



University of the
Highlands and Islands
Oilthigh na Gàidhealtachd
agus nan Eilean

Critical Pedagogy and Careers Education

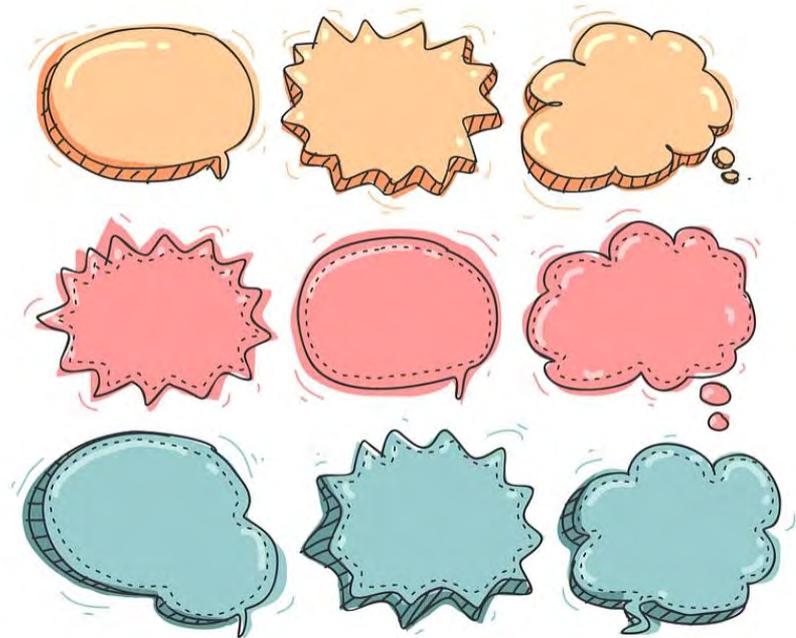
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Structure of today's session

- Why are you here?
- Why am I here?
- Traditional approaches to careers education
- Radical and critical approaches
- Some examples and ideas



Why are you here?



Why am I here?



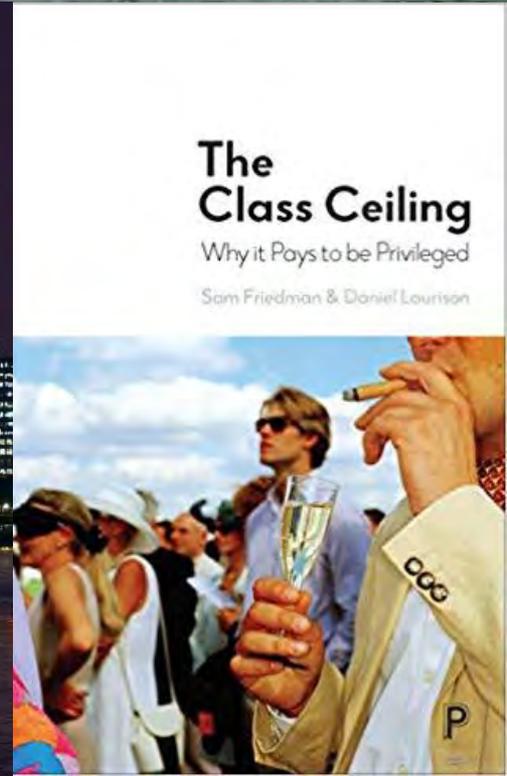
Photo courtesy of [Ronnie Robertson](#) via Flickr

Research into the career and migration pathways of higher education students from Orkney and Shetland





Recognises that people aren't equally mobile - links to inequality in the workplace

