



REMINDER: The Country Notes for the three visits reported in this issue are available, along with all other review documents, on the review website: [www.oecd.org/els/education/careerguidance](http://www.oecd.org/els/education/careerguidance)

## VISIT TO AUSTRALIA



### Programme

The visit to Australia took place from 18 to 26 March 2002. The team comprised Lynne Bezanson (Executive Director, Canadian Career Development Foundation) and Tony Watts. Meetings were held with policy-makers and guidance practitioners in four states (New South Wales, Queensland, Victoria and Western Australia) and at national Commonwealth level; visits were also made to six schools, a university, a Job Network provider, a user-pays career counselling service, a career planning unit within a public-service employer, and a public career information centre.

### Emerging themes

The team identified the *strengths* of the Australian career guidance system as including:

- The substantial efforts being made to strengthen the vocational elements within the school curriculum and to support young people's initial transitions from school.
- The attention being given to forging pathways and partnerships across the traditional boundaries between education, training and employment which will make it easier for individuals to move across these boundaries.
- The growing recognition of the value that can be added to state and local efforts through national initiatives like the National Career Information System and the development and dissemination of the Australian version of *The Real Game*.

The potential *weaknesses* included:

- That the efforts in schools to strengthen the vocational elements within the curriculum and to support young people's transitions may paradoxically lead to neglect of the career education and guidance which is crucial to the success of these efforts.
- That the focus on supporting initial transitions from school is at the expense of attending to the need to support subsequent transitions across the lifespan.
- That where attention is being given to the guidance needs of adults, the focus is on a remedial approach addressed to the long-term unemployed, rather than on a proactive approach designed to help all individuals to manage the shifts and changes that will enable them to maximise their contribution to a dynamic economy.
- That while important pieces of career information and guidance provision in support of lifelong learning are in place, other pieces are missing, and an overall lifelong strategy has not yet been clearly articulated.

*The team suggested that a strategy for career development in Australia, at both national and state levels, could address three goals for all Australians:*

- economic independence
- social inclusion
- personal fulfilment

*It would need to be supported by three means:*

- community partnerships
- appropriate quality-assurance mechanisms
- appropriate tagged funding

