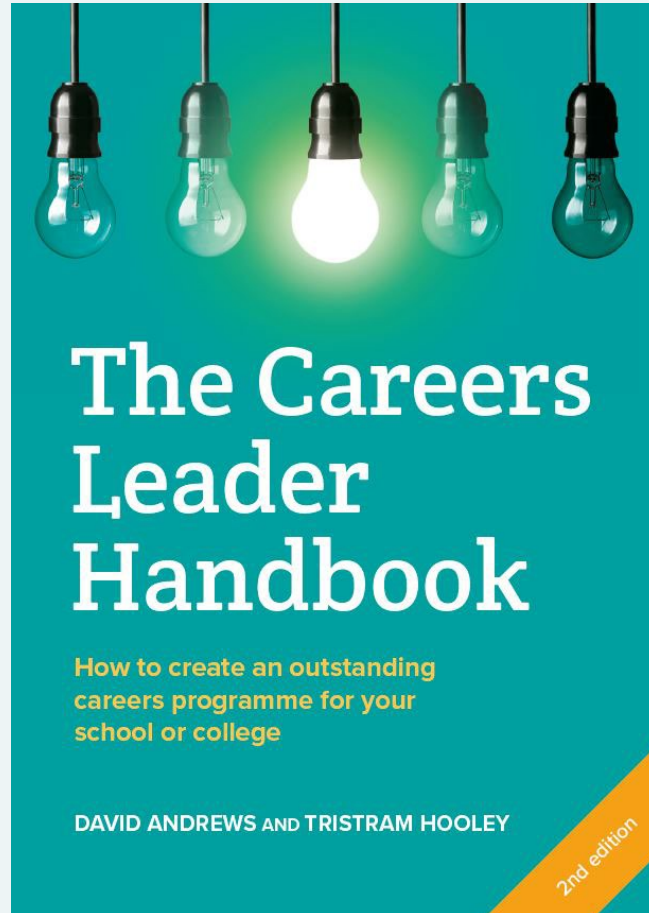


Making careers programmes meaningful for life



The Careers Leader Handbook



- The Second Edition of The Careers Leader Handbook is available in the the lobby and from <https://trotman.co.uk/products/coming-soon-the-careers-leader-handbook-2nd-edition>
- I am available for signing copies and appearing in selfies!



Study at iCeGS



MA in Career Guidance and Development

Focused on developing career practitioners across the sector

Taught on Saturdays, Caries QCD (awarded by CDI)

Full-time or part-time with an integrated placement

Often funded through PG loan

Contact Tom Staunton –
t.staunton@derby.ac.uk

EdD or PhD

To discuss ideas for doctoral study please contact Professor Siobhan Neary (Head of iCeGS) at s.neary@derby.ac.uk.

Full-time or part-time

For further information

<https://www.derby.ac.uk/research/the-mes/public-services/icegs/study-with-icegs/>

And now for something completely different...



*Why are we here, what's life
all about?
Is God really real, or is there
some doubt?!*
*Well tonight we're going to
sort it all out
For tonight it's the **MEANING
OF LIFE!***

Overview

What does career have to do with the meaning of life?

What is a meaningful life, work and career?

Why do we need career guidance?

How can career management skills help?

Overview

What does career have to do with the meaning of life?

