

CAREER GUIDANCE FOR INCLUSIVE SOCIETY

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SOCIETY

or

SOCIETIES

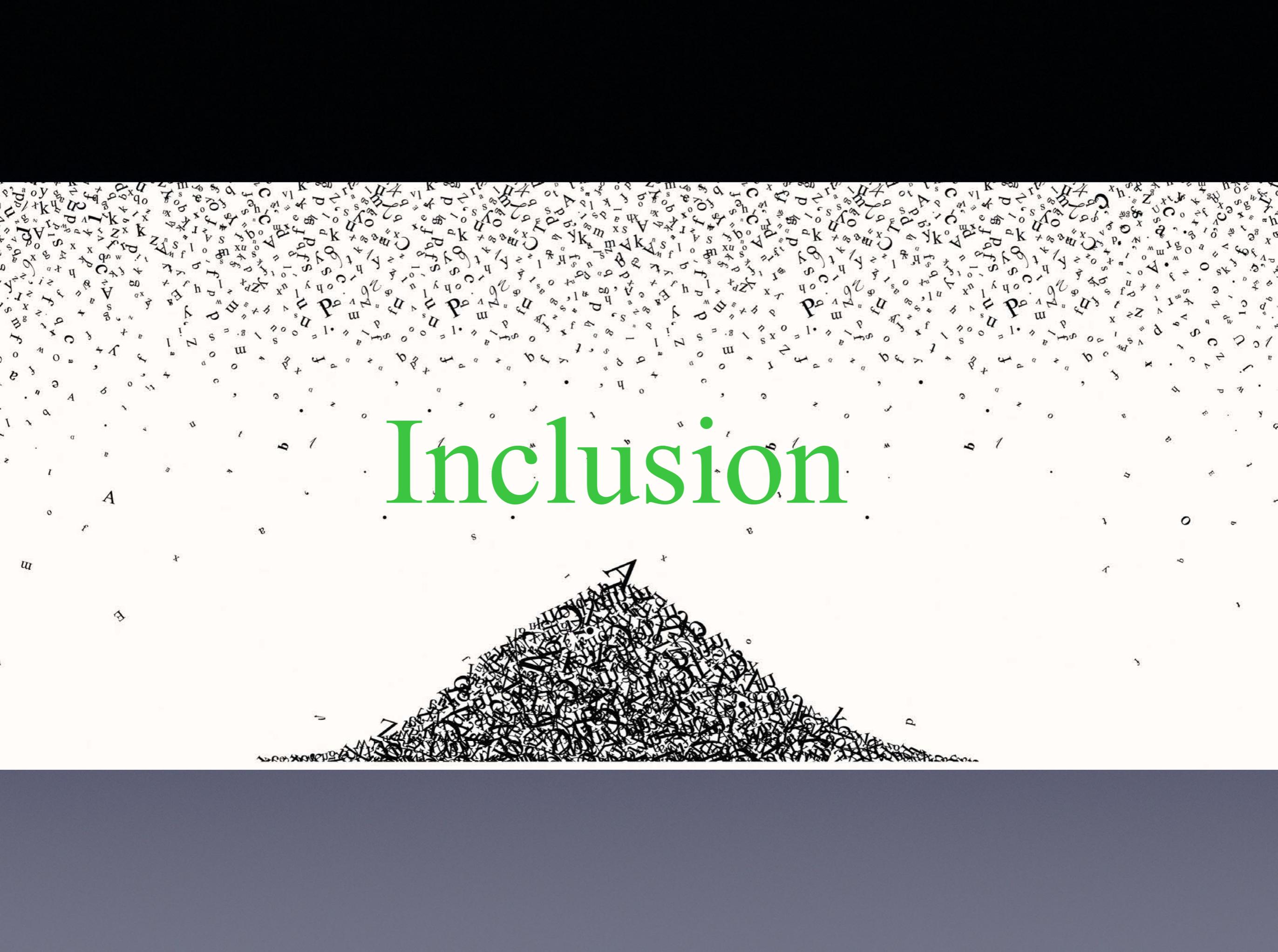
**“... there’s no such
thing as society.”**



Margaret Thatcher (1925-2013)

in an interview in “Women's Own” (1987)

“There are individual men and women and there are families. And no government can do anything except through people, and people must look after themselves first. It is our duty to look after ourselves and then, also, to look after our neighbours.”



Inclusion

Michael Felten

Die Inklusionsfalle

Wie eine gut gemeinte Idee
unser Bildungssystem ruiniert

Inklusion Illusion?!

GÜTERS
LOHER
VERLAGS
HAUS





*„Everywhere I see bliss, from which
I alone irrevocably am **excluded.**“*



One day ...



Couldn't he have mentioned this earlier ?

DEFINITIONS

EXCLUSION

the act of not allowing someone or something to take part in an activity or to enter a place

SEGREGATION

the policy of keeping one group of people apart from another and treating them differently, especially because of race, sex, or religion

INTEGRATION

the action or process of successfully joining or mixing with a different group of people

ASSIMILATION

the process of becoming a part, or making someone become a part of a group, country, society, etc.

SOCIETY

a large group of people who live together in an organized way, making decisions about how to do things and sharing the work that needs to be done

INCLUSION

**the act of including someone or something
as part of a group, list, etc.**

INCLUSION

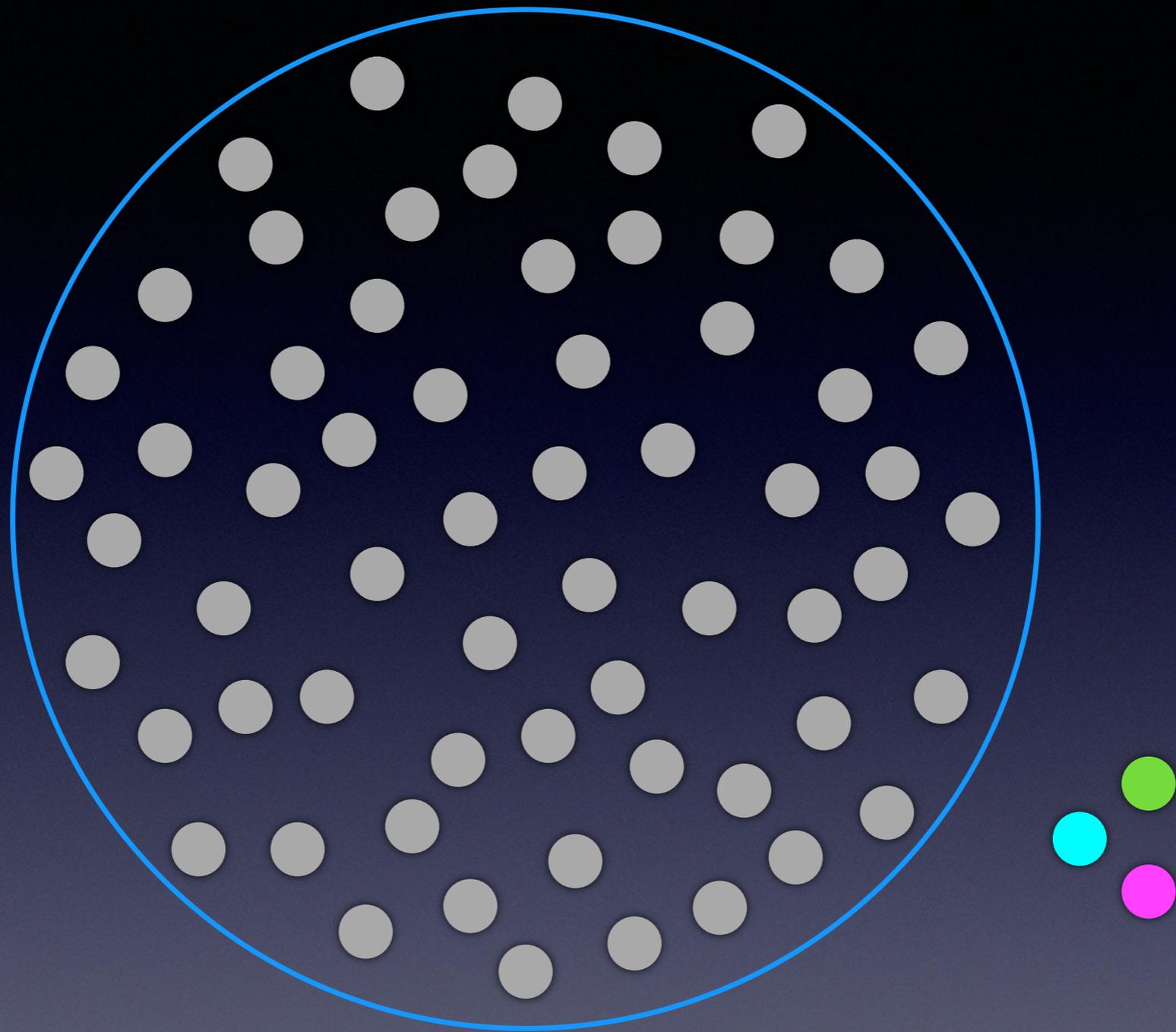
involves a process of systemic reform embodying changes and modifications in contents, methods, approaches, structures and strategies to overcome barriers with a vision serving all individuals with an equitable and participatory experience and environment that best corresponds to their requirements and preferences

adapted from 'A Summary of the Evidence of Inclusive Education'
Abt Associates (2016)

