



## ANALYTICAL MEETING

An Analytical Meeting for the Review was held in Bonn on 12-13 September. It was attended by 37 people, including representatives from each of the 14 countries participating in the Review, the consultants responsible for the papers commissioned as part of the Review, and representatives from the European Commission, the World Bank, the International Association for Educational and Vocational Guidance, and the OECD Secretariat.

The main purpose of the meeting was to review the Secretariat's draft structure for the final report, in the light of what had been learned from the Review to date. A number of valuable suggestions were made for ways in which the structure might be modified and amplified.

## FINAL DISSEMINATION CONFERENCE

The Canadian Government has indicated that it is willing to host a policy dissemination conference in autumn 2003 following publication of the Review's final report. It is proposed that the conference will be organised by the Canadian Government and OECD, in collaboration with the European Commission and the World Bank, so that it can draw upon the parallel international activities outlined below. The dates have not yet been confirmed, but a possibility is 6-8 October.

The conference will have a participatory design. Invitations will be addressed to senior policy makers within education and labour market portfolios, in addition to those who have direct responsibility for career information, guidance and counselling policies; governments will also be encouraged to include a professional leader from the guidance field in their teams. All OECD member countries will be invited, not just those participating in the review. In addition, representatives will be invited from other countries taking part in the parallel European Commission and World Bank activities. The OECD's Business and Industry Advisory Committee and its Trade Union Advisory Committee will also be invited.

## RELATED INTERNATIONAL DEVELOPMENTS

The European Commission is planning to set up a Lifelong Guidance Group. It will comprise 25 people, including officials and experts from Member States and future Member States, plus representatives of social partners, NGOs and consumer interests. It will feed into the work of two of the groups being set up as part of the follow-up process both to the EC Objectives for Education and Training in Europe and to the EC Communication on Lifelong Learning. As part of the preparations for the work of the Lifelong Guidance Group, national consultants have been commissioned to prepare reports, using the OECD questionnaire, for countries which are not taking part in the OECD review: synthesis reports are being prepared by CEDEFOP (on member-states) and by the European Training Foundation (on the pre-accession countries). The content of the recent Leonardo programme Call for Proposals has also been influenced by the OECD review.

The World Bank has approved a new project on career guidance services in developing countries. It seems likely that the participating countries will be Chile, the Philippines, Poland, Russia, South Africa and Turkey. The country reports will be based on an adapted version of the questionnaire used in the OECD review. It is hoped that the project will provide lessons for work in other developing countries, and will help to raise the profile of career guidance within the Bank.

## PUBLICATION PLANS



The draft comparative report will now be prepared by the Secretariat. It will be sent for translation by the end of January 2003, so that it can be circulated in advance of the meetings of OECD's Education Committee (EDC) and its Employment, Labour and Social Affairs Committee (ELSAC) in April and May 2003 respectively. Final revisions will then be made by the end of May 2003, so that the report can be published in the late summer of 2003.

The final report of the Review is likely to be released in September 2003, together with an Executive Summary as a separate publication. Publication of the main report will be in English and French; in addition, it is hoped that it may be translated into Spanish and German. The Executive Summary may be published in some other languages. Additional plans to publish the commissioned papers and rationale document as separate publications have been altered as a result of changes in publication policy within OECD. A symposium containing revised versions of some of the commissioned papers will however be published in a special issue of the *International Journal for Educational and Vocational Guidance*.

A number of presentations to international conferences, including FEDORA (European Association for University Guidance), IAEVG (International Association for Educational and Vocational Guidance) and WAPES (World Association of Public Employment Services), have also been arranged.

# COUNTRY PROGRESS REPORT

At the Bonn meeting, representatives of each of the 14 countries participating in the Review reported on progress to date with national visits, Country Notes and subsequent dissemination activities/plans.



Australia

Country Note presented to MCEETYA Task Force: discussion at its next meeting. OECD review mentioned by Minister at launch of new web-based service.



Austria

Impressed by results of visit. Country Note awaited.



Canada

Country Note well received: recommendations under consideration. Will feed into national conference to look at role of information in career decision-making; also planning national sector symposium to include representation from employers. Consolidated revised response to OECD questionnaire to be produced by HRDC and CMEC by winter 2002.



Czech Rep.

Questionnaire response due by end of November; country visit to be held early in 2003 and results fed into comparative report at later stage.



Denmark

Country Note disseminated by Ministry in May, with article in official newsletter. Widely discussed by policy-makers and practitioners. Government's Strategic Plan includes section on guidance, with references to OECD review. New legislation likely in autumn: draft includes some recommendations from Country Note.



Finland

Questionnaire response being discussed at national level, alongside other reports. No country visit or Country Note. National seminar to be held in November 2002.



Germany

Country Note translated and sent to Hartz Commission and also to seminar participants. Will be published and discussed with *länder* etc. Follow-up seminar to be held in 2003.