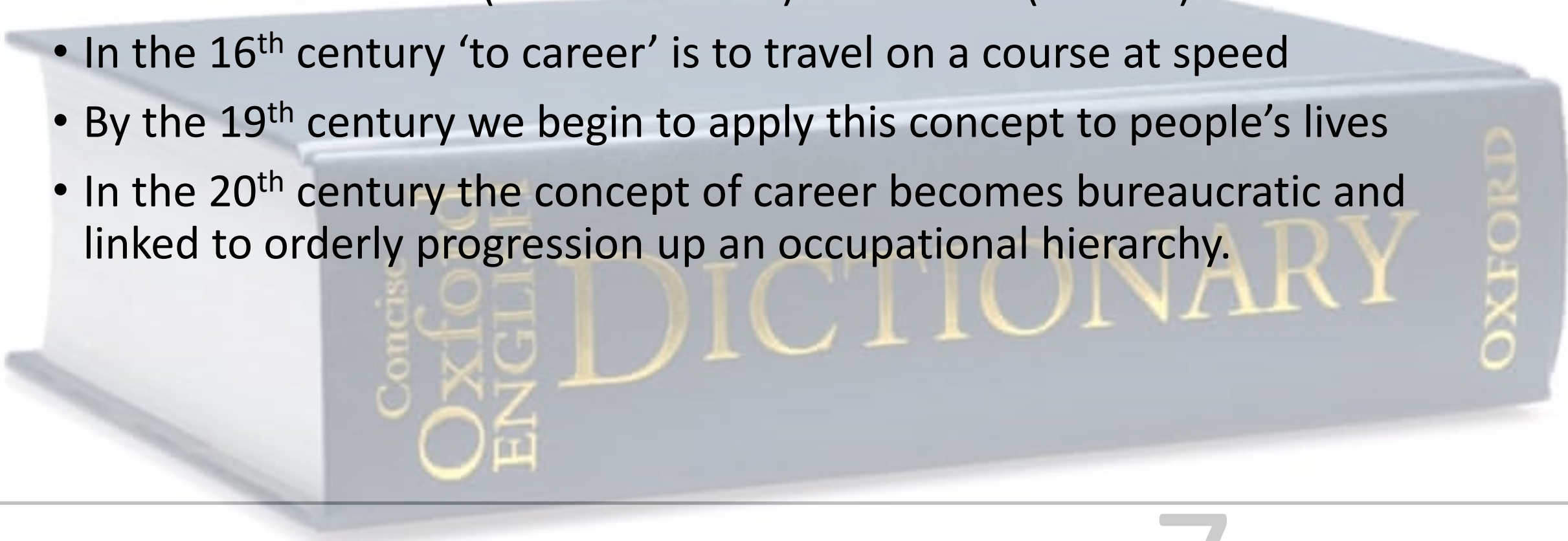
What is a meaningful life, work and career?

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Etymology

- From Latin... cararia (a road or track) and carrus (chariot)
- In the 16th century 'to career' is to travel on a course at speed
- By the 19th century we begin to apply this concept to people's lives
- In the 20th century the concept of career becomes bureaucratic and linked to orderly progression up an occupational hierarchy.



Concise
Oxford
ENGLISH
DICTIONARY
OXFORD

Frank Parsons' method

In the wise choice of a vocation there are three broad factors:

- a clear understanding of yourself, your aptitudes, abilities, interests, ambitions, resources, limitations and their causes;
- a knowledge of the requirements, and conditions of success, advantages and disadvantages, compensation, opportunities and prospects in different lines of work;
- true reasoning on the relations of these two groups of facts.



Does it fit?





Five ways to build a rewarding career
economictimes.indiatimes.com

Portfolio Career: Definition, Pros and Cons
flexjobs.com

Career - Travepediaonline
travepediaonline.com

10 Steps to a Successful Career Change
thebalancecareers.com

How to Move Forward in Your Career
careertool.com



Definition of Career
careertool.com

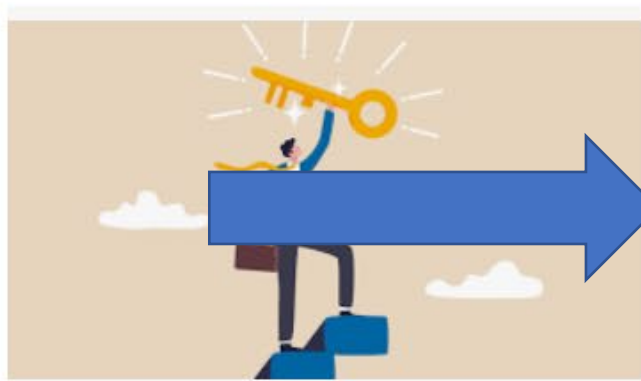
20 Great Career Fields for the Future
moneycrashers.com

Why focusing on your career path is the best
theladders.com

Career Planning- Complete Guide (2019)
mygreatlearning.com

support career development
realvnc.com

Advancing Your Career
careertool.com



So how might we (re)define the concept of career to make it more meaningful?