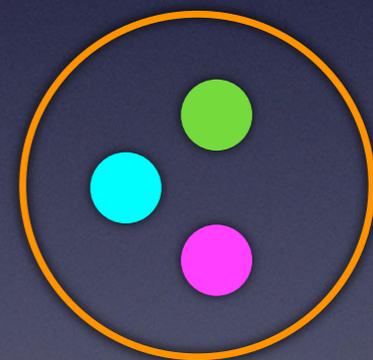
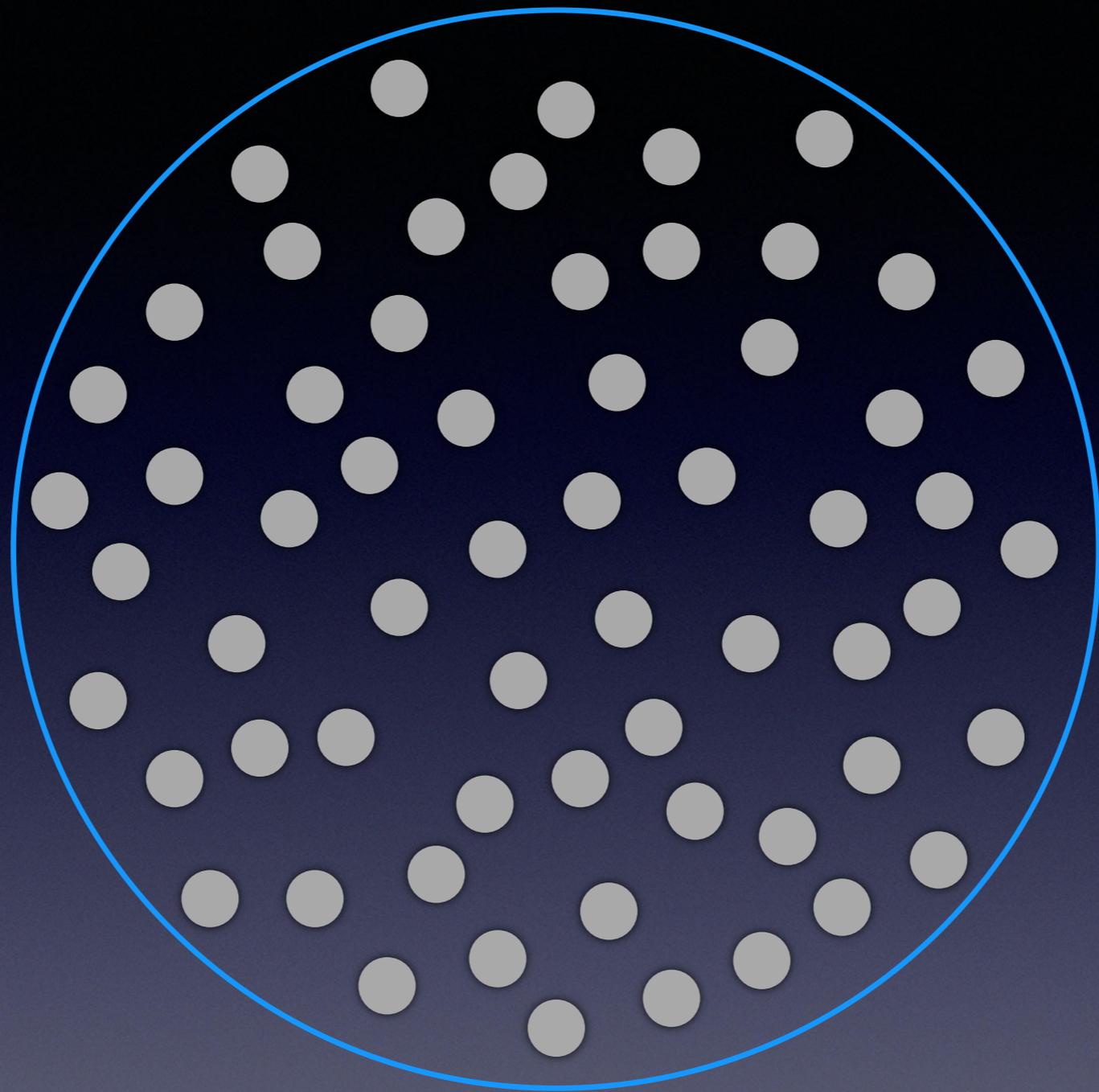
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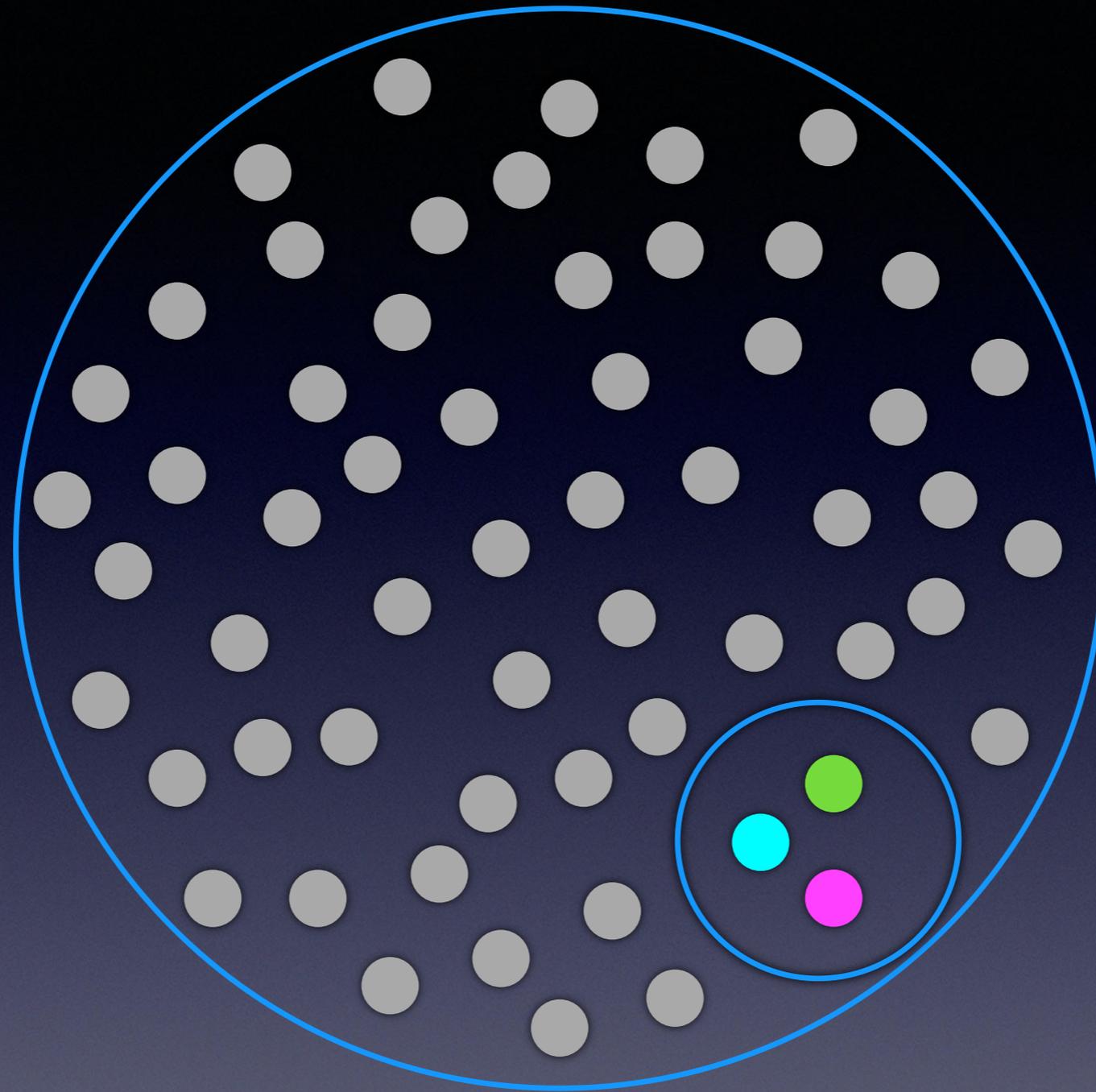
ILLUSTRATIONS



