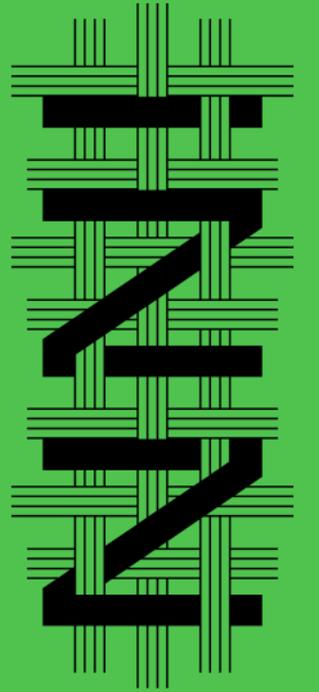


Towards a national quality framework on career guidance: the Norwegian approach

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Skills Norway

- Directorate for lifelong learning, belongs to the Ministry of Education and Research
- Contributes to increased employment and active citizenship
- Promotes and demonstrates the importance of skills policy in our nation's development
- Our partners: other state agencies, labour and employers organisations, regional and municipal agencies, the voluntary sector, adult learning associations and universities and university colleges
- Includes **cross sectoral systems responsibility** for career guidance
 - Co-ordination, development of services, policy development

Quality in Norwegian career guidance – status 2002

OECD land report on lifelong guidance in 2002 concluded that that the *weaknesses* of the system include:

- The fragmented nature of current provision, with many education-based services lacking
- Not strong enough links with the labour market, and with no coherent focus for strategic development.
- Significant gaps in provision, particularly for adults.
- Weak professionalisation.
- A tendency to focus more on information than on guidance.

The main *strength* was an emerging tradition of innovation through systematic trial and evaluation, and several promising local initiatives.

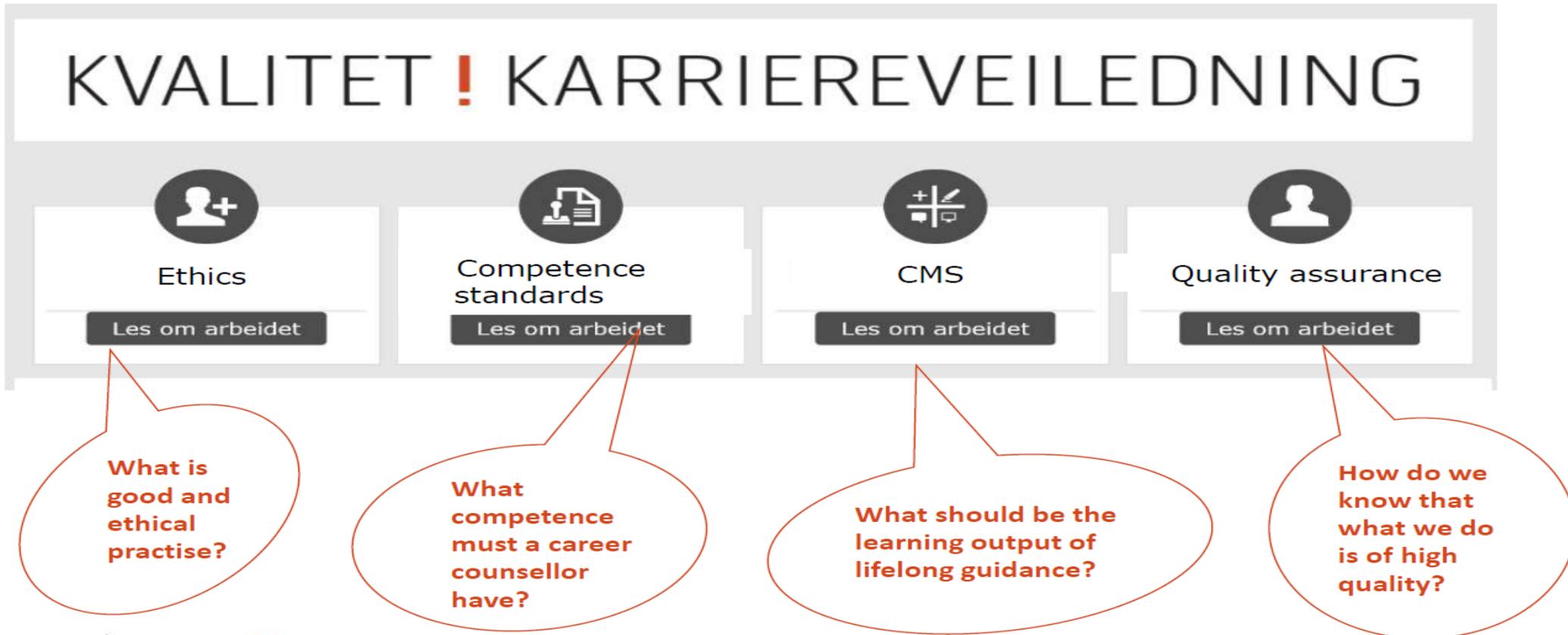
Some innovations since 2002

- Regional partnerships for CGC are established
 - Career centers for adults (free)
- Compulsory subject («educational choice») in lower secondary school who focus on the development of career competences
- Students (aged 13 to 19) has a legal right for *necessary guidance*
- Recommendations for practitioner skills (for school guidance practitioners)
- Establishment of national unit for career guidance (Today: Skills Norway)
- Establishment of a Masters in CGC (2014)

