

STRATEGIC PLAN FOR THE DEVELOPMENT OF THE INTERNATIONAL CENTRE FOR CAREER DEVELOPMENT AND PUBLIC POLICY (ICDP) 2005-2007

1. Introduction

1.1 This is the International Centre for Career Development and Public Policy's (ICDP's) three-year strategic plan for the period 2005-07. It is based on consultation with international institutional stakeholders – representatives of OECD, World Bank, CEDEFOP, ETF, and country stakeholders – representatives of Canada, Australia, New Zealand, UK, Finland and Ireland. Its purpose is to give direction to the work of the International Centre during its three-year pilot phase, for the benefit of existing and potential stakeholders and beneficiaries.

2. Background and history

2.1 The concept of the ICDP arose as an outcome of the 2001 International Symposium for Career Development and Public Policy held in Vancouver, Canada. That was the second international symposium organised and hosted by Canada with the aims of building strong links and developing shared goals between policy-makers, service providers, and practitioners in the field of career guidance and development. The ICDP was envisaged as a means to promote, strengthen, support and sustain international dialogue, collaboration, research, and knowledge transfer between policy developers and the career development field.

2.2 Support for the establishment of the ICDP was reinforced in the recommendations of the OECD international review of policies for career guidance. These were disseminated at an international conference on career development and public policy in Toronto in 2003, hosted by OECD and Canada in association with the European Commission, the World Bank, and the International Association for Educational and Vocational Guidance (IAEVG).

2.3 Following that conference, the Irish Ministry of Education and Science committed the services of an expert for three years to establish the Centre on a pilot basis. The OECD, the European Commission, the World Bank, and the IAEVG expressed institutional support for the establishment of the Centre.

2.4 CEDEFOP, an agency of the European Commission, and the World Bank were viewed as two suitable international organisations in which the ICDP could be hosted in the pilot phase. The ICDP was finally established on a pilot basis in November 2004 at the offices of CEDEFOP in Brussels, Belgium. CEDEFOP is a research and knowledge transfer agency of the European Commission in the field of VET (vocational education and training). It provides technical assistance to the European Commission's Expert Group on Lifelong Guidance.

3. Other support

3.1 In addition to Ireland (see 2.3 above), a number of other countries have expressed concrete forms of support for the Centre.

3.2 Finland has committed a researcher (half-time) to work on guidance policy issues both for Finland and ICDP.

3.3 Australia is considering hosting an international symposium in April 2006. The establishment of the ICDP has the support of the Career Industry Council of Australia (CICA).

3.4 New Zealand has committed itself to providing some direct financial support to ICDP.

3.5 In the UK the Guidance Council with the support of government has been examining possibilities for a co-ordinated approach among the different home countries (Wales, Scotland, Northern Ireland, England) to policy development that could feed into and from the work of ICDP. A National Forum for Guidance Research, a Web Site Forum, and a National Library Resource for

Guidance have been established for these purposes. Scotland has expressed an interest in hosting an international symposium in 2007/08.

3.6 Canada is similarly considering how to co-ordinate at a national level the support of the provinces for the ICDP (e.g. creating a national research/knowledge exchange centre), both feeding into and feeding from it. Meanwhile Canada continues to play a key international communications role for the ICDP for the existing countries and institutions through the Canadian Career Development Foundation, which also hosts an international symposium web site with key resource documents on career development and public policy.

4. Mission

4.1 The mission of the Centre is to promote career development for citizens world-wide, through supporting governments, international institutions, and work and other organisations in developing policies, systems and practices for career development

5. Ethos

5.1 The ICDP will in its operation and service provision respect the Fundamental Charter of Human Rights of the United Nations. The Centre operates also on the basis of the following beliefs:

- career guidance contributes to a range of public-policy goals: lifelong learning, workforce development, efficient investment in education and training, labour market efficiency, social inclusion, social equity, and economic development;
- career guidance benefits citizens, education and training institutions, enterprises and work organisations, policy-makers, economies, and societies;
- citizens, individually and collectively, can plan and manage their career development;
- citizens have a right to access career development services over their lifetime.

6. Aims

6.1 The aims of the ICDP are:

1. To promote career development internationally as an integral part of public policies for education, training, employment, social inclusion, social equity and economic development.
2. To promote and support international transfer of knowledge and best practice between policy developers, career development researchers, practitioners, employers, collaborating institutions and countries in order to strengthen public policies, systems and practices for career development.
3. To promote methods and resources for evidence-based policy-making in the field of career development through international collaboration.
4. To build on and further develop the inputs and outcomes of previous international symposia and conferences that related career development to public-policy issues.
5. To use the expertise of its membership to benefit policy development in education, training, employment and social inclusion in countries, institutions and organisations seeking such support.
6. To develop the Centre as an added-value international resource for policy-makers, researchers, practitioners, employers, collaborating institutions and countries, capable of sustainable development.