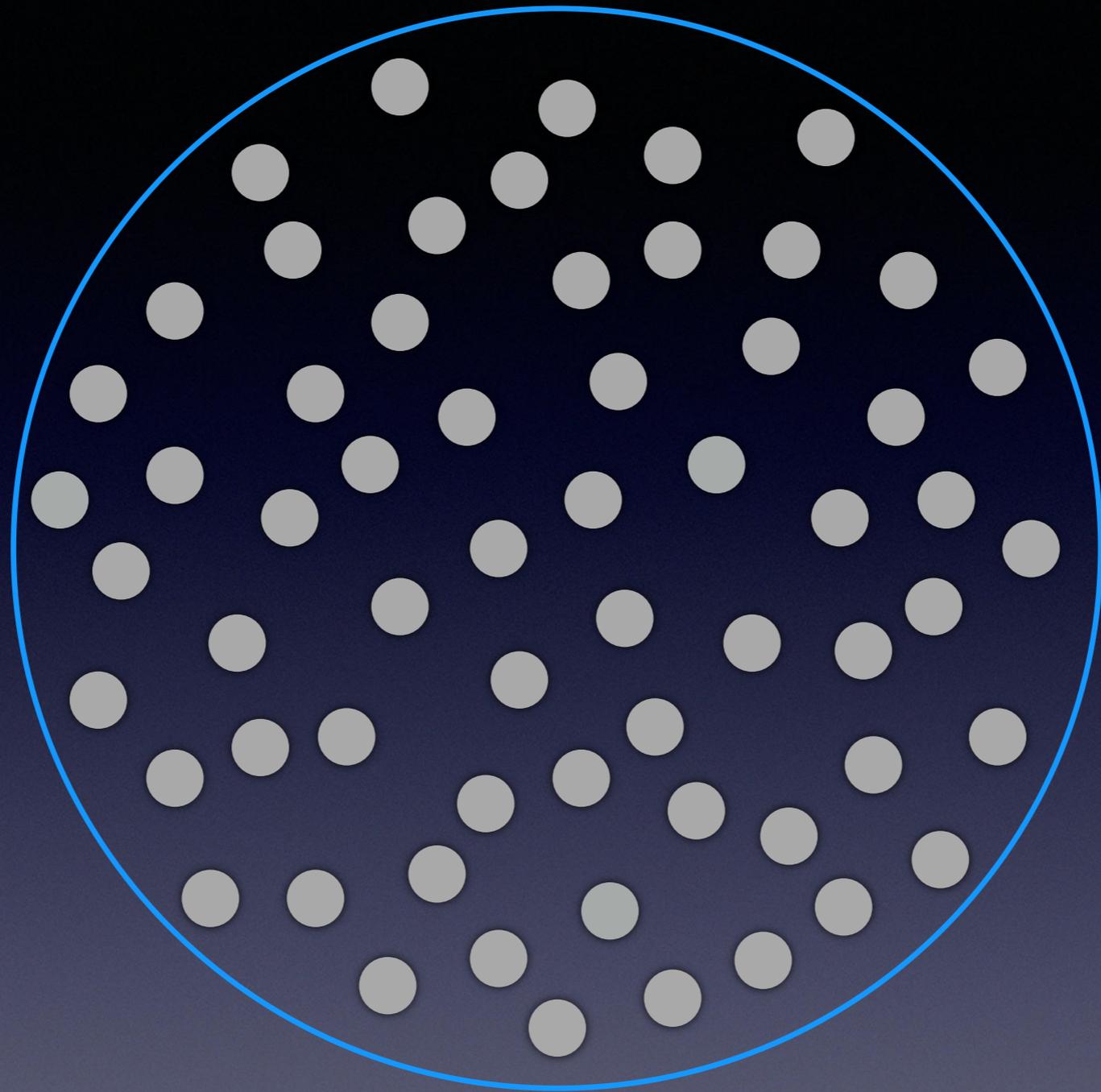
EXCLUSION



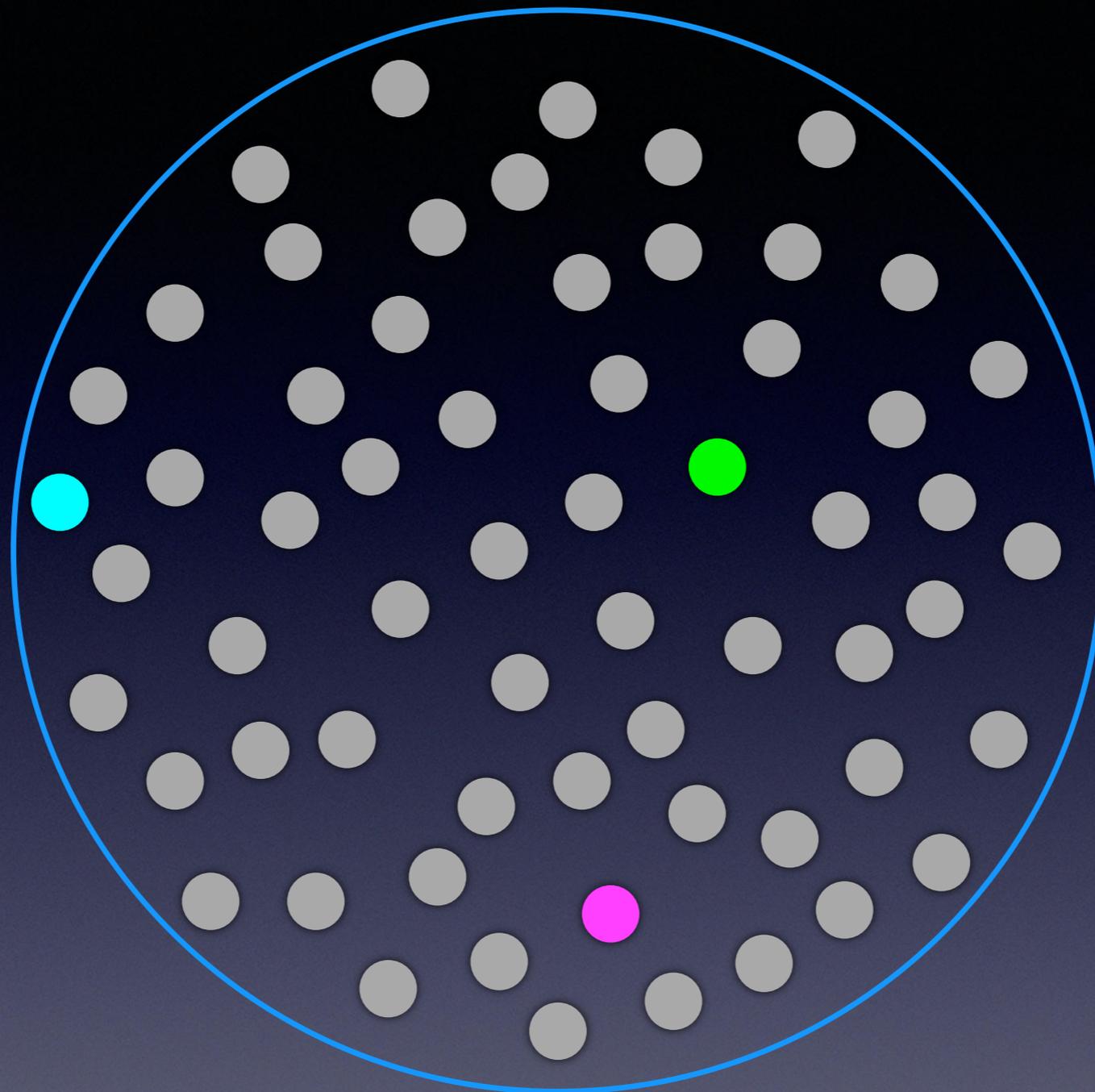
SEGREGATION



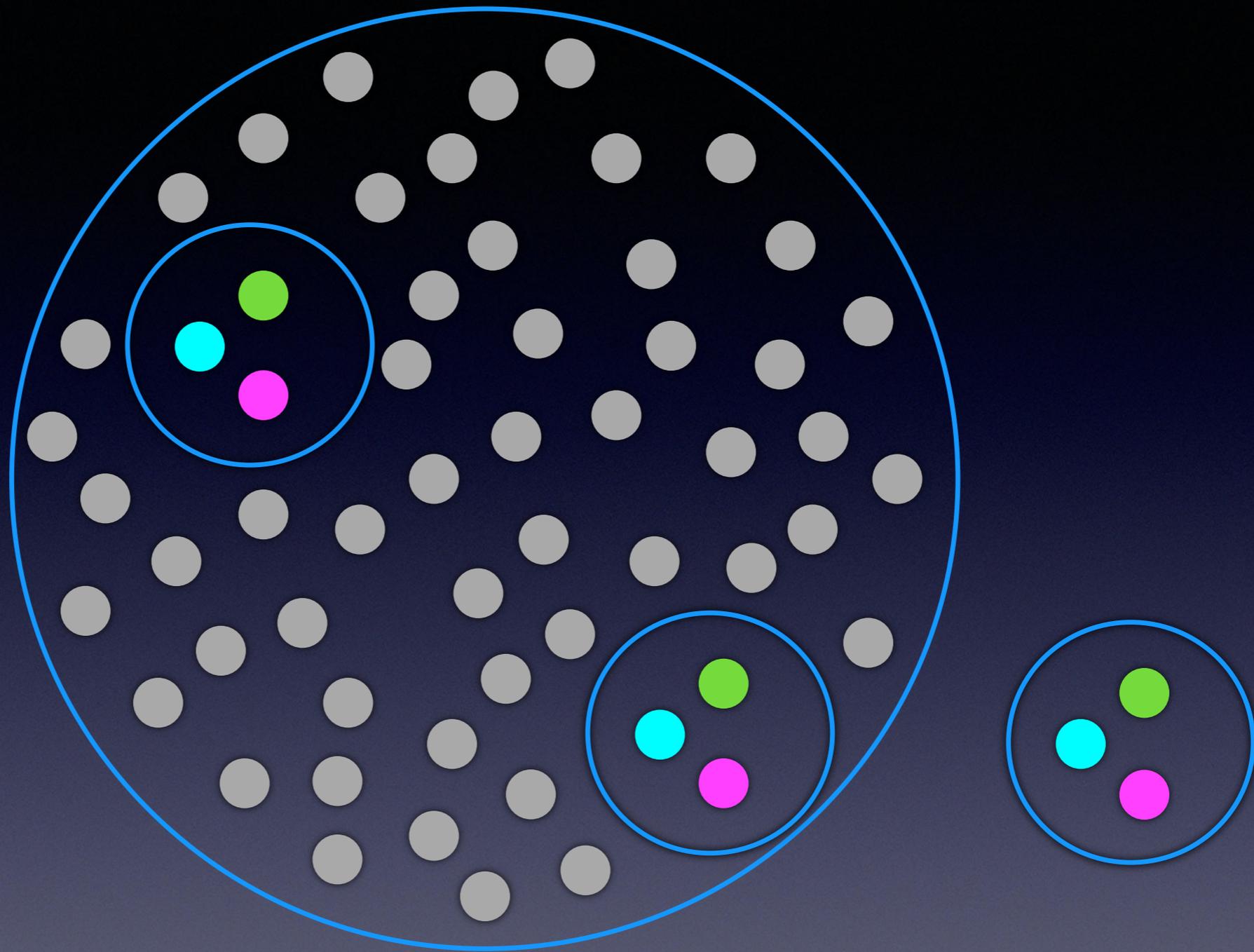
INTEGRATION



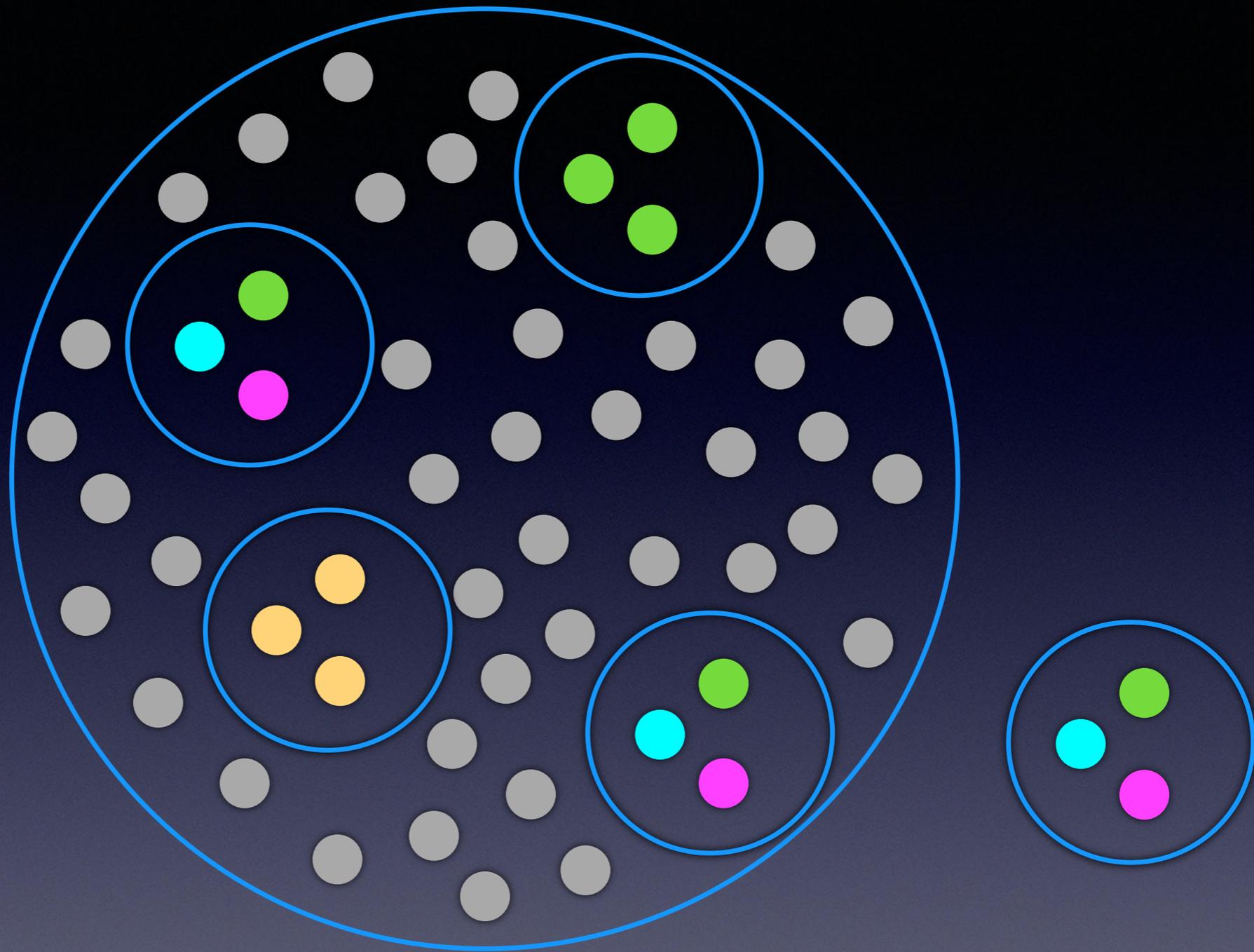
ASSIMILATION



INCLUSION

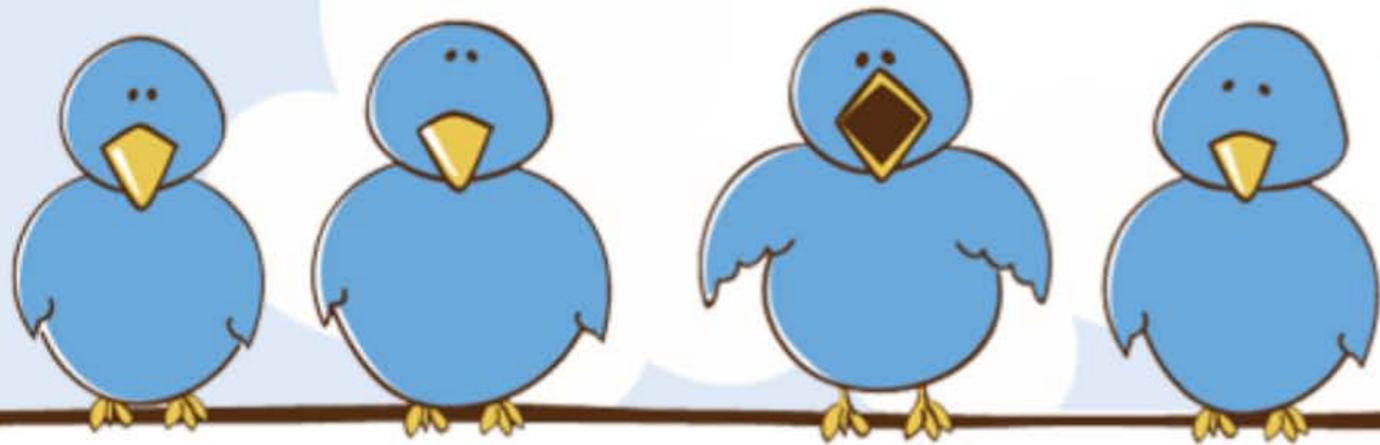


REALITY 1



REALITY 2