## Timetable:

<b>Monday 18 March</b> <b>Perth</b>	<b>Tuesday 19 March</b> <b>Melbourne</b>	<b>Wednesday 20 March</b> <b>Melbourne</b>	<b>Thursday 21 March</b> <b>Brisbane</b>	<b>Friday 22 March</b> <b>Brisbane/ Sydney</b>	<b>Monday 25 March</b> <b>Sydney</b>	<b>Tuesday 26 March</b> <b>Canberra</b>
<p>08.30 Meeting with consultants from Miles Morgan Australia responsible for questionnaire response</p> <p>09.15 Presentation by representatives of the Western Australia Department of Education and Department of Training</p> <p>09.45 Seminar on Western Australia issues with representatives of the Association of Independent Schools, the Catholic Education Office, the Centrelink Career Information Centre, the Chamber of Commerce, the Department of Education, the Department of Training, the WA state offices of DEST and DEWR, a Job Network provider, the Ministry of Justice, a TAFE institute and five universities</p> <p>13.30 Visit to Ocean Reef Senior High School</p> <p>14.45 Visit to Cyril Jackson Senior Campus</p> <p>15.45 Visit to West One (online development arm of the WA Department of Training)</p> <p>16.45 ‘Sundowner’ function hosted by the Career Education Association of Western Australia</p>	<p>13.30 Meeting at Mill Park Secondary College Senior Campus with representatives from the school, the Local Learning and Employment Network, a Managed Individual Pathways initiative, the Melbourne University Access Programme, and the Whittlesea Youth Commitment initiative</p> <p>16.00 Meeting at Victoria University with career guidance staff from the Royal Melbourne Institute of Technology and Victoria University, a Community Partnership Officer, a Learning Pathways Officer, and a New Apprenticeships Centre Manager</p> <p>19.30 Dinner hosted by the Career Education Association of Victoria</p>	<p>09.00 Meeting with Victoria policy-makers including representatives of the Departments of Education and Training, Human Services, and State and Regional Development</p> <p>11.30 Meeting with representatives of national organisations including Career Industry Consortium Australia, the Centrelink Career Information Centres, CRS Australia, the Curriculum Corporation, the Good Guides Group, and the National Association of Graduate Careers Advisory Services</p> <p>14.00 Seminar on Victoria issues with representatives of the Australian Council for Educational Research, the Career Education Association of Victoria, the Catholic Education Office, the Eastern Industry Education Partnership, Employment Plus, the Engineering Skills Training Board, the Food Industry Training Board, KYM Employment, Morrison House, the Peninsula VET Cluster, the Victorian Employers’ Chamber of Commerce and Industry, a TAFE institute, and four schools and colleges</p> <p>19.30 Dinner with representatives of the Victoria Department of Education and Training</p>	<p>10.15 Split visits to (1) Marsden State High School and (2) Queensland Police Service</p> <p>11.15 Split visits to (1) Employment Plus (Job Network provider) and (2) the Tertiary Advice and Counselling Service (a user-pays career counselling service)</p> <p>14.00 Seminar on Queensland issues with representatives of the Australian Association of Career Counsellors, Commerce Queensland (Indigenous Employment and Education Officers), Education Queensland, Group Training Australia, the Queensland Association of Student Advisers, Rotary International, Sarina Russo Job Access, WPA Career Media, a TAFE institute, two schools, and two universities</p>	<p>07.30 Meeting with Queensland policy-makers, including the Australian National Training Authority, the Association of Independent Schools Queensland, Brisbane Catholic Education, the Queensland Catholic Education Commission, a university, a TAFE institute, and the state office of DEST</p> <p>14.00 Meeting with New South Wales policy-makers, including the Department of Education and Training, the Association of Independent Schools, the Enterprise and Career Education Foundation, TAFE Educational Services, and the state office of DEST</p>	<p>09.00 Visit to Airds High School, Campbelltown</p> <p>11.00 Visit to Elizabeth Macarthur High School, Narellan</p> <p>14.00 Seminar on New South Wales issues with representatives of the Department of Education and Training, the Careers Advisers Association of New South Wales, the Catholic Education Commission, the Enterprise and Career Education Foundation, the Federation of Parents and Citizens Association, the NSW Retail Industry Training Advisory Board, and two schools</p> <p>19.00 Dinner hosted by the Enterprise and Career Education Foundation</p>	<p>10.45 Meeting with representatives of the Commonwealth Department of Education, Science and Training</p> <p>12.30 Presentation on the National Career Information System</p> <p>14.30 Visit to Centrelink Career Information Centre</p> <p>15.30 Teleconference with representative of the Tasmania Department of Education</p>

# VISIT TO THE NETHERLANDS

## Programme

The review team for the Netherlands comprised Lester Oakes, Chief Executive of the Careers Service in New Zealand, and Tony Watts from the OECD Secretariat. The programme for the visit was arranged by Annemarie Oomen of the National Centre for School Improvement (APS), in consultation with Linda de Ruiter from the Ministry of Education, Culture and Science. The team had meetings with policy-makers in the Ministry of Education, Culture and Science, the Ministry of Social Affairs and Employment, and the Ministry of Economic Affairs; it also met representatives of a range of other key organisations, visited a Centre for Work and Income and a former regional guidance agency, and had discussions with researchers, trainers and guidance practitioners, in both public and private organisations. A debriefing meeting was held at the end of the visit with a number of the policy-makers who had taken part in the earlier meetings, together with a representative from the European Commission.

### Emerging themes

The review team identified four potential *strengths* of the Dutch guidance system:

- The extent and quality both of labour market information and of consumer information, for use in guidance.
- The formal affirmation within the vocational education system of the central importance of the student's career path.
- The emergent market in career guidance and information services created by the policy of decentralisation and marketisation: still limited and fragile, but with potential for development.
- The network of Centres for Work and Income, alongside the werk.nl website and the proposed customer support centre.

It also identified four potential *weaknesses*:

- The limited attention attached to career guidance, and particularly to contacts with the labour market, within the general education part of the education system.
- More generally, the fragmented nature of the guidance system as a whole: arguably, it is not currently a system at all, in any meaningful sense, but a series of disconnected entities.
- The lack of accountability, monitoring and quality assurance: this is particularly evident in relation to schools, but is an issue in all sectors.
- The lack of clarity regarding the role of government within a decentralised and marketised system.

A number of suggestions were made to build on the strengths and address the weaknesses.