7. Objectives

7.1 The objectives of the ICDP are:

Objectives for Aim 1: To promote career development internationally as an integral part of public policies for education, training, employment, workforce development, social inclusion, social equity and economic development.

- a. To identify relevant international partners (institutions, organisations, countries) who are significant and/or potential actors to support ICDP in achieving this aim.
- b. To identify key partners with whom to work.
- c. To establish collaborative working plans and relationships with these partners.
- d. To support these partners in identifying the actions they wish to take.
- e. To support these partners in the actions they take.
- f. To support the needs of policy makers and other stakeholders for training in this field

Objectives for Aim 2: To promote and support international transfer of knowledge and best practice between policy developers, career development researchers, practitioners, employers, collaborating institutions and countries in order to strengthen public policies, systems and practices for career development.

- a. To survey and identify suitable means (e.g. global learning network, on-line working web sites) for integrated knowledge transfer partnerships between policy developers, career development researchers, practitioners, employers, collaborating institutions and countries.
- b. To prioritise key methods/means to achieve this aim.
- c. To establish collaborative working plans and relationships with key partners to develop and support these methods.
- d. To gather, synthesise and make available through these means current policy relevant research in career development programmes and services over the life-span and in cognate areas, including but not limited to the following subjects: at-risk and marginalised populations; emerging workplace issues; delivery alternatives; information and ICT; innovative programme and service models; quality assurance; cost-benefit and impact evaluation; and evidence-based practice.
- e. To act as a Clearing House/resource centre for best practices and innovative research.
- f. To seek agreement on and promote common frameworks/standards for national websites that act as national Clearing Houses in line with ICDP practice.
- g. To expand the number of countries and institutions participating in ongoing knowledge exchange through virtual and face-to-face exchanges.

Objectives for Aim 3: To promote methods and resources for evidence-based policy-making in the field of career development through international collaboration.

- a. To identify methods and norms and a common framework to guide data collection, analysis and reporting.
- b. To develop a web data base of measures of short-term outcomes, together with examples of their use.
- c. To develop a web database of measures of longer-term outcomes, together with examples of their use.
- d. To promote international collaboration among policy-makers and researchers in identifying, testing and evaluating common approaches to outcome measurement.
- e. To establish an international network of researchers in this field to facilitate research partnerships, innovation and cost sharing.
- f. To widen the career and workforce development research base to include applied research from social and economic policy.
- g. To reach consensus with international partners and customers on the next phase of an international research agenda in the field.
- h. To seek funding for such international collaborative research.
- i. To expand the number of international partners, countries, and customers involved in research activities.

Objectives for Aim 4: To build on and further develop the inputs and outcomes of previous international symposia and conferences that related career development to public-policy issues.

- a. To gather and disseminate policies, practices and action plans undertaken by countries that participated in previous international symposia and conferences on career development and public policy, including but not limited to outcome measurement, service quality standards, standards and guidelines for professional practice, and glossaries of terminology for policy developers and practitioners.
- b. To identify high priority areas for further international symposia.
- c. To support the organisation of further international symposia.

Objectives for Aim 5: To use the expertise of its membership to benefit policy development in education, training, employment and social inclusion in countries, institutions and organisations seeking such support.

- a. To draw up a register of organisations and individuals with experience and expertise in the field of career development and public policy who are willing to share their competence.
- b. To draw up a code of practice/standards for such organisations and individuals when undertaking work through ICDP recommendation.
- c. To promote the use of the register and code of practice with potential customers.
- d. To evaluate customers' experience of work undertaken by such organisations and individuals when recommended by ICDP.
- e. To evaluate organisations' and individuals' experiences with customers who have accessed their services through ICDP recommendation.
- f. To continuously review membership of this register.

Objectives for Aim 6: To develop the Centre as a value-added international resource for policy-makers, researchers, practitioners, employers, collaborating institutions and countries, capable of sustainable development.

- a. To establish services for its partners and customers that are unique to its role as ICDP and that add value to their work.
- b. To define standards of service for ICDP with respect to its partners and customers.
- c. To establish and lead a global learning network in the field of career development and public policy.
- d. To define standards and protocols for such a learning network.
- e. To market the public-policy value of career development for citizens.
- f. To market the ICDP and its global learning network.
- g. To source funding for its services and activities for the period to end 2007 (the pilot phase).
- h. To source funding for its services and activities beyond the pilot phase.

February 2005