



Bill Law's career-learning café



last update: 4th May 2005 contact: bill@hohoho.com

[magazine](#)

[underpinning](#)

[memory](#)

[moving on](#)

for...

Connexions, careers work, education-for-citizenship and life-long learning

start... anywhere
find... what you need

go... as far as your commitment and imagination will take you

routes into The Café are set out on the right and below
for a [site map](#), a [list of ready-to-download pdfs](#) and other ways in...

stay in touch

café careers magazine

getting to grips with career issues in today's world

probe deeper

the underpinning

thinking and research that supporting useful action

find your bearings

the memory

how we got here and what we should not forget

make progress

moving on

new and useful ideas to take us into the future - now including CPI
thinking and practice

WELCOME BACK? - catch up with...

A SERIES OF PRACTICAL HANDBOOKS are now in The Café. They help you work through what can usefully be done about the ideas in the CPI model. The first three - on (1) 'relevance', (2) 'progression' and (3) 'learning outcomes' - are here now. For more on the overall CPI project see 'what are we going to do about careers?' (below)

A POWER-POINT INTRODUCTION TO CPI is also now available. In ten words-and-graphics frames, it sets out the basic ideas of 'coverage', 'processes' and 'influences'. It also engages your colleagues, clients or trainees in workshops or seminars.

A BRIDGE TOO FAR may be how government sees Tomlinson's 'Connexions'. But it must not be abandoned. And its advances will not easily be thwarted. Whatever government now does, careers workers can get into position to enable real improvements in people's life chances - starting in schools and with life-long possibilities (updated 13th April).

WHICH WAY IS FORWARD? We can get new momentum and direction into careers work by taking a closer look at the social-and-cultural world in which our learners live their lives - so let's take a peek outside our wagon.

WHAT ARE WE GOING TO DO ABOUT CAREERS? Too much has changed to allow us to leave things as they are. And so this is the central question for a major Café project, launched in January 2005. The project's ideas-for-action are based on the up-to-date 'coverage-processes-influences' (CPI) model for careers work.

The future of careers work depends, as much as anything, on who grabs the attention. So, **WHO GETS A SAY IN THE FUTURE OF CAREERS WORK?**

Why we may not find **EVIDENCE-BASED PRACTICE** until we are offered more practice-based evidence.

FIRST TIME? - don't miss...

ROUNDTABLES - 'Integrating information and guidance' has provided an opportunity for 'end-to-end' reviews of the OECD report, the recent work of the Guidance Council and the forthcoming 'Green Paper on Youth'

RESEARCHER - 1 : Do we know whether or not schools really can do anything to enable people to find their way out of poverty? A big question for anyone interested in career development. **THE JOSEPH ROWANTREE FOUNDATION** has funded a research project on 'The Role of Schools in Career Development'.

SOCIAL or YOUTH WORKER : Policy initiatives in all sectors increasingly call on teachers, advisers to work with social and youth workers and with voluntary helpers. Can we do it without developing a shared vocabulary of help?

MENTOR : Mentoring is a feature of diversification in careers work. Helen Colley's new book takes a radical look at why and how. Frans Meijers says why Helen's book is useful, pointing to need for even more new thinking.

RESEARCHER - 2 : The National Guidance Research Forum - does it herald a renew and fruitful partnership between research and practice?

CONNECTIONS : 'Connections' - change means going to grips with our priorities. See how that works out for you in Game for Career #2 - it may re-awaken your reforming spirit.

CAREERS COORDINATION - change means going to grips with our priorities. See how that works out for you in Game for Career #2 - it may re-awaken your reforming spirit.

getting what you need
from
the Career-learning Café

The Career-learning NETWORK
www.hohoho.com

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café info

The Café helps you to help people plan and manage their lives - as learners, as workers and as citizens. It is a source of ideas, materials and processes - free to enter and to download.

This information will help you answer...

- what is career learning? page 2
- who is the Café for? page 3
- is it for me? page 4
- what can I get from it? page 5
- how I can find what I need? page 6
- how can I use what I find? page 8
- the frequently asked questions page 9

you can also get:
an interactive version of this on line at www.hihohiho.com/information/cafuse.html
a summary in PowerPoint at www.hihohiho.com/information/cafuse.ppt

what is career learning?

Career learning is what people do to find and develop a basis for sustainable and fulfilling action on working life. Understanding career learning follows three lines of enquiry. The Café at [hihohiho](http://hihohiho.com) helps you with all of them.