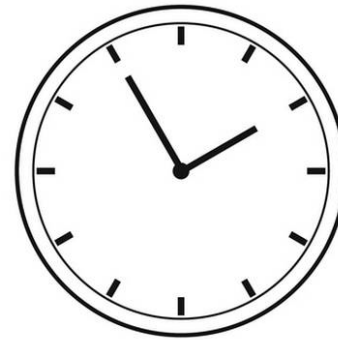


We can change the purpose of objects and concepts to improve and develop them.

**Career is our journey through
life, learning and work**



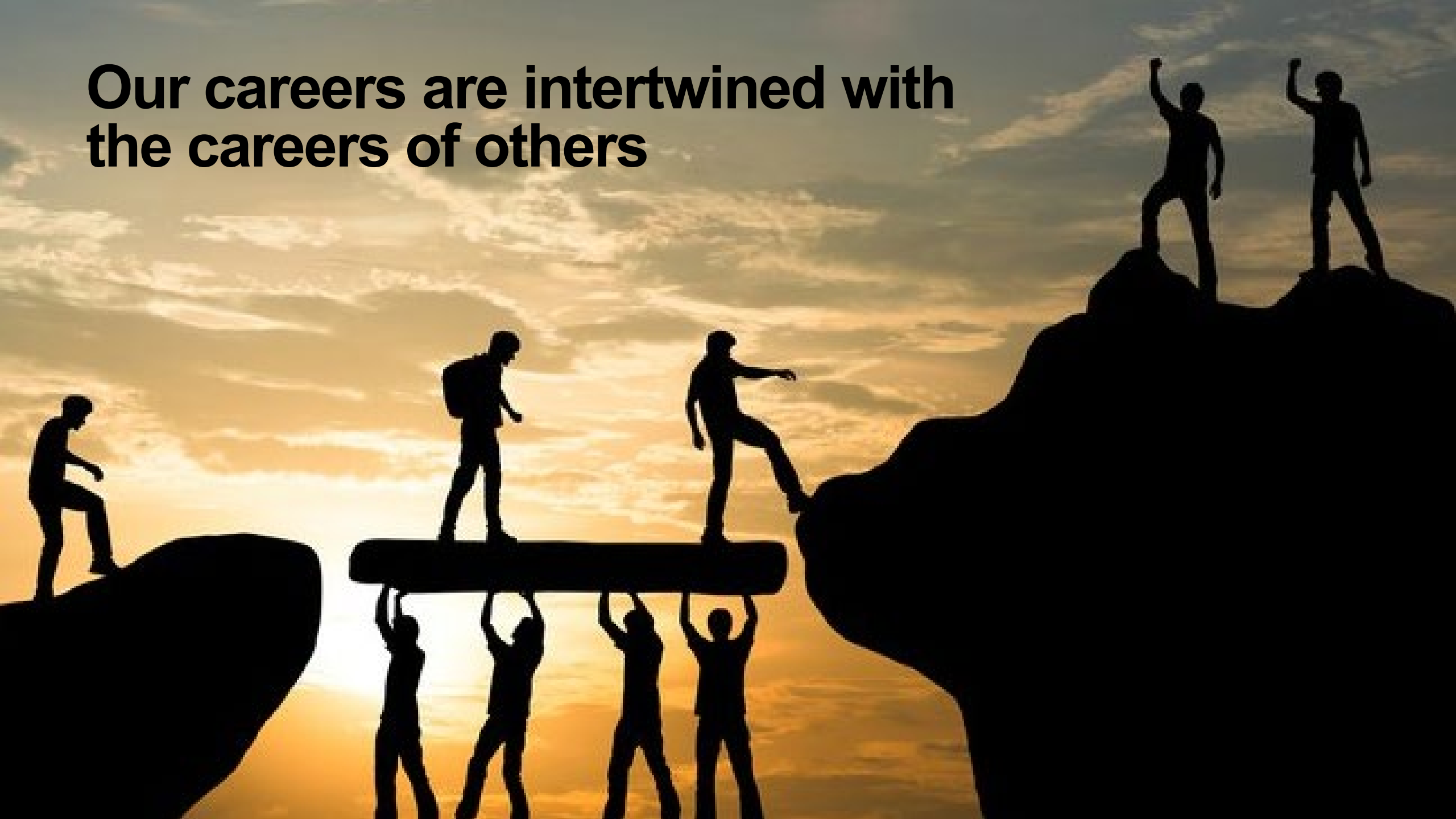
Our careers are lifelong



Careers are also lifewide



**Our careers are intertwined with
the careers of others**



Career is not just about paid work





Careers are where individuals meet, navigate and (possibly) transcend, social structures

But also where we are subject to, and resist, power.



Career is our
path into a
(*meaningful*)
future(s)

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Mentimeter

