



Presenters:

Hiebert, Bryan
Vice-President, International Association for Educational and Vocational Guidance, Canada.

Schober, Karen
Vice President, International Association for Educational and Vocational Guidance.

Oakes, Lester
Chief Executive, Careers Services New Zealand and President of the International Association for Educational and Vocational Guidance, New Zealand.

Contact Information: 5727 Dunlevy Street, Victoria, BC V8R 5Z4, Canada.

email: hiebert@ucalgary.ca

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About Presenters:

Bryan Hiebert is a Professor Emeritus of Education, University of Calgary; Adjunct Professor in Educational Psychology and Leadership Studies, University of Victoria; and Vice-President of the International Association for Educational and Vocational Guidance. In 1994, Dr. Hiebert co-chaired the first Canadian National Symposium on Evaluation in Career and Employment Counselling. In 1999, he co-facilitated the first International Symposium on Career Development and Public Policy. In 2005, Dr. Hiebert was granted Honorary Life Membership in the Alberta Guidance Council in recognition of his contribution to guidance and counselling. In 2007 was awarded the Stu Conger Gold Medal and Diamond Pin for Leadership in Career Development. Dr. Hiebert is part of the Canadian Working Group on Evidence-Based Practice in Career Development, a consortium of researchers from 7 Canadian universities and 1 private foundation. He has published more than 150 professional papers and 8 books dealing with career counselling, stress control, and counsellor education.

Karen Schober, is the Vice-President of IAEVG and President of the German National Guidance Forum. She worked from 1970 – 1995 as Senior Research Fellow for the German Public Employment Service (PES). Her main research areas: were youth training and youth unemployment, evaluation of youth labour market policy, career choice patterns, career guidance policy. From 1995 – 2005 she was the Head of the Career Guidance Service Unit, Head Office of the German PES, and was responsible for the management and delivery of services and the development of guidance concepts and staff training. As member of the Lifelong Guidance Expert Group of the European Commission (2002 – 2007) she was involved in the preparation of important European Policy documents, such as the “Common European Reference Tools”. She currently continues this work as

member of the European Lifelong Guidance Policy Network in the working Group on “Quality assurance and evidence based policy and practice in career guidance services”. Her presentation will give an overview over the quality framework and indicators developed within the ELGPN.

Lester Oakes is President of the International Association for Educational and Vocational Guidance (IAEVG), vice President of the International Centre for Career Development and Public Policy (ICCDPP) and Chief Executive of New Zealand Career Services, the government owned organisation that provides independent careers information, advice and guidance to New Zealanders. Lester has been Chief Executive of Career Services since July 1998 and has overseen a significant expansion of the service during his tenure, along with an increasing acceptance by government of its public good role. Lester is driven by the belief that the careers industry is a credible contributor to broader economic and social development and is central to achieving governments’ education, employment, economic and social policy objectives. Lester is also a strong advocate for, and model of work-life balance and values based organisational leadership. He has received national recognition in relation to his personal commitment to work-life balance.

Title of Paper: **Demonstrating the Impact of Careers Guidance**

Abstract:

A prominent theme emerging from the last International Symposiums on Career Development and Public Policy was “Prove It Works.” IAEVG has been an active participant in these symposiums and outcome-focused, evidence-based, practice has been an important part of IAEVG strategic planning. This session will present recent developments in European countries and in North America to develop ways for making more powerful accountability arguments supporting the effectiveness of career development services. Presenters from the European Lifelong Guidance Policy Network and the Canadian Research working Group on Evidence-based Practice in Career Development will share with participants the frameworks and tools they have developed to demonstrate the impact of career services on the lives of clients and on society at large.