

AGENDA

Meeting theme: “The next normal: creating better futures for all using innovative approaches to career development”

Attending

1. David Morgan, The CDI
2. Carolyn Parry, The CDI
3. Ifza Shakoor, The CDI
4. Ciara Bomford, Careers Wales and minutes
5. Kath Foot, Dŵr Cymru Welsh Water
6. Hade Turkman, Chwarae Teg
7. Kathryn Robson, Adult Learning Wales
8. Elisa Vigna, Cardiff University
9. Rowan Davies, Prince’s Trust
10. Anne Tanner, Call of the Wild
11. Judith Lyle, Gower College
12. Andy Jones, Gower College
13. Hannah James, Gatehouse ICS
14. Karoline Whittington, Call of the Wild
15. Angela West, HEFCW
16. Sarah Frost, DWP
17. Kay Smith, Learning and Work Institute
18. Sam Evans, Welsh Government
19. Paul Butterworth, Chambers Wales

Apologies

1. Emma Verrier, WISC
2. Sarah Finnegan Dehn, Independent Careers Adviser
3. Michelle Gunn, Prince’s Trust
4. Mark Owen, Careers Wales
5. Jane Lewis (Regen), Carmarthen County Council (RSLP)
6. Nadine Davies, DWP
7. Becky Watkins, Dŵr Cymru Welsh Water
8. Charlotte Lees, Estyn
9. Martyn Reed – Adult Learning Wales
10. Prof Wendy Dearing, UWTSO
11. Jane Morris, Governors Wales
12. Sarah Mair Hughes, Creative and Cultural Skills
13. David Pugh, Prime Cymru
14. Hayley Dunn, Chwarae Teg
15. Emma Richards, Chwarae Teg
16. Michele Harris-Cocker, Coleg y Cymoedd
17. Bronwen Raine, Antur Cymru

Meeting Registration Link:

https://us02web.zoom.us/meeting/register/tZcuce6upzktHdZC-dOgU_98ADmTs8yIp7LW

Welcome, Introductions and apologies

Carolyn Parry welcomed people to the forum and reminded people of the pillars of the forum, the centenary of the careers profession, and the theme of the meeting.

David encouraged people to share success stories of careers work on social media, and to use the hashtag #careersimpact

Carolyn reminded people of the impact of the cost of living crisis and trends in the labour market (increase of social care jobs, poor representation of Black people in the law profession, people driven back to the office by cold, decrease of manufacturing jobs, requirement for young people to have higher qualifications. Also, that if you get less than 5 hours sleep a night you are putting your health at risk.

Carolyn shared some useful links:

- https://www.theguardian.com/law/2022/oct/19/england-and-wales-law-firms-black-report-1-per-cent-study?CMP=Share_AndroidApp_Other
- <https://www.kornferry.com/insights/featured-topics/talent-recruitment/talent-shortage-moves-to-chronic-problem-in-2022/download-pdf>
- <https://www.bbc.co.uk/news/uk-wales-63308829>
- https://www.nfer.ac.uk/media/5076/the_skills_imperative_2035_working_paper_2_headline_report.pdf
- <https://www.bbc.co.uk/news/health-63284305>

Attracting and retaining staff: our L & D approach to career planning Kathryn Foot, Talent Development Advisor, Dŵr Cymru Welsh Water

Dŵr Cymru have developed an innovative approach to career development for their employers, including a careers festival (attended by 243 employees) and a career development model for colleagues. The aim is to helping people to become more curious and braver about managing their careers, knowing strengths and motivators, building a network, selling their skills. They have developed useful resources and had great speakers for the careers festival. Feedback was excellent.

Most people look externally when they want a new move, and the hope is that more people will look for internal progressions. Dŵr Water have also signed up to a group of 12 organisations who will be running careers experiments, such as spending two weeks leave in another part of the business. Also work shadowing opportunities.

Career Ambassadors will support people with careers conversations, supported by an eLearning programme for the ambassadors developed by Careers Wales. Diversity and inclusion is very important, and is supported by various employee-led networks including the Able group, the over 50s group and the carers group. Discussion followed about whether money is a key driver for people in making career decisions.

Kathryn will check if she can share the EDI strategy with the CDI

Young Women's Experiences of Careers Advice and Guidance in Wales Dr Hade Turkmen, Research Partner, Chwarae Teg Discussion and questions

Presented research published last week about young women's experience of careers advice and guidance, and how well careers services are meeting their needs in the aftermath of the pandemic.

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Online meeting: Thursday 19th October 2022, 2-4pm

Hade outlined some of the areas where women are underrepresented in the labour market, and reminded us that decisions made early on in women's careers drive this. Key findings were that Careers Wales and UCAS were the best-known sources of careers support, and 19% of people had never accessed career support. Careers support came too late with most people not coming into contact with careers services until age 14-16. Nearly all said they had not been given advice about new and emerging industries or green jobs.

The pandemic had affected young women in various ways e.g., more interest in health and social care, increased access to digital services, mental health, disruptions to education, missed opportunities for work experience and in person careers events.

There was some discussion about the recommendations for careers services and how new initiatives in Careers Wales might help.

The report can be accessed at <https://chwaraeteg.com/news/gender-stereotypes-still-shaping-career-decisions-of-young-women-in-wales/>

Finding the funds to find their feet – support for budding entrepreneurs

Karen Davies, Founder and Chief Executive, Purple Shoots

Karen described some case study stories of how they had helped people to set up small businesses, including carers and people with debt and health issues. Purple Shoots lend money to people who would otherwise find it hard to get credit to set up a business.

People with poor credit rating find it extremely difficult to get a mainstream loan or funding to start a business, and this can be very discouraging and can drive people to high-cost credit or illegal lenders.

The impact is massive for people who gain confidence and resilience and are able to get their businesses going. There is also a significant benefit for the economy (£3-4 for every £1 lent). Loans are up to £5000, at 14.5% annum.

The question was raised about why few young people seek funding, and whether schools do enough to promote entrepreneurship.

Facilitated discussion: “What steps can we all take to ensure career equity for all?”

Ifza Shakoor led some discussion about diversity in the career sector and what career equity is (equal outcomes).

AOB and final thoughts

Carolyn gathered some feedback – people liked the speakers and the increased discussion and interaction, as well as the heart-warming stories.

Date of next meeting: Wednesday 15th February 2023 2pm – 4.30pm

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https://us02web.zoom.us/meeting/register/tZcuce6upzktHdZC-dOgU_98ADmTs8yIp7LW