Concerning LMI

- Future Skills Needs Committee
- a forum where researchers, skills forecast experts, ministries (Ministry of Education, - Labour, and Ministry of local- and regional authorities), and the main social partners organisations shall meet for discussions, analyzing, providing and disseminating targeted knowledge based of available statistics, research and information on future skills needs.
- Should feed into a national web resource as part of a national e-guidance system (to be launched in 2019)

TODAY (!!): Preliminary version of National quality framework delivered to Ministry of Education and research

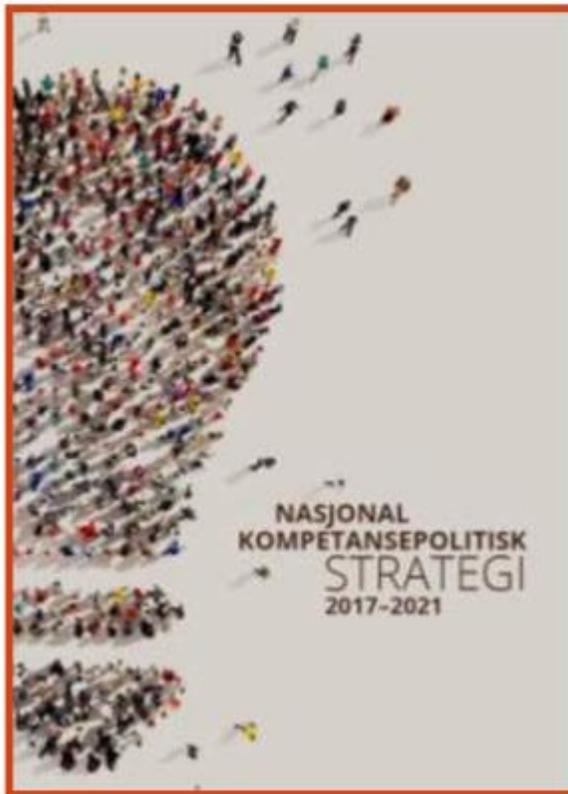


The basis for Norwegian lifelong guidance policy

Recent years:



National skills policy strategy



“The population's skills are society's most important resource and the basis for welfare, growth, wealth creation and sustainability. Solid skills within the workforce is and will be crucial both for the Norwegian economy's competitiveness and for employment.”

“...This implies that individuals have to make informed choices for both the individual and society.”

The Norwegian National Skills Policy Strategy 2017-2021

- The overall aim of the Strategy is to ensure future business competitiveness, economic growth, social- and labour market inclusion.
- Strengthening the career services is an important part. The Strategy partners agree to put in place a more comprehensive and coordinated system and to further develop the regional career centers. They find it urgent to raise quality and the competences of career counselors, and to stress the integration/immigration, sami and senior perspective.

NOU 2016:7 Career Guidance for Individuals and Society



Norwegian society will face many significant challenges in the coming years. Access to high-quality career guidance services is crucial in times when change is necessary and transitions are ongoing. Most people will have to make multiple educational and career choices in the course of their lives.