Join at menti.com | use code **5649 2537**

Homo faber



What should the subject of careers education and guidance be?



*decent work in life beyond the
belt and suspenders*

Work is 'decent' if it...

(Duffy et al., 2017)

is safe

allows for free time and rest

is aligned to individual and family values

provides adequate compensation

gives access to appropriate benefits and safeguards (e.g. sick pay, healthcare, pension)

What (decent) work offers us...

(See Blustein, 2013)

Survival and advancement

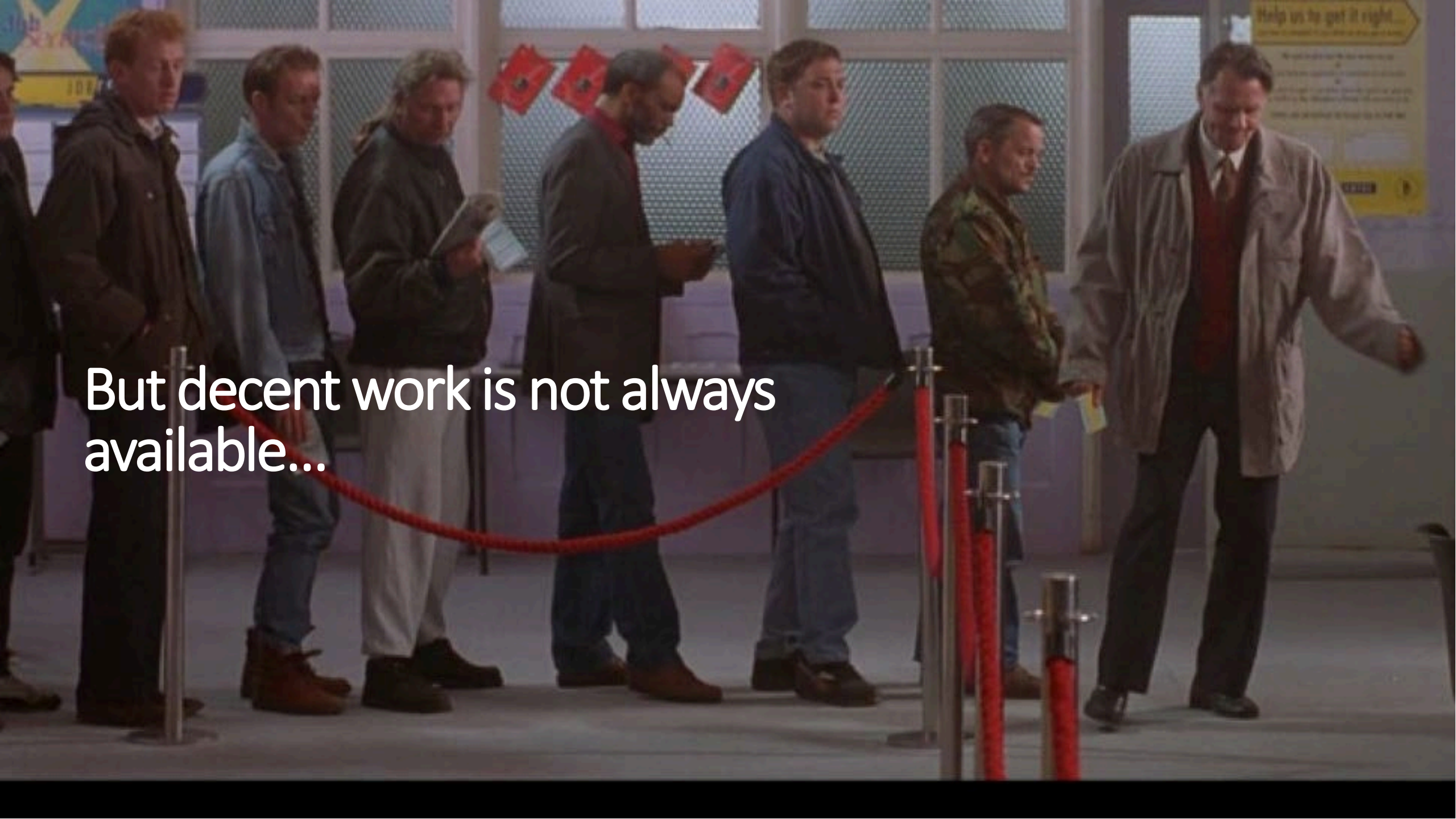
- Put food on the tables and heat in our houses
- Allow us to access power and resources
- We are material beings with material needs

