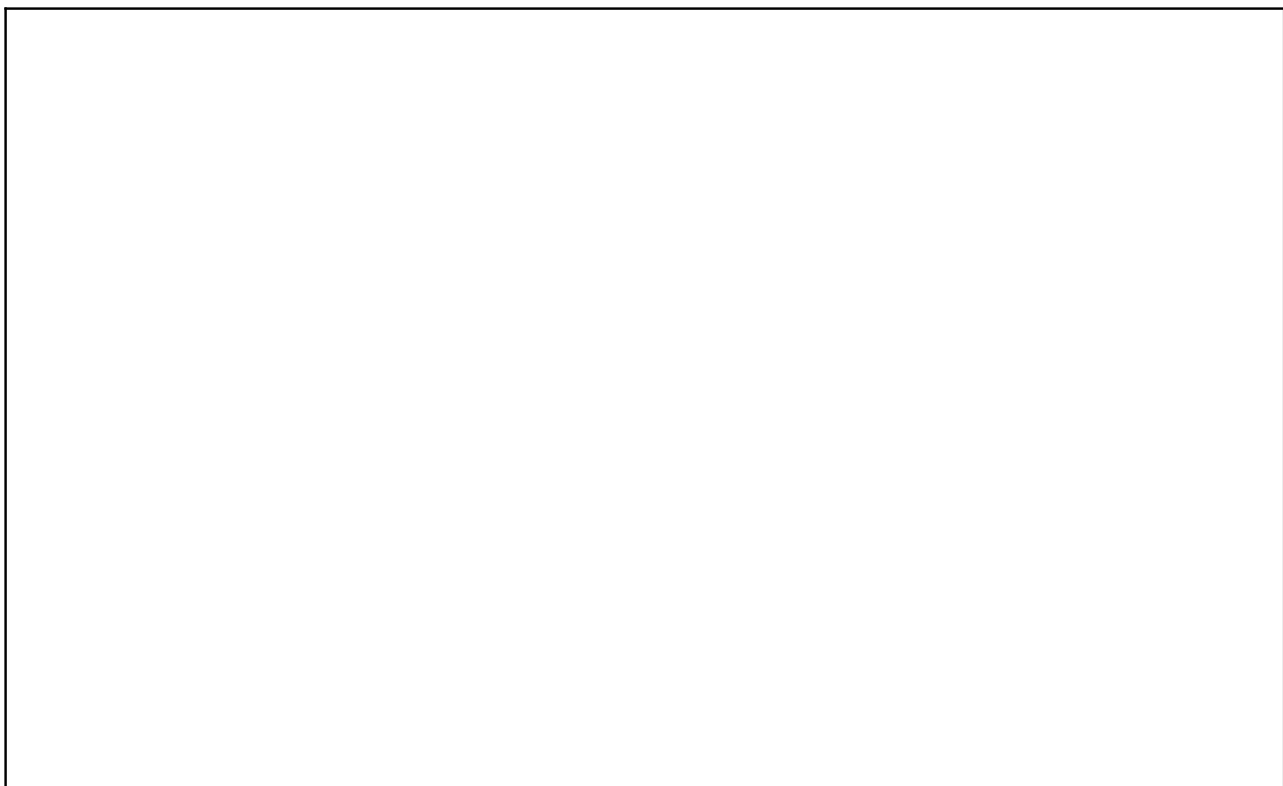
### **Career Guidance A Handbook for Policy Makers**

**Where appropriate during the Symposium sessions, time will be made available for participants to scan the Handbook for Policy Makers. It is hoped that this document will inform discussion in Session 9 on Monday when country teams prepare action plans. Participants may like to do more extensive reading of the handbook in their own time.**

The theme of Section 4 of the handbook is: Improving the systems that support career guidance (Pages 40 - 63). A relevant section on this theme may be found on Page 8 of the Executive Summary.

Briefly scan this information. Identify anything that you think may have application in your country and that you would like to follow up with your country team in Session 9 on Monday.

Personal Notes:





## International Symposium of Career Development and Public Policy

### Session 9 CICA meeting

#### Guiding question for this session

If Symposium 2006 is to be useful for practitioners what are the 10 key points you would want them to know?

**Outcome:** Produce a document for practitioners titled (tentatively) *Practitioner reflections on Symposium 2006*

**Session goals:**

- Share ideas
- Synthesise ideas
- Summarise ideas into draft document

#### **TASK 1: Personal Reflection**

Individually reflect on the Symposium. Write a response to the following questions.

What is your most important learning from the Symposium?

What is the point/fact/information I would most like to pass on to a fellow career development practitioner?

What recommendations/ideas would you like CICA to follow up?

**TASK 2:     Sharing, recording, synthesising ideas in the group**  
**Identify 10 key ideas**

**TASK 3:     Record the recommendations/ideas for CICA to follow up**



**International Symposium of Career  
Development and Public Policy**

**Session 9  
Country team action plan**





<b>Key issue(s)</b>	<b>Action required to address each issue</b>	<b>Manageable steps</b>	<b>Person(s) involved</b>	<b>Timelines</b>