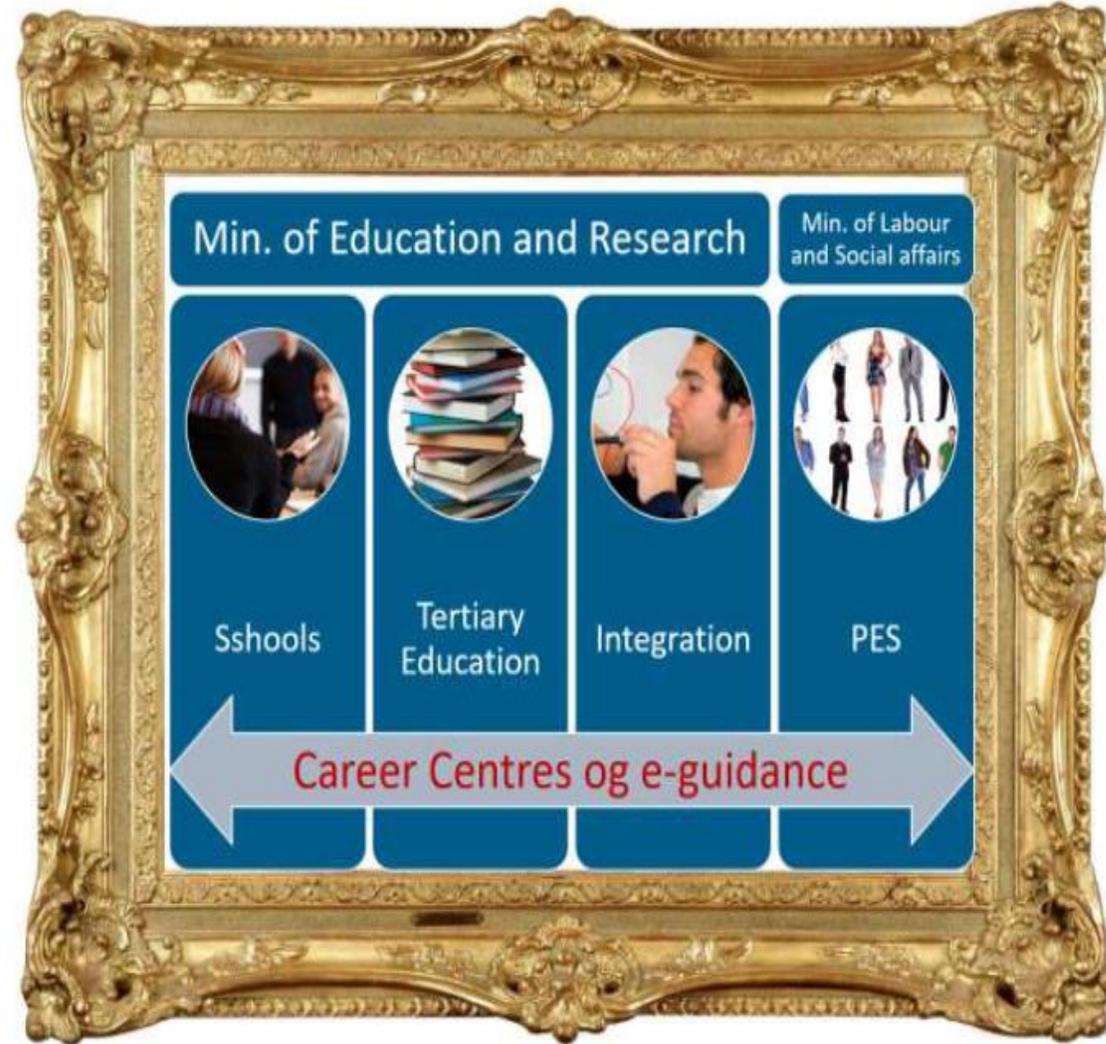
Career guidance has an impact for the individual in a situation where he or she has to make a choice, and is also a tool for directing society's use of available labour.

NOU 2016:7 Career Guidance for Individuals and Society

- Recommendations:
 - develop a comprehensive lifelong guidance system in which various services complement each other and which provides access to both individual, face-to-face career guidance and group services as well as various types of online services.
 - Create a national quality framework for career guidance
 - To ensure that the services are integrated and cohesive with regard to quality, it is important to establish a quality framework based on an understanding that all involved parties have a different role to play in a comprehensive lifelong guidance system. This should include national competency standards – both common standards and actor-specific standards. Educational programmes in keeping with the competency standards must be established for career counsellors. These must be flexible programmes encompassing both basic and further education courses. A framework for career management skills should also be designed as part of a quality framework.

National quality framework

- Work in progress
- To strengthen quality and professionalism
- Cross-sectoral
- A tool for quality development and government



Timeline for the work

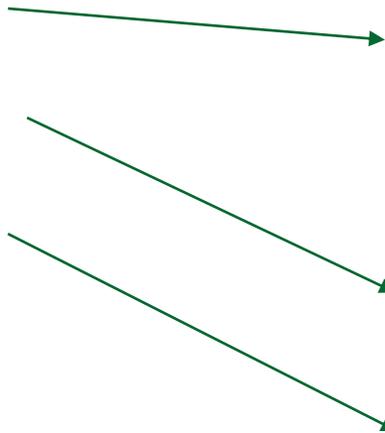


Wide range of participants



Domains of quality assurance in career guidance

Focus in the
Norwegian
quality
framework



1 Policy: career guidance policies, seeking to monitor, evaluate and check their effectiveness

2 Organisations: defining what kinds of organisations should be allowed to deliver career guidance and how those organisations should function

3 Processes: considering what processes should be followed in quality career guidance provision and ensuring that these processes take place

4 People: specifying what people can practice career guidance, what qualifications and skills they should have and defining how the profession should be organised and governed

5 Outcome or Outputs: clarifying what outcome or outputs should be produced through the career guidance process and setting out how this can be observed and recognised

6 Users: recognising the experience of the consumers and users of career guidance and finding ways to capture their perspective

Tristram Hooley & Suzanne Rice (2018):
Ensuring quality in career guidance: a
critical review, *British Journal of Guidance
& Counselling*, DOI:
10.1080/03069885.2018.1480012

Issues and challenges

- **Is it realistic to create a single, lifelong, national quality approach?**
- **How should the career guidance quality system relate to wider, existing quality systems?**
- **How will the quality system be implemented?**
- **What governance structure is needed for the quality system?**
- **What is the role of the CMS framework in quality assurance?**
- **What is the role of the county careers centres in the implementation plan?**

Thank you for listening



About me

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