Social connections

- Creativity and inspiration
- Collaboration and team work.
- Mentoring and development
- Friendship
- We are social beings with social needs

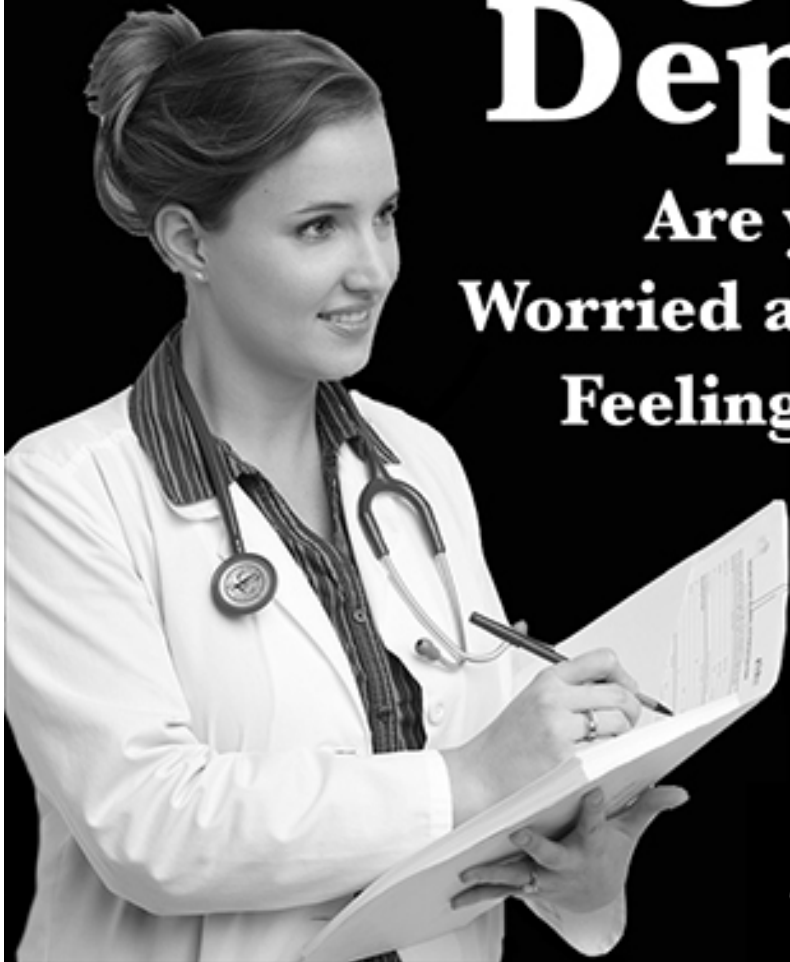
Self-determine, meaning and social transformation

- Work allows us to act on the world
- It is how we make a difference in the lives of others
- Work is not neutral, but is a statement of who we are and what we want to happen
- We are purposeful being who seek meaning in our lives

A line of seven men is waiting in a room, likely a job center or a public office. They are standing behind a red rope barrier. The men are dressed in various styles of work clothes and jackets, suggesting a diverse range of backgrounds and professions. The man on the far right is wearing a light-colored, overcoat and a dark suit underneath, which stands out from the others. The background features a wall with a grid pattern and a sign that says "Help us to get it right...".