<i>lines of enquiry</i>	<i>the issues</i>	<i>the terms</i>
<i>1. 'what's going on in careers?'</i>	<ul style="list-style-type: none">> what are the influences on working life?> how do the factors work - inside and outside the person?	<ul style="list-style-type: none">> 'career-development'
<i>2. 'what can people do about it?'</i>	<ul style="list-style-type: none">> what does a person most need to deal with?> how do people get actively engaged in that process?	<ul style="list-style-type: none">> 'career-planning'> 'career-management'
<i>3. 'how can anybody help?'</i>	<ul style="list-style-type: none">> how can professionals and voluntary helpers help?> what best helps - formally and informally?	<ul style="list-style-type: none">> 'information, advice and guidance' – IAG> 'counselling'> 'personal advisory work'> 'careers education'> hihohiho uses the inclusive terms 'careers work'

Questions 1-3 are interdependent. Looking for answers to any will be useful only when they take account of what is known of all. The [hihohiho](http://hihohiho.com) site includes all in one conversation.

who is the Café for?

The people who help are here called careers workers. The café is for you if you are listed on the left.

careers workers	examples of how <u>hihohiho</u> can help you...	examples of café material <i>to view, copy urls into your browser</i>
mentor	...to use your appreciation of local pressures on working life	'Integrated information advice and guidance' www.hihohiho.com/underpinning/cafintanls.pdf
youth or social worker	...to trace the links between neighbourhood pressures and career	'The influences – inner life and other people' www.hihohiho.com/underpinning/CP1pdfs/cafcp3.pdf
personal adviser	...to establish networks of help	'Networks for learning needs' www.hihohiho.com/magazine/mkngtwork/cafcnxmng.pdf
teacher or lecturer	...to make learning interesting and useful	'Relevance - earning respect for learning' www.hihohiho.com/magazine/mkngtwork/PRApdfs/cafcur1.pdf
specialist careers educator	...to understand learners' needs for career planning and management	'Learning outcomes - and their frameworks' www.hihohiho.com/magazine/mkngtwork/PRApdfs/cafcur3.pdf
careers adviser	...to know how to help with change in contemporary career	'Diagnosing career-learning needs' www.hihohiho.com/magazine/games/cafgam1frnt.html
programme manager or coordinator	...to organise confusing diversity into a coherent and usable programme	'Getting to grips with priorities for careers work' www.hihohiho.com/magazine/games/cafgam2frnt.html
professional consultant, adviser or trainer	...to support helpers with ideas, resources and processes	'Three dimensions for effective career planning' www.hihohiho.com/underpinning/CP1pdfs/cafcpia.pdf
policy maker	...to frame expectations and funding so that helpers can help	'Connexions and Tomlinson – a bridge too far' www.hihohiho.com/magazine/features/cafbridge.html
researcher	...to develop appropriate research questions and present findings helpfully	'A plea for practice-based evidence' www.hihohiho.com/magazine/features/cafuncooling.html
trainee for any these roles	...to make sense of it all for dissertations, projects and ability to do the job	'Life - a user's manual' www.hihohiho.com/magazine/features/caftheory.html

Nobody is in a position to do everything; everybody is in a position to do something.

is it really for you?

There are important issues here. Not the least of them is fairness regarding who gets to do what in our society. And careers work is not just about enabling employability, it is also about helping people to plan and manage work as part of a good quality of life. The Café supports this kind of breadth-of-mind. It means taking account of the way...

<i>...work-life issues are as important as any now facing society</i>	<input checked="" type="checkbox"/>
<i>...cultural influences on career development are at least as powerful as economic ones</i>	<input type="checkbox"/>
<i>...work life is always interwoven with life as partner, citizen and consumer</i>	<input type="checkbox"/>
<i>...we must attend more to concerns for work-life balance</i>	<input type="checkbox"/>
<i>..career learning has its roots in the toddler years, and must be re-learned - life-long</i>	<input type="checkbox"/>
<i>...career learning is as demanding as any learning</i>	<input type="checkbox"/>
<i>...careers-worker creativity will achieve more than chasing ready-made targets</i>	<input type="checkbox"/>
<i>...effective careers work needs a widening range of helpers</i>	<input type="checkbox"/>
<i>...informal help is often more useful than formal</i>	<input type="checkbox"/>
<i>...to be helpful in today's world careers-worker professionalism needs reform</i>	<input type="checkbox"/>

This is a distinctive take on careers work. It does not necessarily support all current providers. Of course careers work needs institutions which support provision; but it also needs useful ideas. It is an open question which are more important – the institutions or the ideas. The Café starts with ideas.