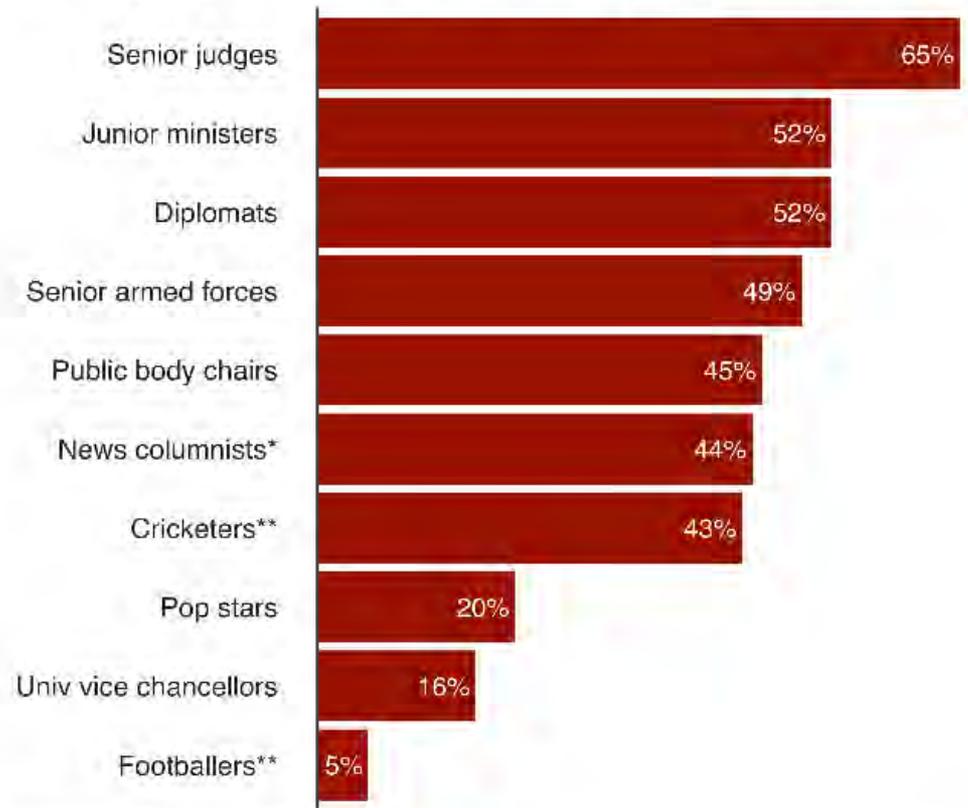


Inequality in the workplace

How is inequality perpetuated?

- Unpaid internships
- Requirement for experience for entry level work
- Low paid sectors
- Cultural capital
- Social capital

What proportion went to independent schools?



*National, **male/international

Source: Sutton Trust

BBC



‘There’s more to do here than people think’: Trading the city for Cape Clear

High rents, long commute prompted young teacher to move to island off west Cork coast

© Mon, Sep 9, 2019, 03:00

Áilín Quinlan



Shane O'Neill has just finished his first year teaching through Irish on Cape Clear island off the coast of West Cork.

Photograph: Tony McElhinney

Recognising that people make different choices.



Social justice

- Recognising inequalities and differences between graduate trajectories, how can we work ethically as practitioners and educators?
- Do our existing approaches risk reinforcing inequality?



CAREER GUIDANCE FOR SOCIAL JUSTICE

CONTESTING NEOLIBERALISM

Edited by

Tristram Hooley, Ronald G. Sultana, and Rie Thomsen



Some things you might hear said...