But decent work is not always available...

Feeling Sad and Depressed?



Are you anxious?

Worried about the future?

Feeling isolated and alone?

**You may be
suffering from
CAPITALISM.**

*Symptoms may include: homelessness, unemployment, poverty,
hunger, feelings of powerlessness, fear, apathy or boredom, suicidal
or revolutionary thoughts, death.*

So how can we find meaning in an imperfect world?



Enrichment/Advancement



Development/Enlightenment



Social transformation

These are the big questions

- What philosophy deals with in the abstract.
- Career guidance deals with in the everyday lived experience and struggles of individuals.



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We know what to do, but not why...

1. A stable careers programme

2. Learning from career and labour market information

3. Addressing the needs of each pupil

4. Linking curriculum learning to careers

5. Encounters with employers and employees

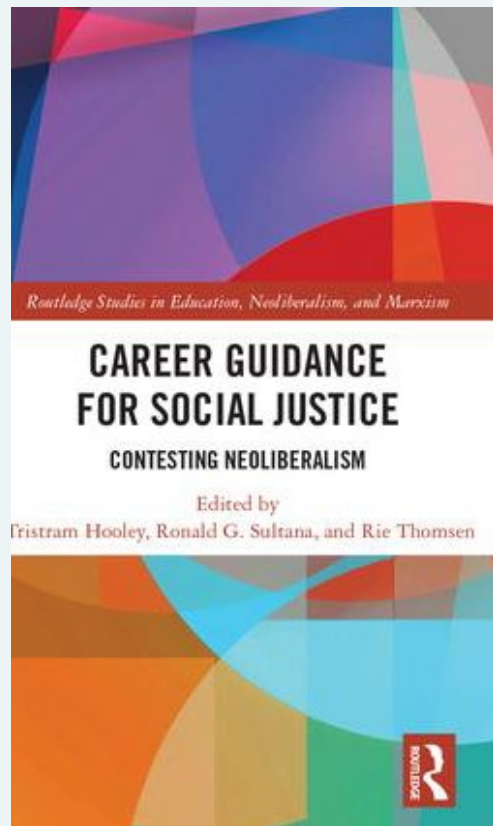
6. Experiences of workplaces

7. Encounters with further and higher education

8. Personal guidance



Career guidance



“Career guidance supports **individuals and groups** to discover more about work, leisure and learning and to consider their place in the world and plan for their futures... Career guidance can take a wide range of forms and draws on diverse theoretical traditions. But at its heart it is a purposeful learning opportunity which supports **individuals and groups** to consider and reconsider work, leisure and learning in the light of new information and experiences and to take both individual and collective action as a result of this.”

Career guidance should teach every child that they have a career and that they should cherish it



This career has already started
It will have its ups and downs
They cannot control it completely
But they do have agency (both individually and collectively)
This is where they will find meaning.

Career guidance should help people to access decent work and build amazing careers



Career guidance shouldn't be about fitting people into their place



"GOOD BYE"

SHE SAID...

