Strengthening Career Guidance Counselling in formal education system

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Presentation Overview

- NCGE role and remit
- School system
- National Guidance related Information
- Whole School Guidance Framework and resources
- Learnings from Covid-19 related experience to inform the future
The Irish School System

• Age 4/5 years – 12/13 years Primary School (8 academic years)

• Age 12/13 years – 18/19 years Post-primary School (5 or 6 academic years)

• Two State Exam processes in Post-primary School

• Junior Cycle – 3rd Year and Leaving Certification – 6th Year

• Age 18+ Higher Education or Further Education and Training or Apprenticeship or Traineeship or Labour Market/Volunteering

Section 9 A recognised school shall .......use its available resources to -
(c) ensure that students have access to appropriate guidance to assist them in their educational and career choices

* **Guidance in Schools (DES, 2005)**

“refers to a range of learning experiences provided in a developmental sequence, that assist students to develop self-management skills which will lead to effective choices and decisions about their lives. It encompasses the three separate, but interlinked, areas of personal and social development, educational guidance and career guidance”.


Guidance facilitates people throughout their lives to manage their own educational, training, occupational, personal, social and life choices so that they reach their full potential and contribute to the development of a better society.
Agency of the Irish Department of Education and new Department of Further & Higher Education, Research Innovation and Skills

ROLE
• promote the implementation of best practice in guidance counselling in schools, centres for education, and Further Education and Training settings
• advise on policy and strategies for the promotion of a continuum of guidance in the context of lifelong learning

ACTIVITIES
(i) inform and support the development of DES lifelong guidance policy in the education and training sector
(ii) develop and support quality guidance practice in post primary schools and the FET sector
(iii) promote and support a national and EU focus to guidance policy provision and practice

* Representative for Ireland in EU

* Clarity of National and EU Policy
* Clarity of purpose – Definition of Guidance
* Commission and carry out research
* Host, convene and work with stakeholders - consultations, working groups, committees, etc.
* Management Board representative of relevant stakeholders
* Host National Forum on Guidance
* Reach out and learn from EU/International colleagues
To work as a Guidance Counsellor in a Post-primary school, you must be a qualified and registered Teacher and hold a recognised post-graduate qualification in guidance counselling.

**Competences Development in initial training / CPD**

1. Guidance theory and professional practice
2. Counselling skills in a guidance context
3. Labour market, learning and career-related information
4. Teaching and learning: design, delivery and evaluation of programmes/learning experiences
5. Psychometric testing: graduates should be eligible to join the Psychological Society of Ireland (PSI) register for guidance counsellors
6. Communicating, collaborating and networking
7. Research and evidence-informed practice
8. Leading and managing the guidance service
School related developments

Dept of Education:

✓ Programme Recognition Framework (qualifications criteria)
✓ Annual Circulars on allocation of Guidance Staff and Use of Psychometric Assessments
✓ Supervision Programme for Guidance Counsellors – 5 group sessions per school year for guidance counsellor
School related developments

**NCGE Whole School Guidance Framework**
- Competences Framework for student: Developing Myself / Developing My Learning / Developing My Career path

**NCGE Resources and CPD for Guidance Counsellors reflecting the Whole School Framework approach**
- Materials, Templates
- Guidance related Learning / Euro-quest modules
- Face to face workshops / seminars (pre Covid) and from April 2022
- Online Webinars (from April 2020- April 2022)
Based on recommendations from national research:

* Convened working group with representative organisations
  - National Curriculum and Psychological services, Guidance Professional Body, School Management, Department Inspectors, University Courses
* Developed draft document for wider consultation
* Pilot the “Framework” with 16 different types of schools developed resources throughout the pilot
* Roll out of CPD to guidance counsellors and school manager
* All resources based on Framework

Resource for schools to plan and deliver guidance programme and detail guidance learning outcomes for students (age 12-18 years)

- Developing Myself
  - Developing & maintaining self-esteem & a positive self-concept
  - Interacting effectively with others (face-to-face & online)
  - Developing & growing throughout life

- Developing My Learning
  - Employing effective personal learning/exam strategies
  - Making educational choices in line with career aspirations

- Developing My Career Path
  - Using career related information & sources appropriately
  - Understanding the world of work & life roles
  - Managing career development & decision making
Continuum of Support Model: WSGF

- Guidance for All
- Guidance for Some
- Guidance for A Few
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Guidance Related Learning
Focus is development of skills which includes accessing and interpreting labour market and education information
Learnings from impact of Covid-19 on Guidance

“Digitalised” Guidance

✓ Internet / Broadband / Wi-fi Access – for all students
✓ Hardware / Software - Smart Phone / PC / Tablet
✓ Inadequate access to reliable Information – Labour Market Information? Education information?
✓ Access to appropriate online psychometric assessments on aptitudes / career interests/ skills assessment
✓ Digital literacy and Media Literacy of professionals
✓ Social media
✓ Students / clients using online services for career planning – What?

An ABC of digitalised Guidance and links with pedagogy.

PowerPoint Presentation (ncge.ie)  NCGE CPD Webinar - August 2020

Department of Education – Coordination of Support services including Guidance
* Plans to work towards a National Guidance Strategy
* Understanding of need for CPD for continued upskilling of Guidance Practitioners
* Recognition of need for Supervision for guidance staff
* Continued Development of resources
* Continued liaison with all stakeholders
**Government of Ireland**

*Education Act, 1998 (irishstatutebook.ie)*


*Guidelines for Second Level Schools on the Implications of Section 9(c) of the Education Act 1998, relating to students' access to appropriate guidance (File format 270KB) (ncge.ie)*

**Investing in Career Guidance (Cedefop, 2019)**


**Programme Recognition Framework (Ireland, 2016)**


**NCGE Whole School Guidance Framework**


[https://www.ncge.ie/resources](https://www.ncge.ie/resources)

**NICE Handbook for the Academic Training of Career Guidance and Counselling Professionals**


**Dept. Continuity of Guidance Counselling 2020 ( during Covid pandemic)**

[continuity-of-guidance-counselling-guidelines-for-schools-providing-online-support-for-students.pdf (education.ie)](continuity-of-guidance-counselling-guidelines-for-schools-providing-online-support-for-students.pdf)

**Reconnecting with Education – Guidance for post primary schools for students at risk of early school leaving**

[https://assets.gov.ie/89324/27144cc8-8ec3-4936-9295-1f5bfd69be91.pdf](https://assets.gov.ie/89324/27144cc8-8ec3-4936-9295-1f5bfd69be91.pdf)

**NCGE-PP-Support-Information-GuidanceCounsellors-Schools-(COVID19-School-Closures2020)-EN.pdf**
Go raibh maith agaibh!
Thank you!
Hvala!