One tick on the list of ten means that you'll find something useful in the Café. Ten means that you may not be able to go on without it!

It's for you to judge what no ticks might mean.

what you can get from the Career-learning Café

<i>five menus...</i>	<i>...twenty-one features...</i>	<i>...helping you and your contacts with...</i>
<i>the magazine</i>	in touch	...developments in careers work and the issues they raise
	games for career	...interactive diagnoses for programme planning
	real lives	...narratives with insights into real-life career-development
	making it work	...planning schedules and frameworks-for-action
	a good read	...publications that can make a difference to how we think about this work
	points of departure	...Bill's impertinent editorials (from a former life) ...still pertinent
<i>the underpinning</i>	theory	...career-development thinking and its implications for practice
	policy	...pros-and-cons of key themes for policy
	research	...research - why it is important and how it is made helpful
	special projects	...special developments - using narrative and managing careers work.
<i>the memory</i>	how careers work	...ideas that still influence careers work
	how we manage help	...what we have learned of locating careers work in organisations
<i>moving on</i>	cutting-edge thinking	...current ideas that point to the future
	coverage-process-influence	...a C21st-model and its implications for research and development
<i>the information</i>	site map	...displays and links to all features of the Café
	list of ready-to-download pdfs	...displays and links to all monograph-type material
	supporting the café	...notice-board and press-release material
	the manifesto	...why the Café was set up
	design specification	...the originating concept
	who helps?	...Bill Law, Sara Bosley and Chris Bosley – their cvs and contact details
	getting what you need	<i>you are here now</i>

find what you need

There are a lot of constructive uses you can make of the [hihohiho](http://www.hihohiho.com) site...

<i>browse</i>	look hopefully	✓
<i>locate</i>	find what you know is there	
<i>think</i>	reflect on your own assumptions	
<i>search</i>	seek material useful to your work	
<i>share</i>	get material for your colleagues, clients or students	
<i>send</i>	e-mail to friends and colleagues	
<i>feedback</i>	set out your own responses and ideas	
<i>support</i>	telling others about the Café	

...and a fair few ways of finding what you can use.

<i>site map</i>	all features	in 'the information'
<i>list of pdfs & PowerPoints</i>	monographs, workbooks and presentations	
<i>the five menus</i>	introductions to all features	
<i>'what's new?'</i>	recent uploads	on the home page
<i>'don't miss'</i>	important material for a range of user groups	
<i>'where now?'</i>	a choice of related material	
<i>'any thoughts?'</i>	e-mail route for your reactions and ideas	at the end of html pages
<i>'updates'</i>	e-mail for membership of the network and periodic updates	on the home page and throughout

The table ticks the places you might try first...

	<i>...to browse</i>	<i>...to locate</i>	<i>...to think</i>	<i>...to search</i>	<i>...to share</i>	<i>...to send</i>	<i>...to feedback</i>	<i>...to support</i>
<i>the magazine</i>		✓		✓	✓	✓		
<i>the underpinning</i>		✓	✓	✓				
<i>the memory</i>		✓	✓	✓				
<i>moving on</i>		✓	✓	✓	✓			
<i>the information</i>					✓	✓		
<i>site map</i>	✓	✓		✓				
<i>list of pdfs etc.</i>	✓	✓		✓	✓	✓		
<i>'what's new?'</i>	✓				✓	✓		
<i>'don't miss'</i>	✓				✓	✓		
<i>'where now?'</i>			✓	✓	✓			
<i>'any thoughts?'</i>			✓				✓	✓
<i>'updates'</i>								✓

There are three tests for the value of these ticks: do any of them enable you and your partners for action which is:

1. appropriate to the needs of learners?
2. capable of practical use by helpers and their learners?
3. sustainable in the organisation where it will be located?

If they do, we wish you well in your important work: if they don't, tell <bill@hihohiho.com>.

how can you use it?

The site offers you options for use...