"I'M OFF TO JOIN

THE

CIRCUS"

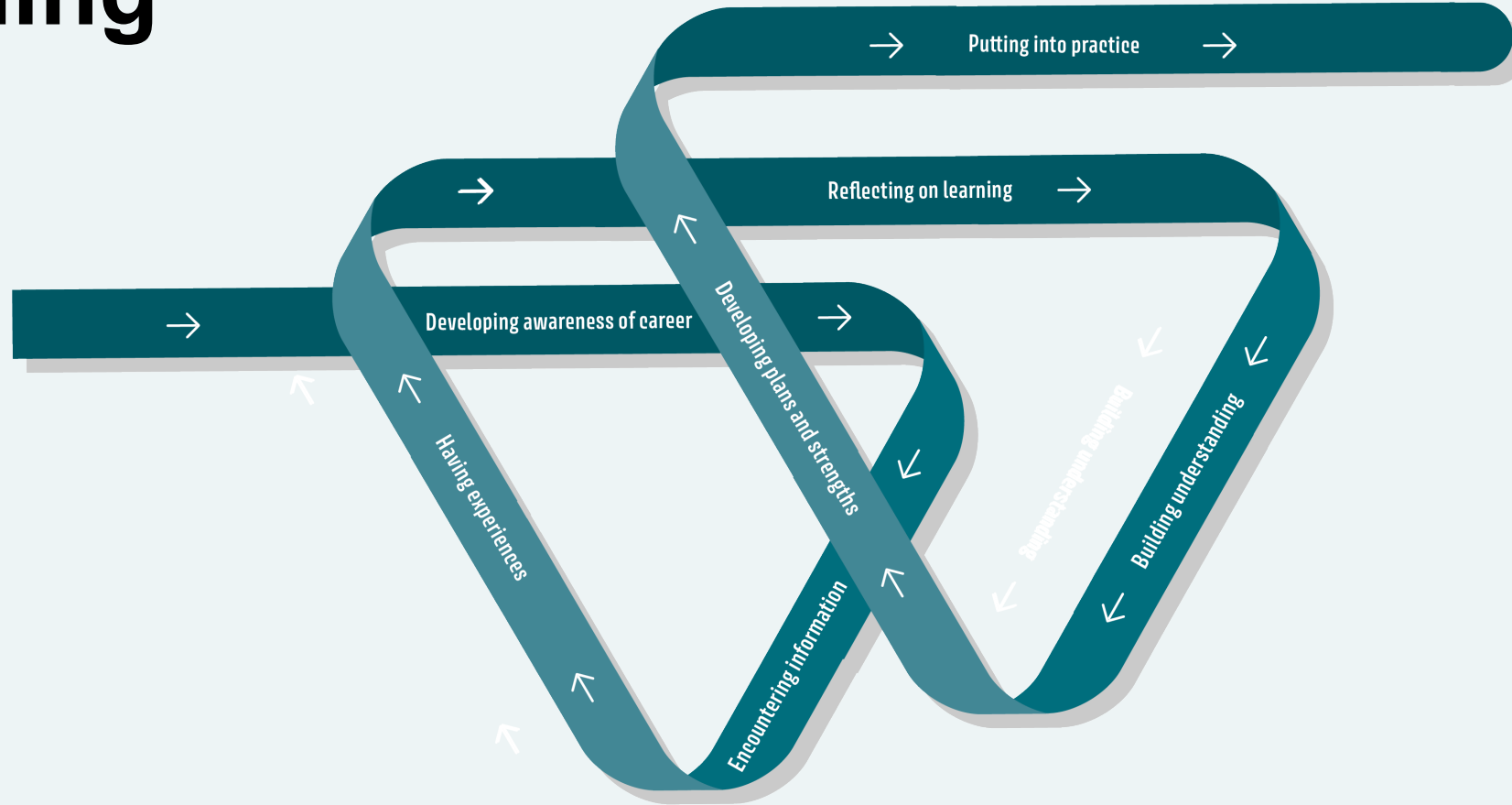


**It should
encourage
young
people to
think
beyond the
obvious**

And help them to question the world as it is... and change it



In this process of reflecting, connecting and taking action that people will make meaning