REALITIES



*Birds of a Feather
Flock Together*

Andreas Heinz

Helmut Willems

*Zentrale Ergebnisse und Herausforderungen –
Synopsis zum Sozialbericht Esch/Alzette 2017*

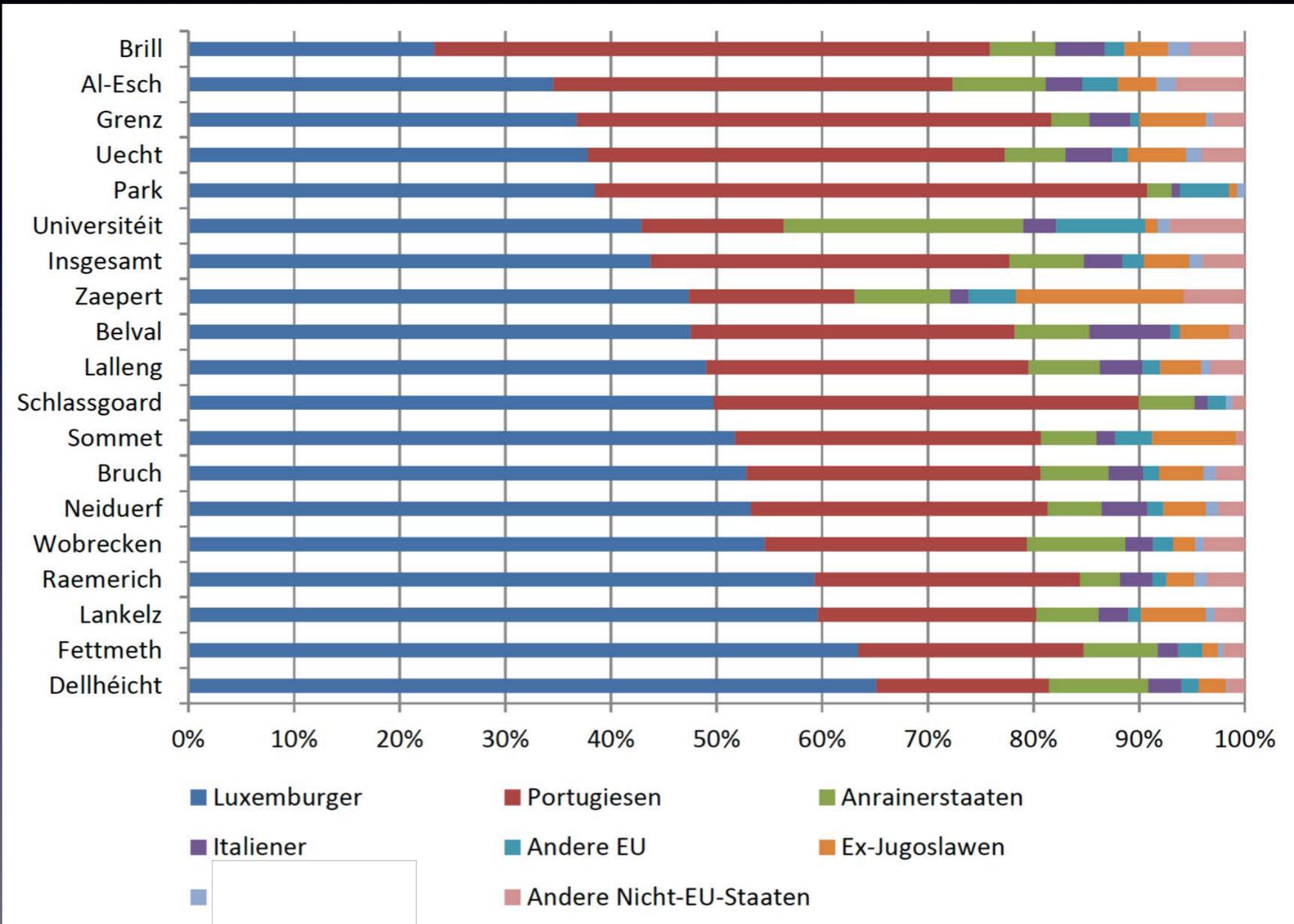


UNIVERSITY OF LUXEMBOURG
Integrative Research Unit on Social
and Individual Development (INSIDE)