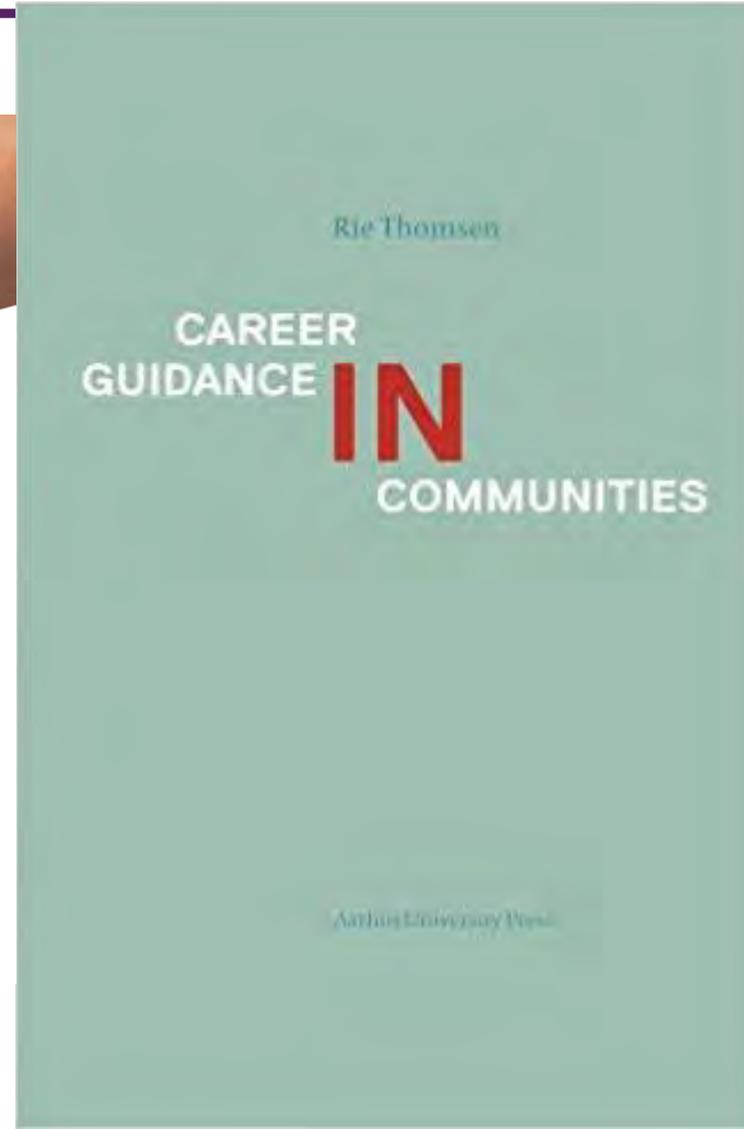


Careers guidance risks

- Focus on individuals
- Individual qualities and skills are determinants of success in the workplace
- Risk that 'failure' is internalised as a personal deficiency *even where* there are significant structural barriers

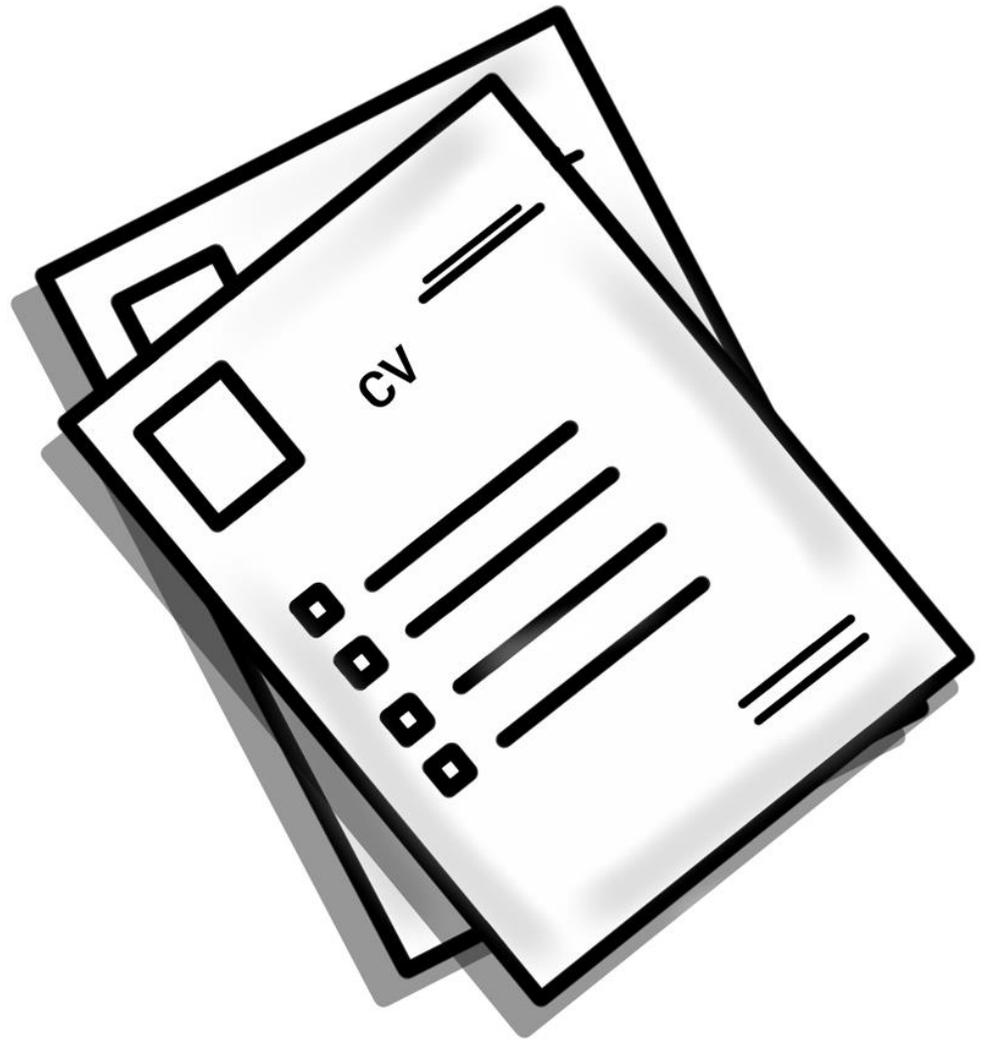


Context awareness and community embeddedness



Careers (or employability) education in HE

Do we need to consider not just how to help students 'play the game' but raise their awareness of their contexts and help them to 'change the game'?