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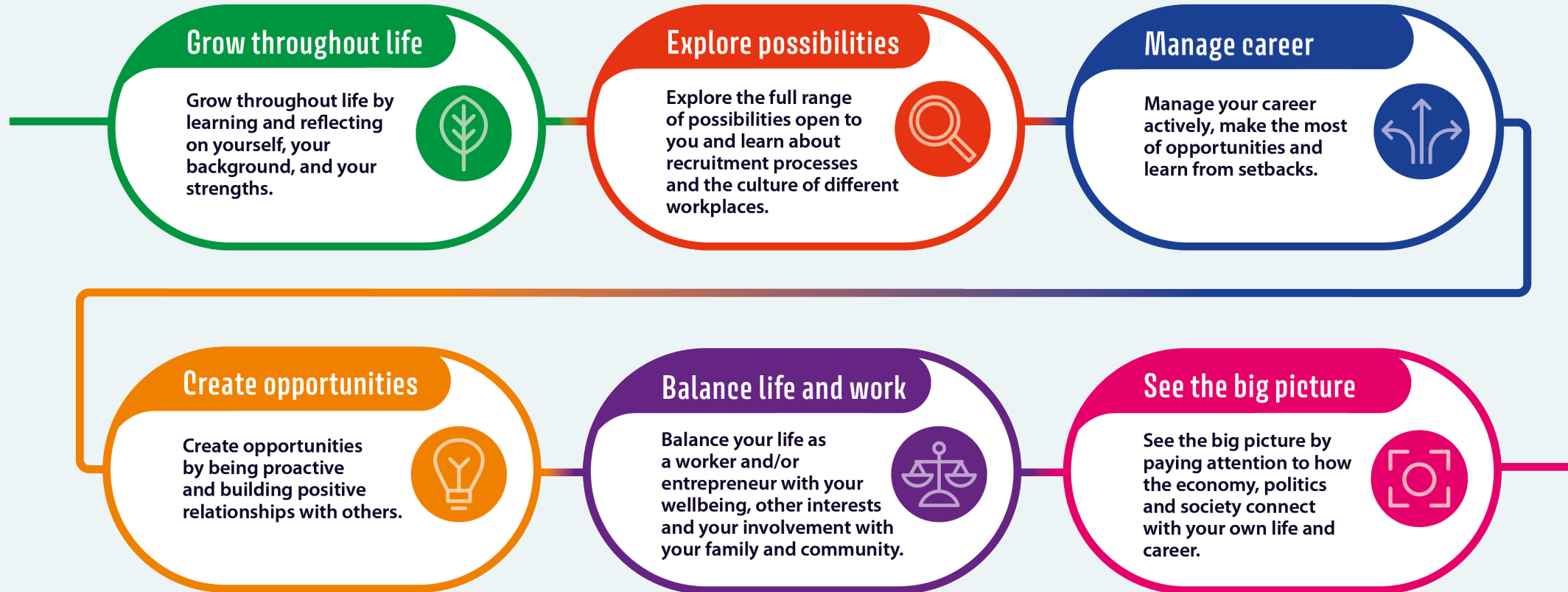
Defining career management skills

Just as with all subjects career learning needs to define what people need to learn.

Without an idea of the aims of learning, you can't start thinking about how you will teach and develop students.



The CDI framework



Making meaning

- The CDI framework exists to encourage a broad-based investigation of meaning and career.
- This is an opportunity to encourage both individual and collective meaning making.
- If young people can recognise that career is about building meaning in your life, and develop their career management skills they will be ready for the next stage of their life.

The CDI framework

How can you move positively through life, find decent work and do good?

What kind of person do you want to become?

What does the world offer you (and not offer you)?

Grow throughout life

Grow throughout life by learning and reflecting on yourself, your background, and your strengths.



Explore possibilities

Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.



Manage career

Manage your career actively, make the most of opportunities and learn from setbacks.



Create opportunities

Create opportunities by being proactive and building positive relationships with others.



Balance life and work

Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.



See the big picture

See the big picture by paying attention to how the economy, politics and society connect with your own life and career.



How can you make your dreams come true, even when people say it is impossible?

What kind of life do you want to live and where do other people fit into it?

What does it all mean? Can your career make a difference? Can you change the world?

Finding meaning

These are the most interesting conversations that you can have with anyone.

This is why careers education is so important, and so wonderful to teach.

Careers is not just about UCAS and SOC codes.

It is about life, the universe and everything!

So, tomorrow you need to encourage students to talk about the meaning of their life.

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THANK YOU

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