<p>html pages articles loads into your web-browser links to other locations</p>	<ul style="list-style-type: none"> > print from web browser > 'save as' html (right-click on link) > copy-and-paste into word processor <p><i>note: loses formatting</i></p>
<p>graphic features (in the magazine) words-and-pictures presentations loads into your web-browser links to other locations text available on pdf</p>	<ul style="list-style-type: none"> > run on-line as discussion tool > 'save as' html (right-click on link)
<p>pd's workbooks, handouts and monographs loads into Acrobat Reader no links (URLs given in text)</p>	<ul style="list-style-type: none"> > print for your own planning use > print as group-planning or workshop tool <p><i>note: retains formatting – useful for handouts in 2-3 colours - but will print as b&w 'back' pages to form a booklet</i></p>
<p>PowerPoint summary versions of selected Café features loads into Microsoft PowerPoint also prints as handout</p>	<ul style="list-style-type: none"> > run presentation on-line > 'save as' PowerPoint and run in your computer > print as OHP acetates <p><i>note: needs image- or OH-projector for group work</i></p>
<p>interactive diagnosing programs - called 'games for career' loads into your web-browser back-up pdfs available</p>	<ul style="list-style-type: none"> > run on line for personal or group-planning use > use back-up for personal and group use <p><i>note: no download facility on programs programs copyrighted to Chris Bosley</i></p>

use these [hihohiho](http://www.hihohiho.com) resource for any of the following purposes:

- conference papers
- course handouts
- discussion tools
- planning tools
- presentations
- professional study
- send to others.

use any item - in part or as a whole.

hihohiho FAQs!

who runs the Career-learning Café?

It's Bill Law's personal web-site. There are no hidden subsidies. Bill is grateful for voluntary help from Chris Bosley and Sara Bosley. It's a spare-time activity for all of us. We value the independence.

no hidden charges?

That's right; you may use anything in the Café - for your own professional use and the use of your immediate colleagues, clients and students. But, of course, you are not free to re-publish (if you want to do that you should contact <bill@hihohiho.com>).

how do I cite this material?

As you would reference any web-based source: author (Bill Law unless otherwise stated) / title / The Career-learning Network www.hihohiho.com / date (on the front cover of pdfs or at the top of the home page).

why are some downloads slow?

The Café should open quickly: it's pretty-well free of electronic 'bells and whistles', and you don't need a lot of plug-ins. There are some big files; and there is a warning about these at the link. (Without broadband a 2MB file can take 30 minutes to download – so fit it in at a convenient time!) PowerPoints and htmls with graphics load slowly. But they run faster if you 'save-as' (see p.8) and open them fully before you present.

why can't I open pdfs?

You need Acrobat Reader – available free from www.adobe.com/acrobat.

can I download the interactive diagnostic programs?

They won't run without the back-up programs on the remote server. When they have been further refined Chris and Bill will be in a position to put these and other planned 'games' on a CD. And that would run on your computer. We would need sponsorship for this, and there would probably be a charge for the CD. If you have any thoughts about this development contact <bill@hihohiho.com>.

why is there no interactive conversation?

Would need too big a commitment on our part. The site asks you for 'any thoughts?', and your views could then get expressed on the site. We mean to develop this feature. But, in any event, Bill would not use your ideas without checking with you about what and how.

why can't I e-mail hihohiho material to my friends?

You can attach to e-mails all downloaded pdfs or htmls, in any system. In Windows, right-clicking the link to a file will save it to the folder you choose, so that you can then attach it to an e-mail. Alternatively you can click on the link to get 'Copy shortcut' (in Netscape 'Copy link location') which copies the link url, and then paste it into an e-mail. You could, of course, just tell all your friends and colleagues about [hihohiho](http://hihohiho.com). Meanwhile Chris and Bill are working on a more direct attachment method. We'll install it as soon as we can.

what is the Career-learning Network?

It is several hundred thoughtfully discriminating careers-workers, particularly interested in the Cafés philosophy and materials. You become a member by e-mailing 'yes' to <bill@hihohiho.com>. You'll then get a periodic e-mailed up-date, asking for your views and suggesting ways in which you can help. But nothing is compulsory.

you're not making any money from this, so why are you doing it?

Think of it as the 'no-economic-benefit' theory of career development! Nonetheless, there are pay-offs in terms of visibility. And we get some financial sponsorship – especially from Essex, Southend and Thurrock Connexions. But, mainly, we do it because we believe in its alternative agenda for careers work – one that will take this work as far as its people's intelligence, imagination and commitment will allow.
