# Leading career development services into an uncertain future: Ensuring access, integration and innovation

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| Country paper: | [Insert country name] |

In advance of the symposium all attending countries are asked to produce a country paper setting out the key issues for their countries in relation to the key themes of the conference.

Please use this template to enter your information. You should aim to be concise. Use bullet points and links rather then providing a lot of local detail. **The paper should be no more than 10 pages in length.**

How to submit:

* Download the Country Paper Template, save this on your computer.
* Prepare the country paper based on consultation within the country team and preferably with relevant national authorities and information sources.
* Submit the Country Paper by sending it to [jmc@iccdpp.org](mailto:jmc@iccdpp.org) (John Mc Carthy, director ICCDPP)
* Deadline: **31st of January**

If you have questions concerning the country paper, please contact John Mc Carthy ([jmc@iccdpp.org](mailto:jmc@iccdpp.org))

## Background information

1. List all of the members of your country team with their organisation.

2. What are the key aims your country has for participating in this symposium?

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## Theme #1 - Context and challenges for career development policy.

In your country…

3. Is the level of policy interest in career development:

* Growing?
* Shrinking?
* Staying about the same?

Comment

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4. What are the key political, social, economic and technological issues that are likely to have an impact on people’s lives and careers in your country?

Give up to five of the most important issues as you see them.

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5. What roles do career development programmes and services play in addressing these political, social, economic and technological challenges?

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## Theme #2 - Aims for, and access to, career development

In your country…

6. What are the key policy aims for career development programmes and services?

7. What groups of people can access career development programmes and services and what groups are excluded?

8. How are the opinions of citizens and service users heard and incorporated into policy and practice?

9. Is there a framework for ethical practice in career development? How does this framework balance the interests of the individual with the demands of policy and signals from the labour market?

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## Theme #3 – Integrating career development into wider society.

In your country…

10. Which ministries or jurisdictions are responsible for career development programmes and services? Clarify what programmes and services each ministry or jurisdiction has responsibility for.

11. What leadership, co-ordination and collaboration approaches exist within the career development system to ensure collaboration across different sectors and different types of clients. For example, how are career development systems within the education system connected to those within employment, health and youth work?

12. What are the main challenges to leadership in the field and the main obstacles to effective collaboration?

13. What kind of cooperation (if any) is there between the career development services and stakeholders like employers, trade unions, the media, NGOs, professional organisations etc?

14. How is the professionalism of career development workers developed and maintained whilst working with other professionals?

15. Do other types of professionals (e.g. teachers and social workers) deliver career development? How is a professional service ensured?



## Theme #4 - Leading innovative change for the future.

In your country…

16. What are the key innovations or ways that career development programmes and services have changed over the last 10 years? This could include changes relating to technology, practice, management and governance and the use of new theories and evidence.

17. How do national policies and initiatives, where they exist, ensure and support the development of innovation in career development services provision?

18. What new, innovative and promising interventions in career development programmes and services is your country planning for the future? How are such innovations making the most of open data initiatives, online technologies, artificial intelligence and other forms of innovation?

19. How is the training and continuing professional development (CPD) of careers professionals encouraging innovation and taking account of new evidence as well as changes in technology and the labour market?

## Final reflections

20. Is there anything else that you could like to address through participating in this symposium?