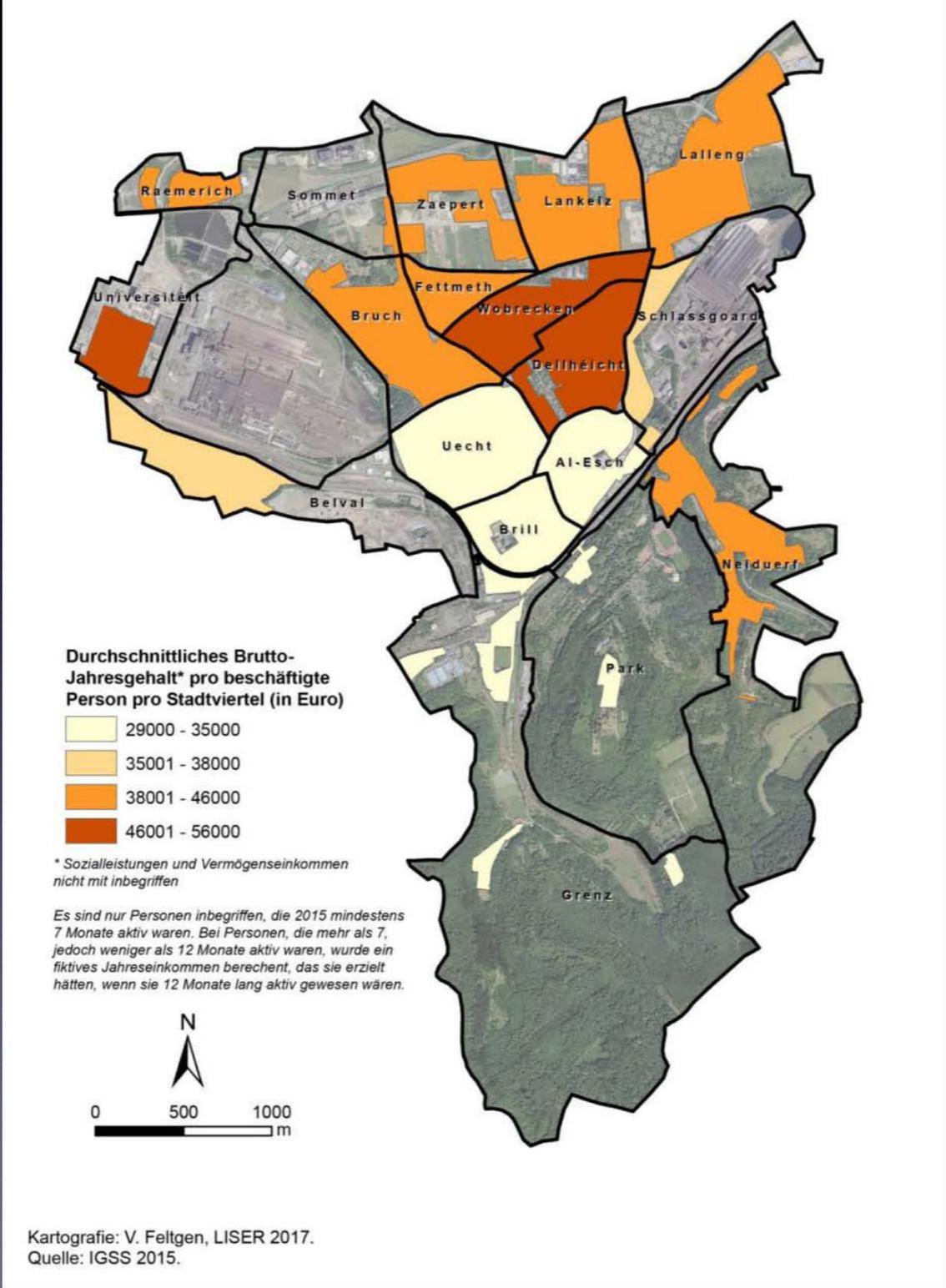
Mit Unterstützung des:



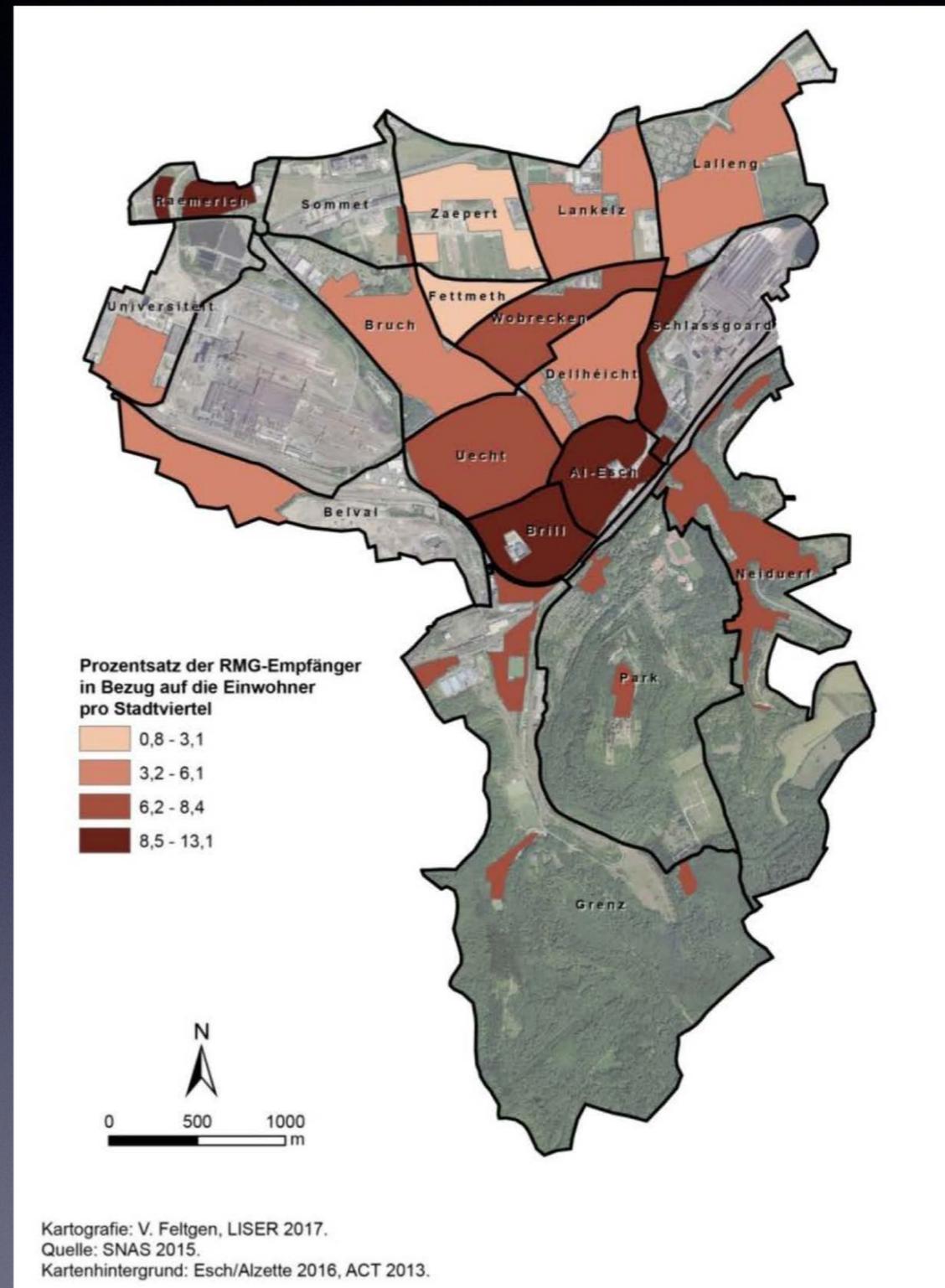
COMPOSITION OF THE DISTRICTS BY NATIONALITY



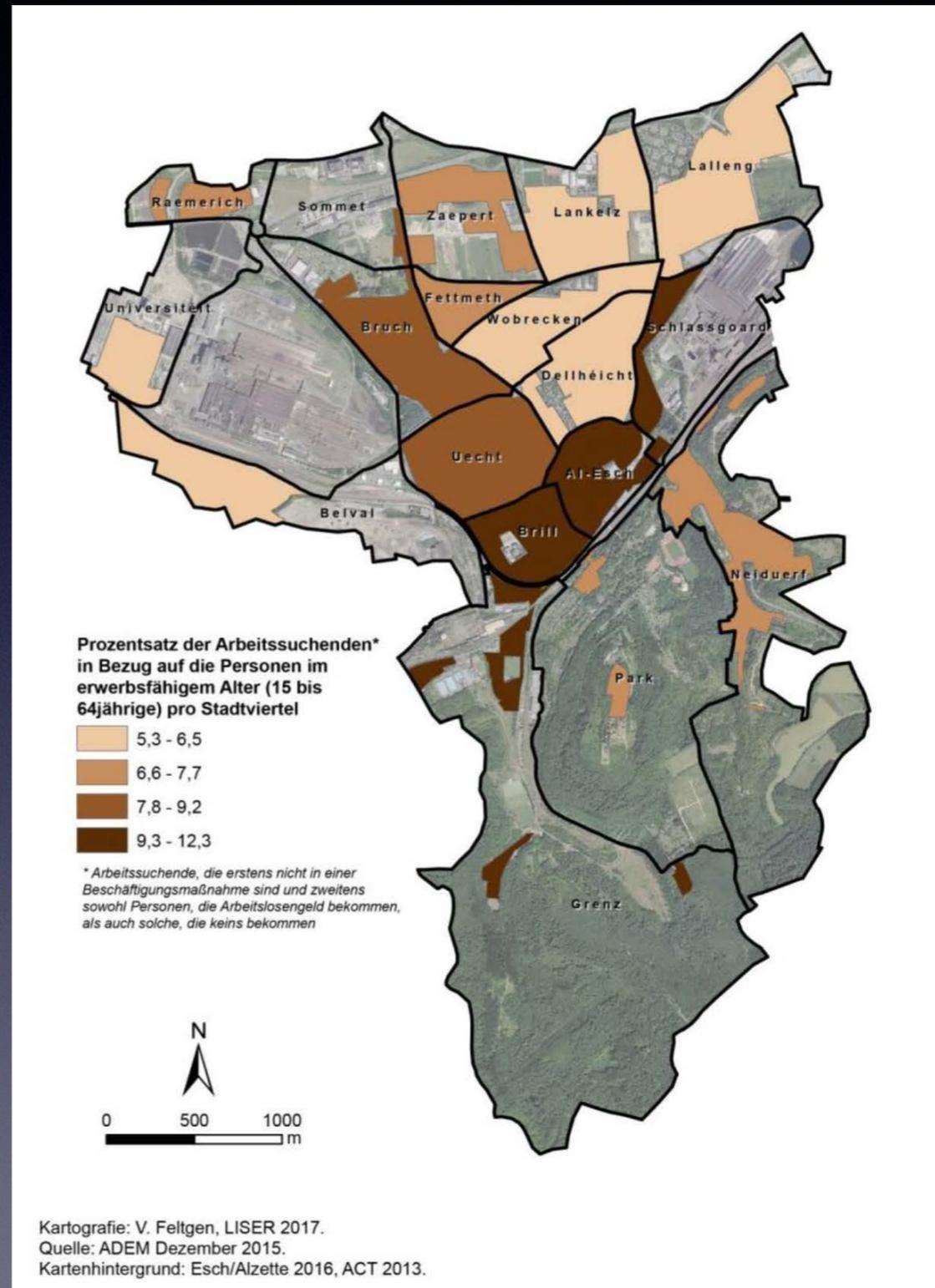
AVERAGE GROSS INCOME PER PERSON PER DISTRICT



% OF RMG BENEFICIARIES PER DISTRICT

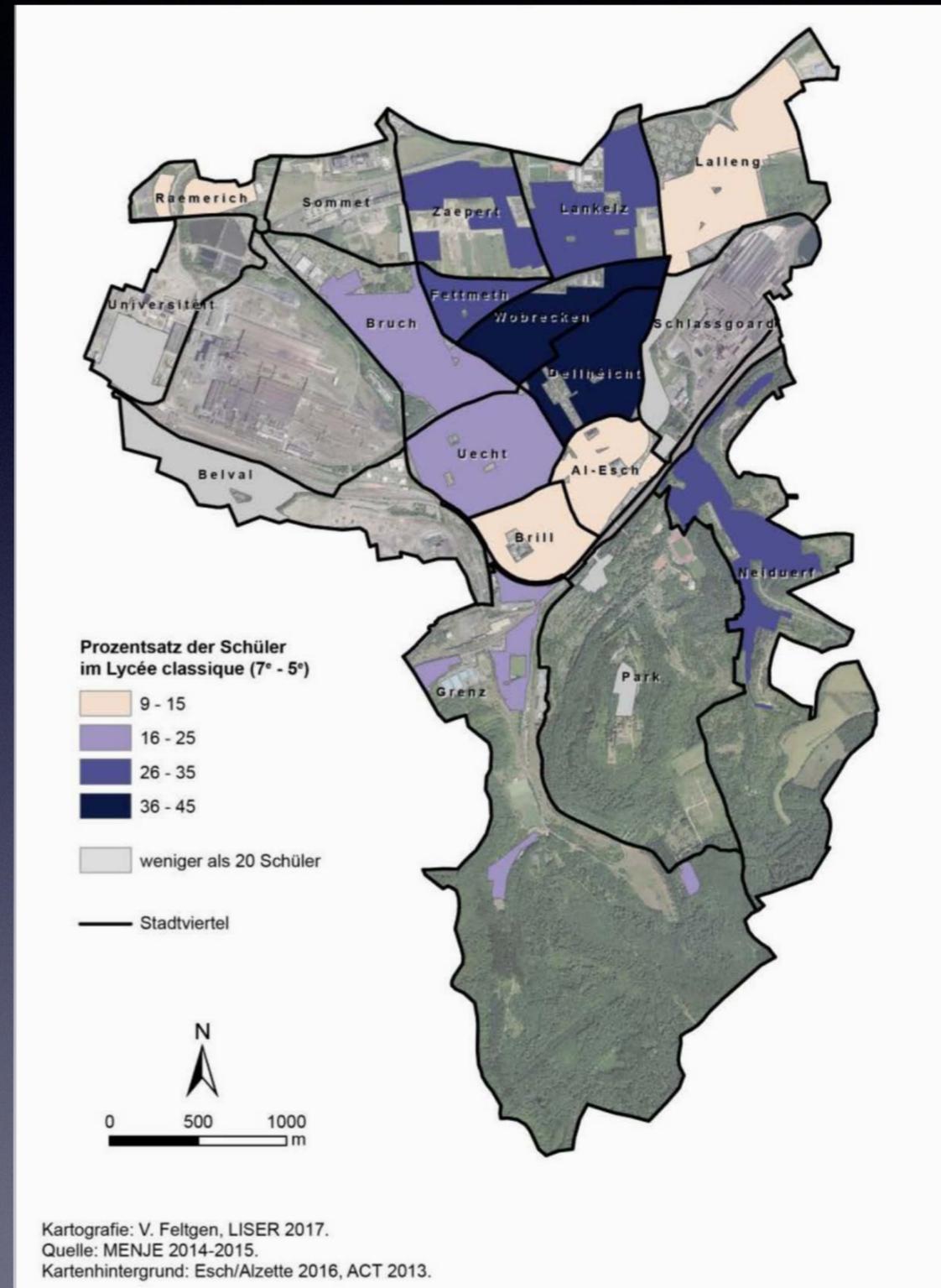


% OF JOB SEEKERS PER DISTRICT



% OF CLASSIC SECONDARY SCHOOL STUDENTS PER DISTRICT

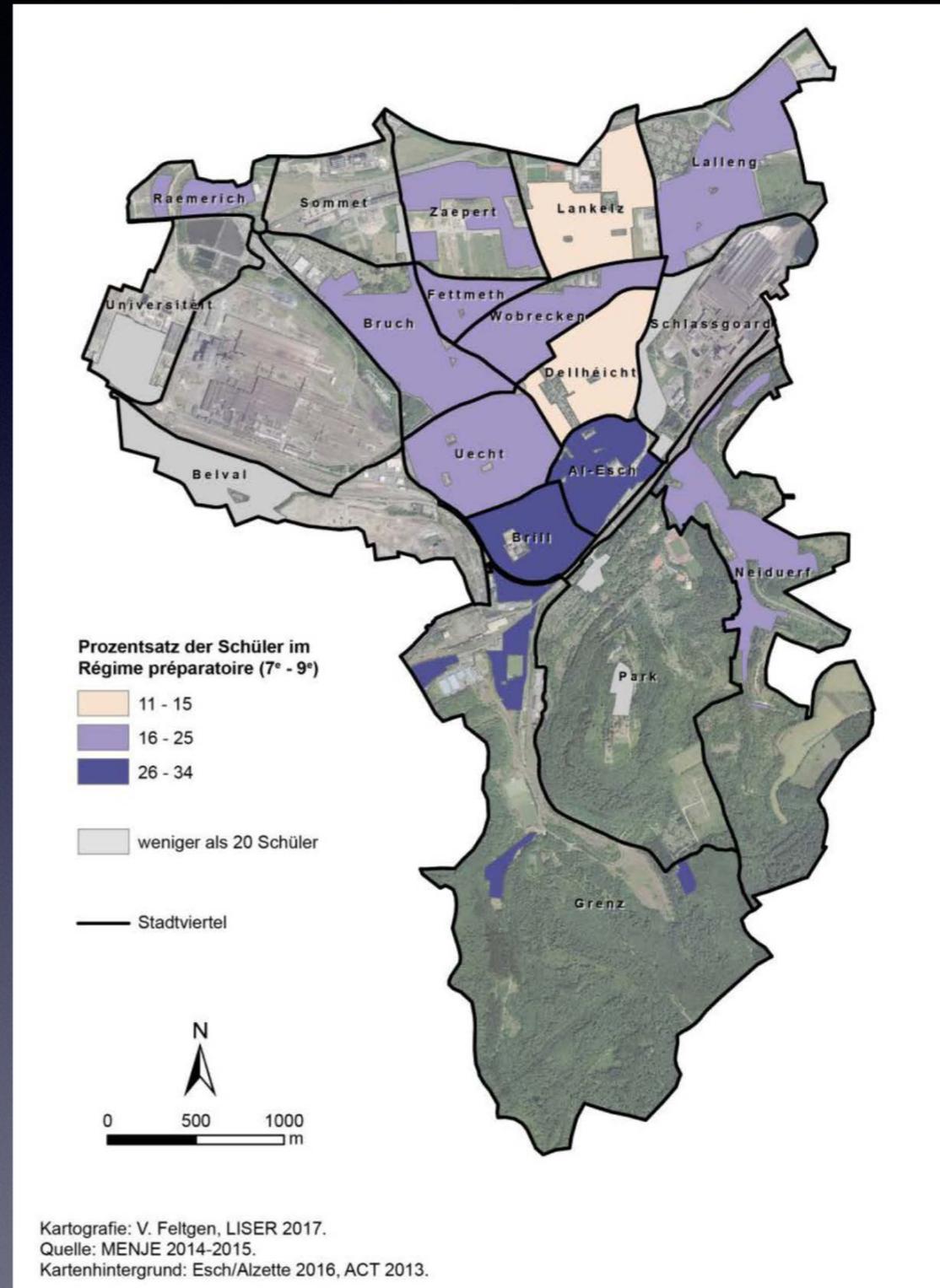
(years 1-3)