Critical pedagogy

- Draws on Friere: *Pedagogy of the Oppressed*
- Aim of education should not be to replicate power systems
- Education should help students recognise and critically engage with their contexts and challenge inequalities



Training for Exploitation?

Politicising Employability & Reclaiming Education

Pre-arranged by Precarious Workers Brigade

BUST YOUR BOSS!*

card for freelance art and cultural workers

During a negotiation about work you have the right:

not to remain silent about money

not to subsidise the production from your own pocket

not to accept a change of agreed conditions without a renegotiation

not to take this job on the promise of a future!

* *Warning: In the cultural sector your boss may not look like a boss – they could be your friend/drinking buddy... It might even be you!*



In solidarity – Precarious Workers Brigade
www.precariousworkersbrigade.tumblr.com

Junior Graphic Design Voluntary Internship at

Design Studio is looking for a talented, enthusiastic junior graphic designer to join the team as an Intern. This new position is a great opportunity for you to experience a wide variety of design projects at . This voluntary position is offered for a six-month period, three consecutive days a week (preferably Wednesday – Friday), commencing at the beginning of March.

SMILE AND JUST SAY YES

YOU HAVE TO BE AVAILABLE ON THOSE DAYS

We are looking for an individual with flair and flexibility. Working closely with Graphic Designer, you will need to be an engaged, collaborative, friendly team player, who will be able to assist and contribute to new and existing projects.

MORE DAYS REQUIRED

DO WHAT YOU ARE TOLD

You will help with the design for existing creative projects from users of departments within

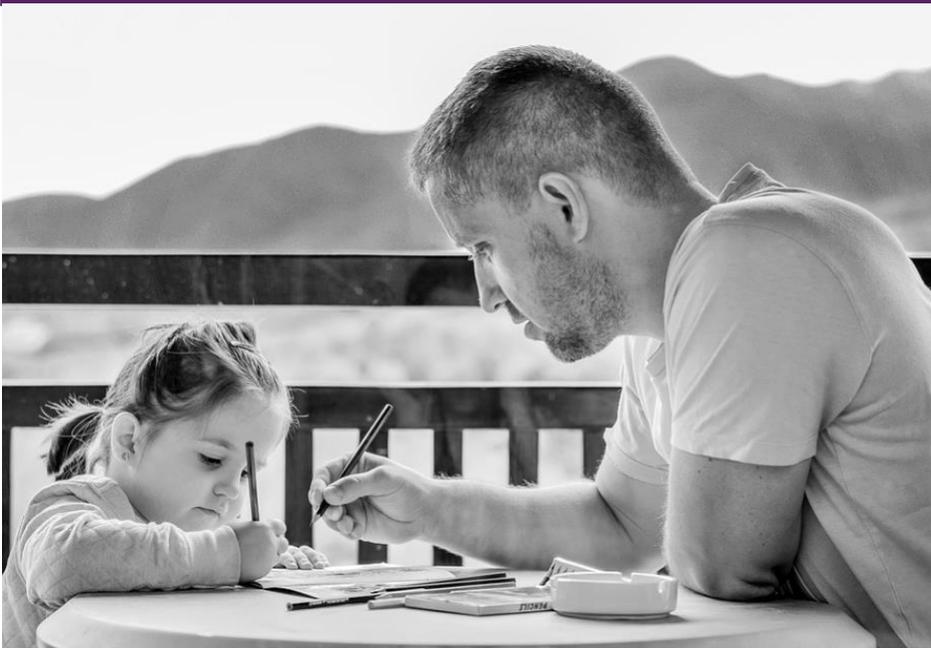
What is a career?



Related Images: Success Business Office Maze Knowledge



'other careers'



Deconstructing and Reconstructing notion of 'career' Ribeiro, & Fonçatti (2018)



Conclusions

- How are we currently supporting our students?
- Are we reinforcing problematic ideas about careers and the workplace?
- How inclusive are we in the ways we present careers and employability?
- How can we help students to increase their understandings of their context and the careers they wish to enter?
- How can we help students to critically engage with their context and the careers they wish to enter?
- How can we teach them to 'play the game' *and* potentially to 'change the game'?



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