### Timetable

#### Monday 15 April

- 10.00 Meeting with National Co-ordinator and project consultant
- 11.00 Meeting with key officials in the Ministry of Social Affairs and Employment, The Hague
- 13.30 Meeting with key officials in the Ministry of Education, Culture and Science, Zoetermeer

#### Tuesday 16 April

- 10.00 Meeting in Utrecht with Director of the National Career Service Centre (LDC)
- 12.00 Meeting in Utrecht with three researchers
- 14.00 Meeting in Utrecht with representative of the major employers' organisation (VNO-NCW)

#### Wednesday 17 April

- 09.00 Meeting in Amsterdam with representatives of the Central Organisation for Work and Income
- 12.00 Visit to a Centre for Work and Income, Amsterdam
- 14.00 Meeting in Amsterdam with representative of the Employers' Insurance Benefits Agency (UWV)
- 15.30 Meeting in Amsterdam with representative of a reintegration company

#### Thursday 18 April

- 09.00 Meeting in Utrecht with five trainers of career guidance practitioners
- 11.00 Meeting in Utrecht with four *schooldekanen*
- 15.00 Visit to regional guidance office (AOB) in Amsterdam, including meeting with representatives of this and another AOB

#### Friday 19 April

- 09.00 Meeting in The Hague with representatives of the Netherlands Association of Outplacement and Career Counselling Agencies (NOBOL) and of the Career Management Institute Netherlands (CMI)
- 11.00 Meeting with key officials from the Ministry of Economic Affairs, The Hague
- 14.30 Feedback session to representatives of the Ministry of Education, Culture and Science, the Ministry of Social Affairs and Employment, and the European Commission





# VISIT TO GERMANY

## Programme

Germany was the eighth country to host a country visit, from 3 to 7 June 2002. The review team comprised Peter Plant from the Danish University of Education and Tony Watts from the OECD Secretariat. The team had meetings with policy-makers in the Federal Ministry of Labour and Social Affairs (BMA) and the Federal Ministry of Education and Research (BMBF), and with representatives of the Federal Employment Service (BA), the German Confederation of Employers (BDA) and the German Federation of Trade Unions (DGB); it also visited a school, a university, a school-university project, a local labour office, and a private guidance and counselling agency; in addition, a seminar was held which was attended by 20 policy-makers and guidance practitioners.

### Emerging themes

The team identified the *strengths* of the German guidance system as including:

- The all-age guidance service provided by the Federal Employment Service, which provides a systematic ‘spine’ for the system.
- The extensive access to high-quality information, including labour-market information.
- The strong formally-defined partnerships between the Federal Employment Service and educational institutions.
- The strong partnerships between educational institutions and the world of work.

It also identified a number of *weaknesses* of the system:

- The somewhat bureaucratic guidance structures, which may not always attend adequately to the needs of the individual.
- The relative lack of attention, particularly evident in curriculum programmes and in the Federal Employment Service’s counselling services for adults, to self-awareness and career-management skills as opposed to knowledge of the world of work.
- The limited level of professional training and professional-association support for many guidance practitioners.
- The lack of quality standards and quality-assurance mechanisms for guidance provision, particularly (though not only) in the private sector.

The report includes a number of suggestions for addressing these weaknesses.

### Timetable

#### Monday 3 June

- 09.00-11.00 Central Students Guidance Service, University of Bonn
- 11.30-15.00 Europaschule Bornheim (near Bonn)

#### Tuesday 4 June

- 09.00-10.30 Federal Ministry of Labour and Social Affairs (BMA), Bonn
- 11.00-15.30 Labour Exchange Office, Bonn: talks with career guidance practitioners, visit to career information centre (BIZ), visit to a career guidance class
- 16.00-17.15 Federal Ministry of Education and Research (BMBF), Bonn

#### Wednesday 5 June

- 09.30-17.00 Seminar

#### Thursday 6 June

- 08.30-10.30 University-school project, Bielefeld
- 14.00-17.00 Visit to a private non-profit guidance and counselling agency: Arbeit & Bildung, Berlin

#### Friday 7 June

- 09.00-10.30 Confederation of German Employers (BDA): presentation of school-industry projects (Trans-Job)
- 11.00-12.30 Trade Unions Federation (DGB): presentation of school projects (Workshop Zukunft)
- 13.00-14.00 Final discussion