Ireland

Country Note well received and has influenced a number of recent developments. Will be disseminated as part of Ireland's preparation for EU Lifelong Guidance Group.



Korea

Country Note well received. All key review documents being translated into Korean. Seminar to be reconvened in 2003 to review follow-up.



Luxembourg

Draft of Country Note received. Follow-up under review.



Netherlands

Country Note well received. Under review by three relevant ministries. Plans being developed to look at quality standards in particular.



Norway

Country Note well received. Follow-up by two relevant ministries not yet actioned; Board of Education to be responsible for any implementation. Norwegian version of questionnaire response placed on Ministry of Education website.



Spain

Questionnaire response completed: very useful in terms of national transparency. Country visit was held in late September 2002.



U.K.

Country visit and debriefing session found very useful. Country Note awaited: will be disseminated to seminar participants after ministerial clearance. Dissemination activity still to be confirmed.



# VISIT TO CANADA

## Programme

Canada was the ninth country to be visited, from 2 to 10 July 2002. The team comprised Annemarie Oomen (National Centre for School Improvement, The Netherlands) and Tony Watts (OECD). It had meetings with federal and provincial government officials, and with policy-makers and guidance practitioners in three provinces (Manitoba, Ontario, Quebec); it also had meetings with a number of non-governmental national organisations, and visited several employment offices, youth employment centres and voluntary-sector organisations, as well as a university student services department. In addition to the federal questionnaire response, provincial responses were received from four provinces: British Columbia, Prince Edward Island, Quebec, and Saskatchewan.

## Emerging themes

The team identified the *strengths* of the career development system in Canada as including:

- The extent and quality of the labour market information.
- The development of creative resources (like The Real Game).
- The development of strategic instruments (notably the Blueprint for Life/Work Designs and the Standards and Guidelines for Career Development Practitioners).
- The creative support for public-private partnerships and for third-sector initiatives, both at national level and at local level.

In all of these respects, Canada is widely recognised as being a world leader, a position endorsed and reinforced by the two recent international symposia on career development and public policy (funded by Human Resources Development Canada (HRDC) and managed and co-ordinated by the Canadian Career Development Foundation).

The review team considered it significant that HRDC has had a significant role in all four of these areas, sometimes as deliverer, sometimes as initiator, and sometimes as funder. Other organisations have played important roles too, but HRDC's support and leadership have been crucial. This arguably reflects its creativity in responding to the structural constraints imposed on it, in two respects:

- Its jurisdictional limitations, as a federal ministry operating within a constitutional and political structure in which many governmental powers (including responsibility for education) are held by the provinces and in which the political dynamics favouring greater devolution have been strong.
- Its operational limitations: although it has a broad HRD remit, which implies a long-term remit in relation to all Canadians, its service-delivery functions are strongly addressed to specified target-groups and short-term outcomes, especially getting the unemployed back to work with maximum speed.

But if the strengths of the Canadian career development system reflect HRDC's creativity in responding to these restrictions, the *weaknesses* of the system also stem from these restrictions. They include, in particular:

- The focus on production of labour market information and of other resources rather than on their effective utilisation.
- The lack of a coherent framework for career development services within the educational system.
- The fact that career development services for adults are based largely on a crisis-oriented deficit model addressed to specific target-groups rather than on a proactive developmental model engaging all Canadians, including those in employment.
- The lack of adequate quality assurance across the career development field.
- The lack of strategic leadership capable of co-ordinating the breadth of career development provision.

The lifelong learning agenda potentially opens up a much wider view, in which all Canadians are encouraged and supported in planning the development of their skills, learning and work throughout life. Within such an agenda, addressing these five weaknesses becomes a matter of high priority. The review team's analyses and suggestions address each of these issues in turn.

## Timetable

### Tuesday 2 July: Ottawa

8.30 National Headquarters, Human Resources Development Canada: meetings with senior officials and managers on labour market policy, skills and learning, applied research, youth initiatives, student loans programme, LMI task force, and Aboriginal programmes

### Wednesday 3 July: Ottawa

8.00 National Headquarters, Human Resources Development Canada: meeting on human resources partnerships  
 8.30 Round-table meeting with national career development organisations (Alliance of Sector Councils, Canada Career Consortium, Canada Career Information Partnership, Canadian Career Development Foundation, National Life/Work Centre, Canada WorkInfoNet)  
 13.00 Visit to Human Resource Centre of Canada (HRCC) Ottawa Centre and Youth Employment Centre  
 14.15 Visit to Tecstart Eduplus Inc.  
 15.30 Meeting with Canadian Alliance of Education and Training Organizations (CAETO)

### Thursday 4 July: Toronto

8.30 Meeting with senior officials at HRDC Ontario Region offices  
 10.00 Meeting with Head of Guidance Counselling Branch, Province of Ontario Ministry of Education  
 11.00 Meeting with trainer from George Brown College  
 13.00 Visit to Jewish Vocational Services  
 14.30 Meeting at Canadian Foundation of Economic Education