2014/2015

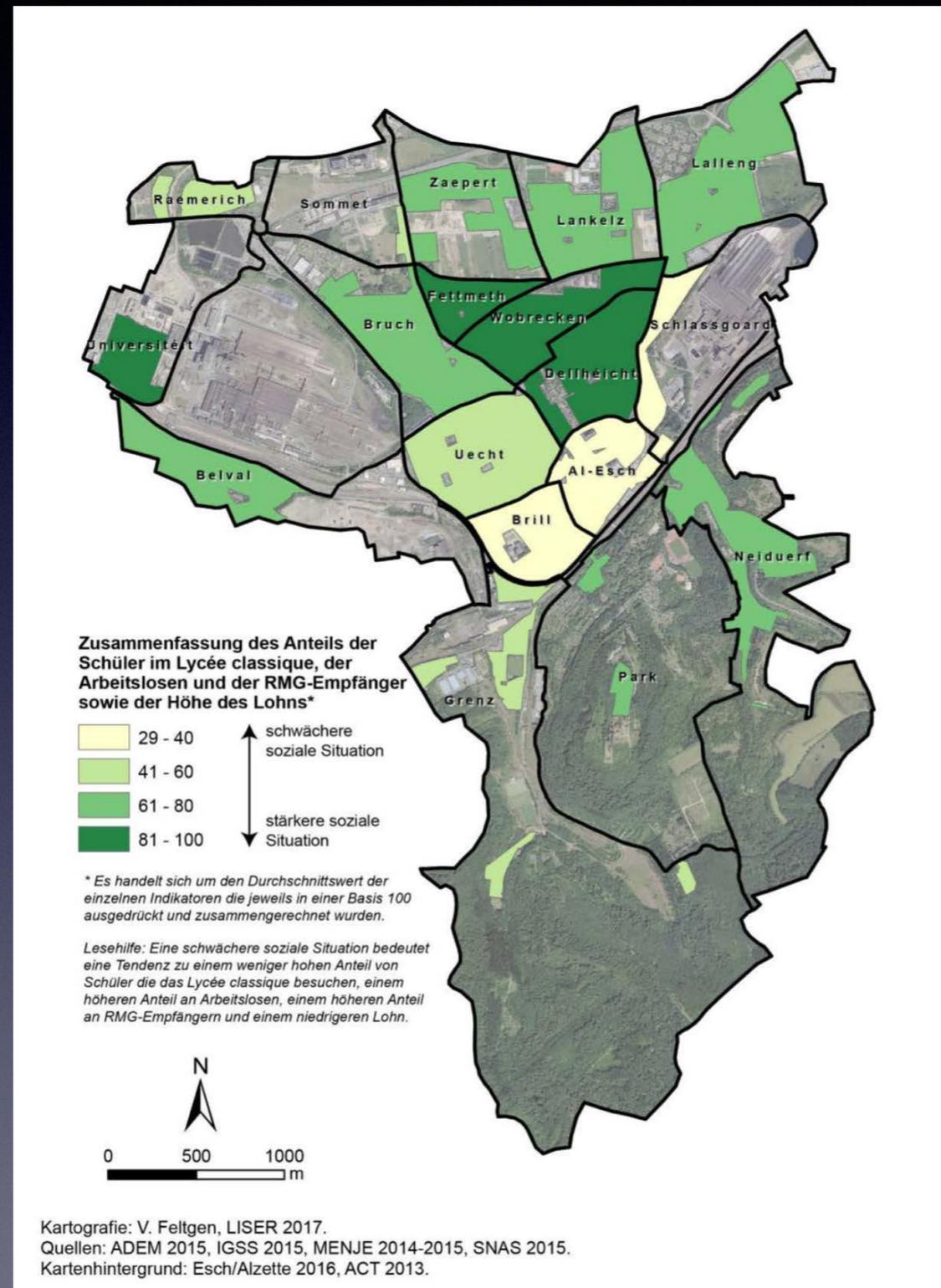
% OF PREPARATORY REGIME STUDENTS PER DISTRICT

(years 1-3)



2014/2015

SUMMARY OF SOCIAL CHARACTERISTICS PER DISTRICT



SURVEY



**Bundesagentur
für Arbeit**

54 PES counsellors: 34 women and 20 men

average age: 39.8 years (23-64)

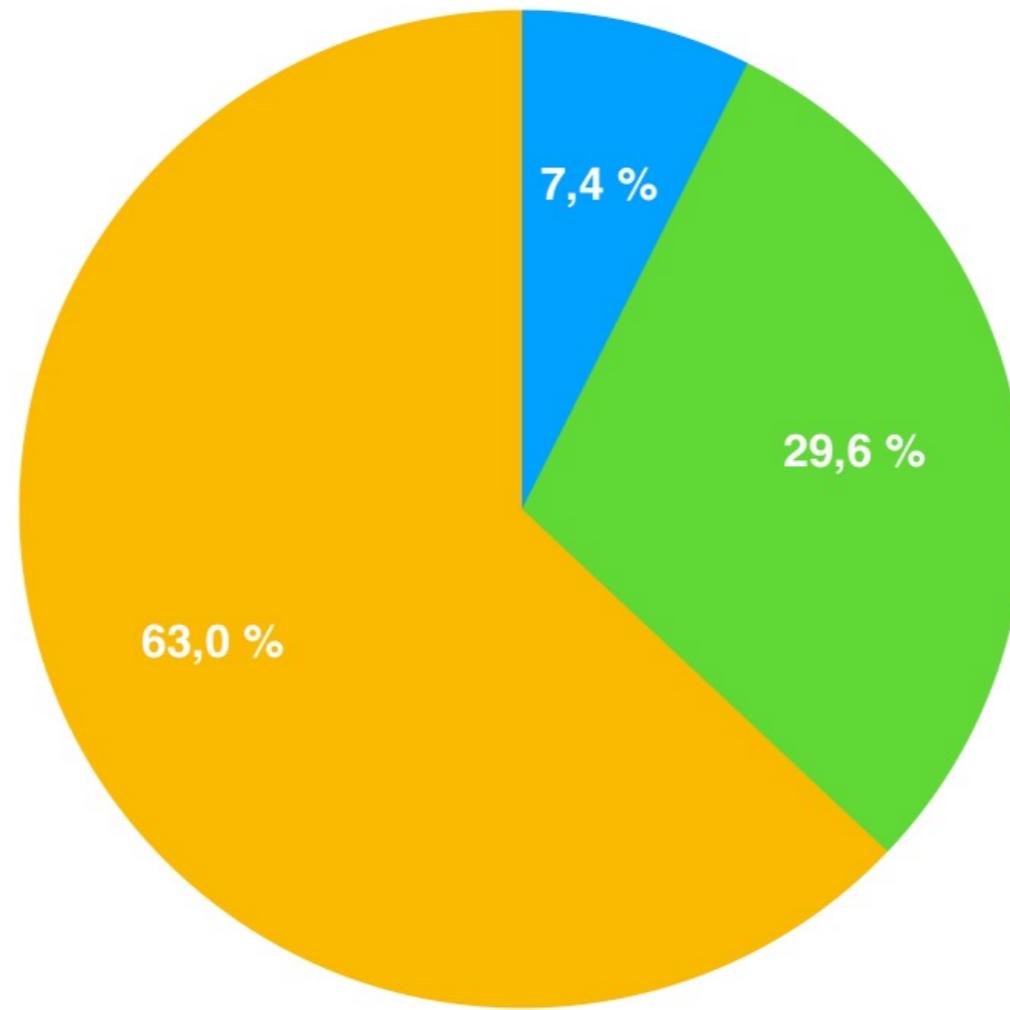
average years of service: 12.7 (1-39)

1. In your counselling activity do you focus on what is in the “interest” of the counselee or on what is in the “interest” of society?

1. = on what is in the “interest” of the **counselee**
2. = more on what is in the “interest” of the **counselee**
3. = on what is in the “interest” of the **counselee** AND of **society**
4. = more on what is in the “interest “of **society**
5. = on what is in the “interest “of **society**

2. Please tell us why.

Focus of counselling activity



- "interest" of counselee
- "interest" of society
- "interest" of counselee and "interest" of society

Focus on what is in the “interest” of the counselee

- **counselling often at request of counselee**
- **concerns/, interests of counselee must take centre stage**
- **motivational aspects**
- **commitment to concerns and interests of counselee is the
only way to create a working basis for trust and cooperation**

Focus more on what is in the “interest” of the counselee

- **focus on interests of counselee increases the credibility of the counselling situation**
- **solutions that conflict with interests of counselee are not viable in the long term**
- **interests of counselee reflect values and interests of society**
- **ethical and motivational reasons**

Focus on what is in the “interest” of the counselee and of society

- neutrality of counsellor
- duty to implement SGB II and thus also to act in the supposed interest of society
- importance of the situation on the labour market
- integration into employment is also an integration into society
- services and benefits are financed through taxation

