

Mid-career progression and development: the role for careers guidance and counselling

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Context

- Structural shifts and changes
- Career, transition and lifelong learning

Research

- Two year European research study (2008-2010) into forms of individual career progression

Findings

- Key findings
- Implications for learning and careers

Globalisation

- International labour market
- Technological change
- Economic competitiveness
- Polarisation of skills



Concept of 'Career'

'The evolving sequence of a person's work experiences over time.'

Ref: Arthur, M.B., Hall, D.T. & Lawrence, B.S. (1989)
Handbook of Career Theory, Cambridge, Cambridge
University Press.



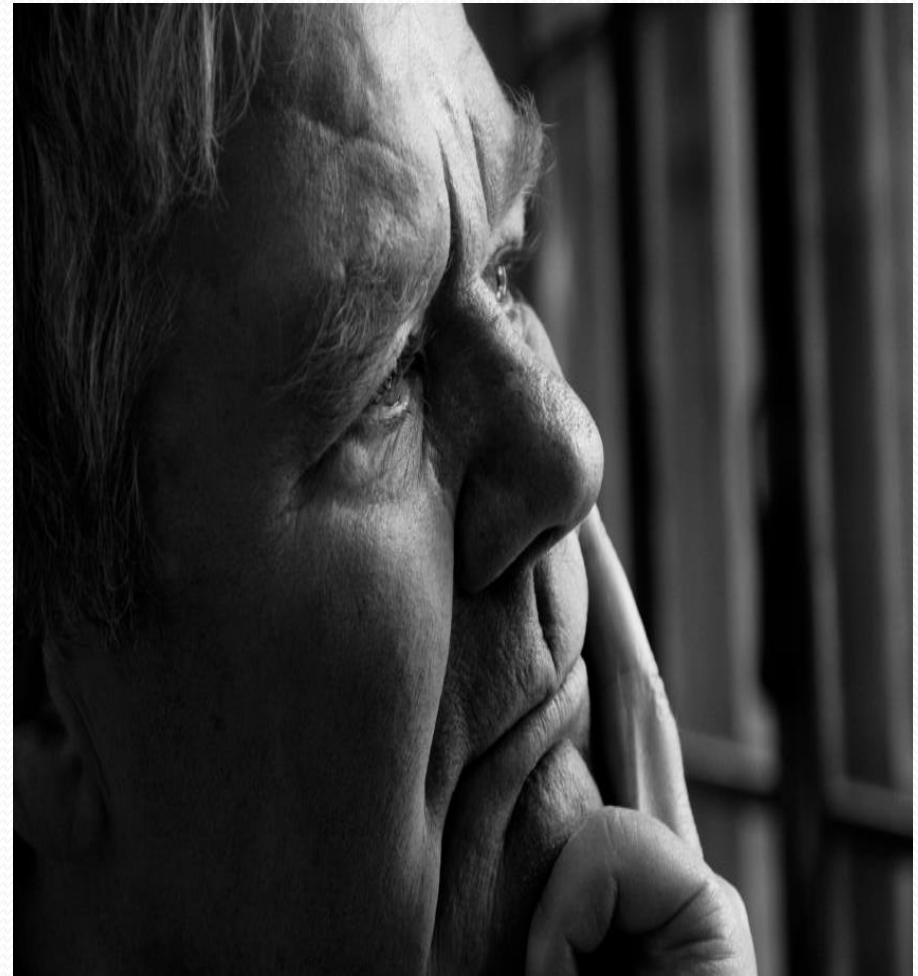
Multiple transitions

- Primarily about change
- Refers to a life event, which causes role changes or crisis
- Adjustments are needed at many different levels
- Can be stressful
- Differential impact, but support often needed



Lifelong Learning

- Engagement across the lifespan
- Formal and informal
- Up-skilling, re-skilling, re-entry, re-direction, downward drift, career break



Questions

- ❖ How do individual's careers actually evolve over time?
- ❖ What is the role of learning?
- ❖ Is there a role for careers support?



Transitions

- Learning, working, reframing, identities
- Work attachment, skill set, organisation

Life-course

- Periods of relative stability
- Periods of substantive learning & development

Strategic Biographies

- Sense making, shaping
- Career narratives, coherence

Study: Changing patterns of career - CVET

Desk Review & Feasibility Study

- Involved the use of 3rd party surveys

Small-scale comparative survey

- 10 countries, 1148 responses, 900 complete

Changing patterns of career: CVET

Focus

- Lifelong learning
- Learning across the life-course

Purpose

- Explore patterns of learning
- Examine how learning increases labour market mobility

Changing patterns of career: CVET

Learning while working is important

Lack of learning & development –
downward career drift

Conducive employment contexts ->
learning/positive disposition to career

Linking learning strategically to career
increases motivation.

Evolving careers and learning

Intensive episodes of learning
across the life-course



Many actively shape their
personal work biographies, but
often value help



Coherent career narratives
important

Job Mobility & Career Guidance

‘Individuals valued support in making career decisions. This support could take various forms, butguidance appears crucial in facilitating positive outcomes both for the individual and the smooth functioning of the labour market’

Ref: Brown, A., **Bimrose, J.**, Barnes, S-A., Kirpal, S., Grønning, T. & Dæhlen, M. (2010) Changing Patterns of Work, Learning and Career Development Across Europe (Final Report EACEA/2007/07), Brussels: Education, Audiovisual & Culture Executive Agency. http://ec.europa.eu/education/more-information/doc/2010/warwick_en.pdf

Changing patterns of career: CVET

Barriers to learning

Individual access to learning and development opportunities is constrained by individual and organisational factors:
opportunity structures



Thank you