### Friday 5 July: Winnipeg

8.30 Meeting with senior officials from HRDC Information Services, Winnipeg Employment Centre  
 11.00 Meeting with Forum of Labour Market Ministers (FLMM) Secretariat  
 12.00 Lunch meeting with Deputy Minister and other senior officials from Manitoba Education, Training and Youth and with HRDC Regional Office officials  
 13.45 Round-table discussion with managers and practitioners from the Manitoba Ministry of Education on career development programmes relating to schools, youth, adults, social welfare, unemployed, immigrants and refugees, disabled groups, and Aboriginals

### Monday 8 July: Quebec City

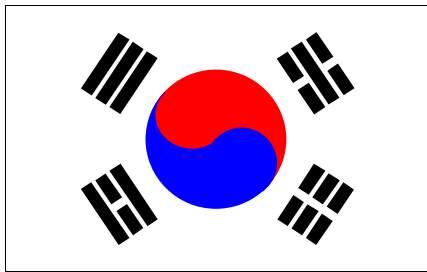
9.00 Meeting with senior officials from Quebec Ministry of Education  
 11.00 Visit to Carrefour Jeunesse-Emploi  
 13.00 Lunch meeting with research directors from Laval University and the University of Sherbrooke  
 15.00 Meeting with various service-delivery providers within the education network in Quebec

### Tuesday 9 July: Montreal

9.00 Meeting with senior officials from Emploi Quebec  
 14.00 Meeting with two senior university researchers  
 15.00 Meeting with President of l'Ordre des Conseillers et des Conseillères en Orientation et des Psychoéducateurs et Psychoéducatrices du Quebec (OCCOPPQ)  
 16.00 Meeting with staff of Student Services at University of Quebec at Montreal

### Wednesday 10 July: Montreal

8.45 Meeting with senior officials from HRDC Quebec Region  
 11.00 Visit to Café Jeunesse  
 13.00 Debrief and feedback session to senior officials from HRDC Headquarters, HRDC Quebec Region and Quebec Ministry of Education



# VISIT TO KOREA

## Programme

Korea was the eleventh country to host a visit, from 5 to 9 August 2002. The review team comprised John McCarthy from the European Commission and Tony Watts from the OECD Secretariat. The team had meetings with policy-makers in the Ministry of Education and Human Resources and the Ministry of Labour; visited two research and development centres; and also visited a school, a university, a public employment security centre, a women's career development centre and a youth counselling centre. In addition, a half-day seminar was held which was attended by twenty policy-makers, researchers and guidance practitioners.

### Emerging themes

The review team identified the *strengths* of the career guidance system in Korea as including:

- The extent and quality of web-based guidance delivery.
- The extent and quality of the labour market information.
- The high educational level of many career guidance practitioners.
- The extent and quality of the work in the career guidance field of two major research and development institutes (KRIVET and the Korea Human Resource Development Service's Work Information Centre).

It also identified a number of *weaknesses*:

- The narrow focus of school guidance on college entrance, and the lack of opportunities for work experience within general courses in the education system.
- The lack of career guidance services for employed adults.
- The limited nature of training provision for career counsellors, and – outside the education system – their lack of job security.
- The lack of cross-sectoral bodies and of strategic leadership in the career guidance field.

A number of suggestions are made in the report to build upon these strengths and to address these weaknesses.

### Timetable

#### Monday 5 August

09:30 – 11:00	Initial briefing from National Co-ordinator for the review
11:30 – 14:00	Meeting with President of Korea Research Institute for Vocational Education and Training (KRIVET)
14:00 – 15:30	Meeting at Ministry of Education with key policy-makers
16:30 – 17:45	Meeting at Ministry of Labour with key policy-makers

#### Tuesday 6 August

10:00 – 14:00	Visit to Work Information Center of the Human Resource Development Service of Korea, Seoul
15:00 – 17:00	Visit to a job information centre in a higher education institution (Ewha Woman's University, Seoul)

#### Wednesday 7 August

10:45 – 12:30	Visit to Dodang High School, Bucheon
14:30 – 16:15	Visit to KyungKi Centre for Women's Development, KyungKi
18:00 – 19:15	Visit to KangNam Employment Service Centre, Seoul

#### Thursday 8 August

10:00 – 13:30	Visit to KRIVET Career Development Centre, Seoul
14:00 – 18.15	Seminar with key policy-makers, researchers and career guidance professionals

#### Friday 9 August

10:00 – 10:30	Discussion with KRIVET staff on human resource development in companies
11:30 – 13:00	Visit to Korea Youth Counselling Institute, Seoul
13:00 – 15:00	Final debriefing with National Co-ordinator

### Tony Watts

Tony Watts' contract at OECD ends on 31 October. He will thereafter be working from his home in Cambridge ([agw2@btopenworld.com](mailto:agw2@btopenworld.com)). He will however continue as a consultant to the review until its completion, and is also to be the Lead Consultant on the linked World Bank project (see front page).