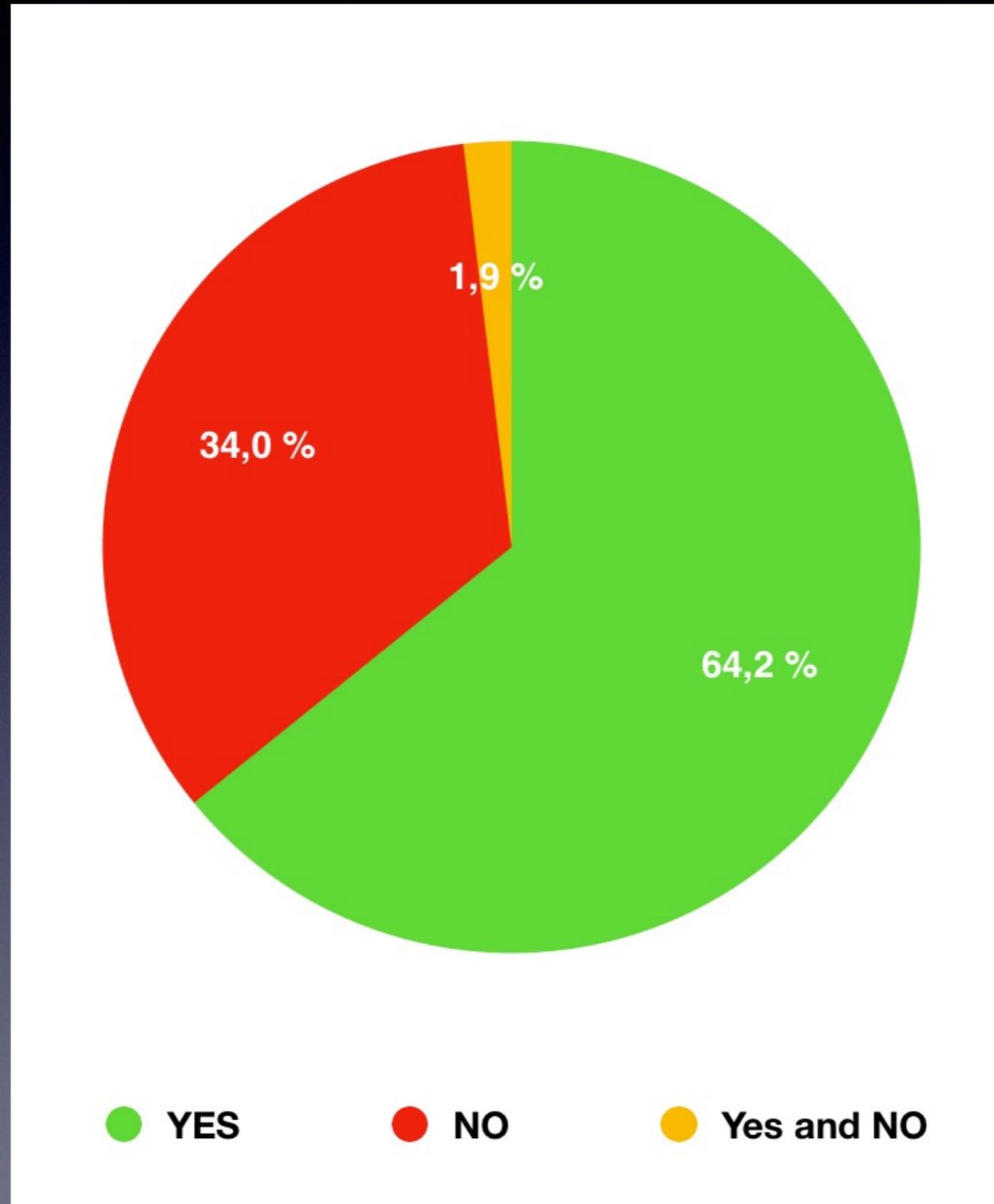
3. In your opinion can / could counselling lead to a more inclusive society?

YES

NO

4. Please tell us in a few lines why you believe this to be the case.

Counselling: towards a more inclusive society ?



Counselling: towards a more inclusive society ?

NO

- resistance of counselees to counselling
- society is not really open to inclusion
- lack of real interest by a majority of the population: « not my problem »
- current social and economic structures are an impediment
- resistance of people to personal as well as societal change

Counselling: towards a more inclusive society ?

YES

« I am convinced that integration and inclusion are possible and therefore I believe in my client. And when I internalize this sentence, the objectives of integration and inclusion are supported and the risk of exclusion is minimized. »

Counselling: towards a more inclusive society ?

YES

- counselling can help and reduce prejudice and stereotypes in employers
- counselling of employers is of the utmost importance
- if counselling can lead to the empowerment of counselees, it automatically promotes a more inclusive society

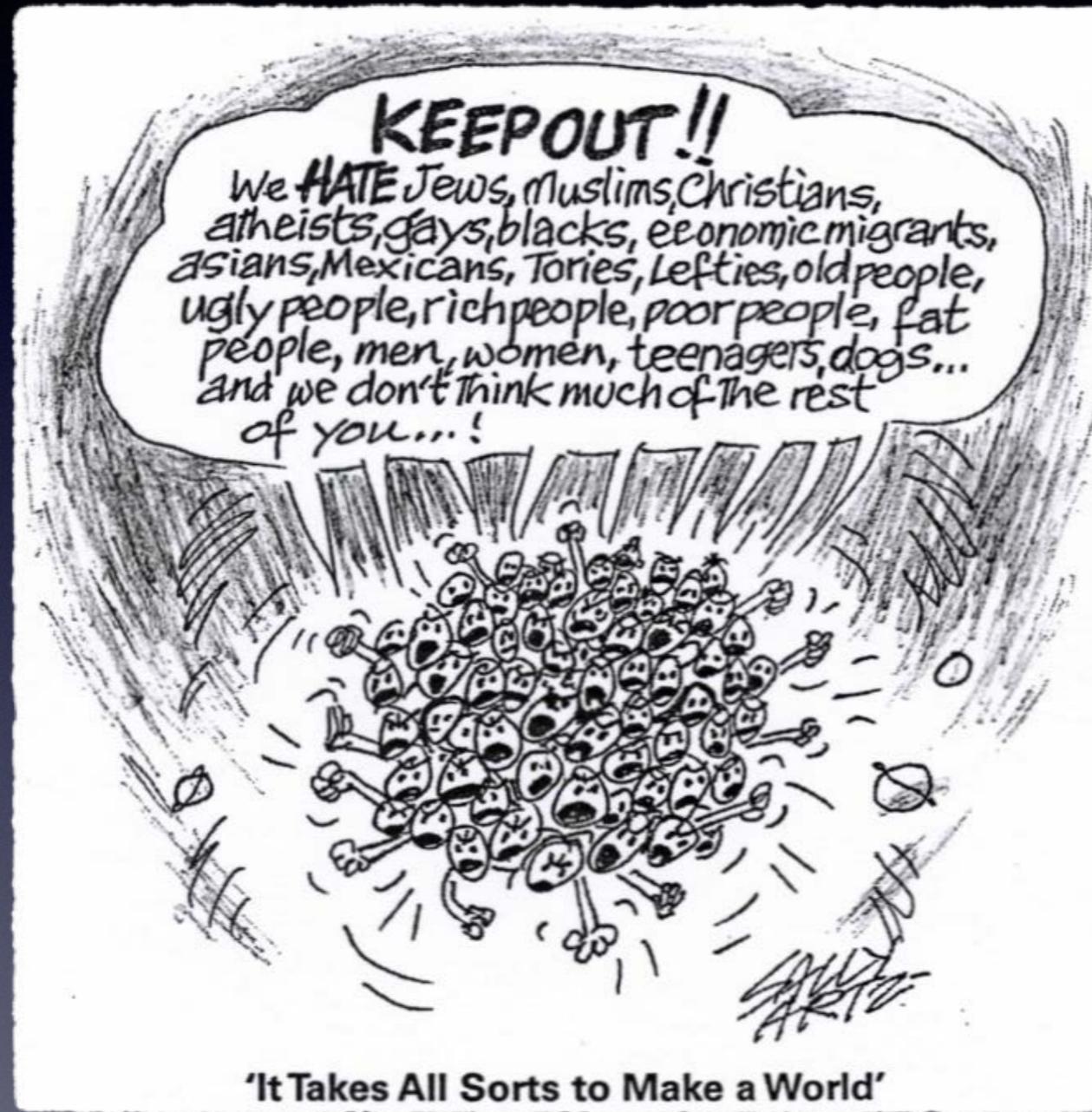
Counselling: towards a more inclusive society ?

YES

- by enabling counselees to move away from the margins of society, counselling promotes inclusion
- counselling can help and show counselees new perspectives, encourage them to think outside the box
- counselling can strengthen counselees' feelings of self-worth

TENTATIVE CONCLUSIONS

OUT-OF-DATE PROVERBS



CAREER GUIDANCE FOR AN INCLUSIVE SOCIETY ?

direct impact: **NO**

indirect impact: **YES**

YES but:

Guidance has **multi-layered meanings** that always refer to an act or an activity of defining one's own or somebody else's status or position and options in **a given set-up**.

Guidance related activities are an integral part of a system that itself again is **part of a greater societal construct**.

YES but:

Do guidance counsellors really have beyond their obvious responsibility towards the wellbeing of an individual counselee, a certain accountability towards society as a whole?

Guidance happens very much on a **individual** level.

And it is precisely this individual level that may be in the way of promoting a more inclusive society, not least because **counselees'** **cognitive and behavioural patterns are** not only individual but **extremely individualistic.**

YES if:

... we succeed in coming up with what can only be called an old-fashioned **“projet de société”**, a societal design,

... we manage to reinvent the **“common good”**,

... we come up with new guidance policies and practices that allow people to guide themselves in a highly individual way that is **not individualistic**.

YES but:

easy to rubbish such a proposal as **social engineering**

requires greater **social and societal transparency** obviously
also as regards guidance policies

extremely difficult to promote and implement such a project

impulse for such a design can only come from **politics**

And therefore:

**The creation of an inclusive
society is foremost a
a political, a pedagogical project
not a guidance project**

**Thank you
for
your attention**

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