

Inclusive scholarship in career development practitioner research

Gill Frigerio, Associate Professor, Centre for Lifelong Learning, University of Warwick

Chair of NICEC

G.Frigerio@warwick.ac.uk

Twitter: @GillFrigerio

- **A bit about me**
- **Researchers and the researched – power dynamics**
- **NICEC: past, present and future**
- **Research at Warwick with GMH students**
- **Thoughts for the future**



Researchers



Researched



NICEC past ...

Founded in 1975

Aligned with CRAC

Distinctive coherent voice

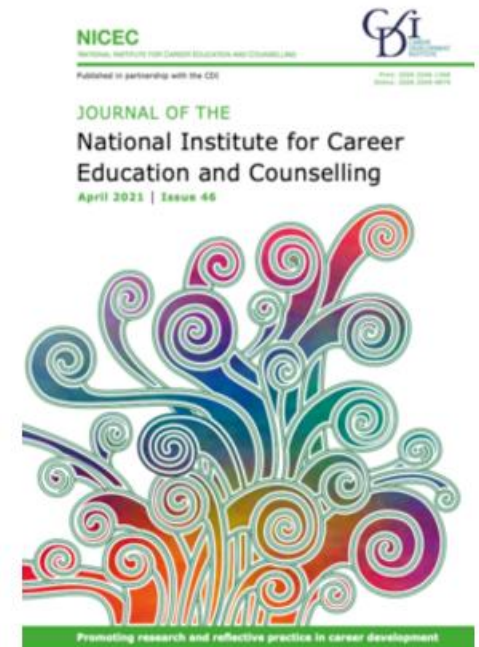




NICEC

NICEC present ...

- a learned society 33 fellows, 17 International fellows, 58 Members
- Seminars and network events
- CDI 'Cutting Edge' events
- Journal...online access
- Bill Law Award
- Website, news, announcements, conferences





NICEC

Sample events:

Careers in a post-covid world

Has the pandemic transformed delivery of career guidance? Exploring changes in practice

Career development ... as if the planet matters

Race equality and career development practice

NICEC future:

**More diverse,
inclusive,
open**

The global majority heritage student experience and progression on Career Studies and Coaching programmes

Literature review: White practitioner as 'normative'

Data analysis: Awarding gaps for Career Studies programmes consistent with the institution and sector = systemic issues

Focus groups:

Positive responses to the course environment whilst recognising coloniality of careers work

Home/international binary evident in policy analysis does not map onto practice

Adopting an asset based perspective

I think my ethnic background has given me a different perspective. And that actually brought to light a lot of my learning as a student, and of course, continuing as a professional in the careers community.

The global majority heritage student experience and progression on Career Studies and Coaching programmes

Key take aways:

- **Course materials/reading/pedagogy - naming issues of race**
- **Burden of representation - Don't wait for the GMH student to raise ethnicity and cultural difference**
- **Impact of whiteness – reflexivity and criticality needed**

Thoughts for the future

- **Integrating scholarship, policy and practice**
- **Keeping up the serious thinking**
- **Sharing power**
- **Developing new thought leaders**