

Teachers' roles in supporting careers of students

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Problem Statement

Career choice is demanding and it significantly impacts one's life:

- For students who have to orient themselves and make choices in a complex world.
- For teachers who are expected to support their students in this process.

Supporting a student in developing his or her career is a different task than teaching a subject matter like maths or language.

What does this support look like?

What are the biggest challenges for teachers?

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Self-reflection
Reflection with others

Transforming perspective
on career orientation
and career choice

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Teachers

- It is extremely difficult to step out of the teacher role.
- Losing control; delegation of responsibility is difficult
- Functional approach: Students need a fitting job, whatever it might be.
- It is hard to ask to switch mindset from giving advice to asking questions and building on the ideas of the students.

Students

- It is difficult to take over responsibility.
- They are asking: Tell me what I have/can do!

Teachers in general education on upper secondary

- The teacher has a focus on her/his subject.
- There is no formal obligation to support students with career-related questions.
- No time slots for doing this kind of work.

At the same time:

- They see the topic as highly relevant.

Teacher as ...

Instructor

Works with and enables students in their understanding and application of knowledge, concepts and processes.

Guide

Guiding a student's activities based on a student's objective resemblance to prototypes and occupational groups in terms of essentialist categories such as abilities, interests, and personality traits.

Coach

Offers space to reflect on the past, present and future in one's career to enable autonomy (Schaurhofer & Peschl, 2005), to reflect on dynamics and processes and to help student developing a story about their professional vision.

Career of students ...

instruct – guide – **coach**

a) class – individual

b) lower secondary
upper secondary

c) general education track
vocational education track

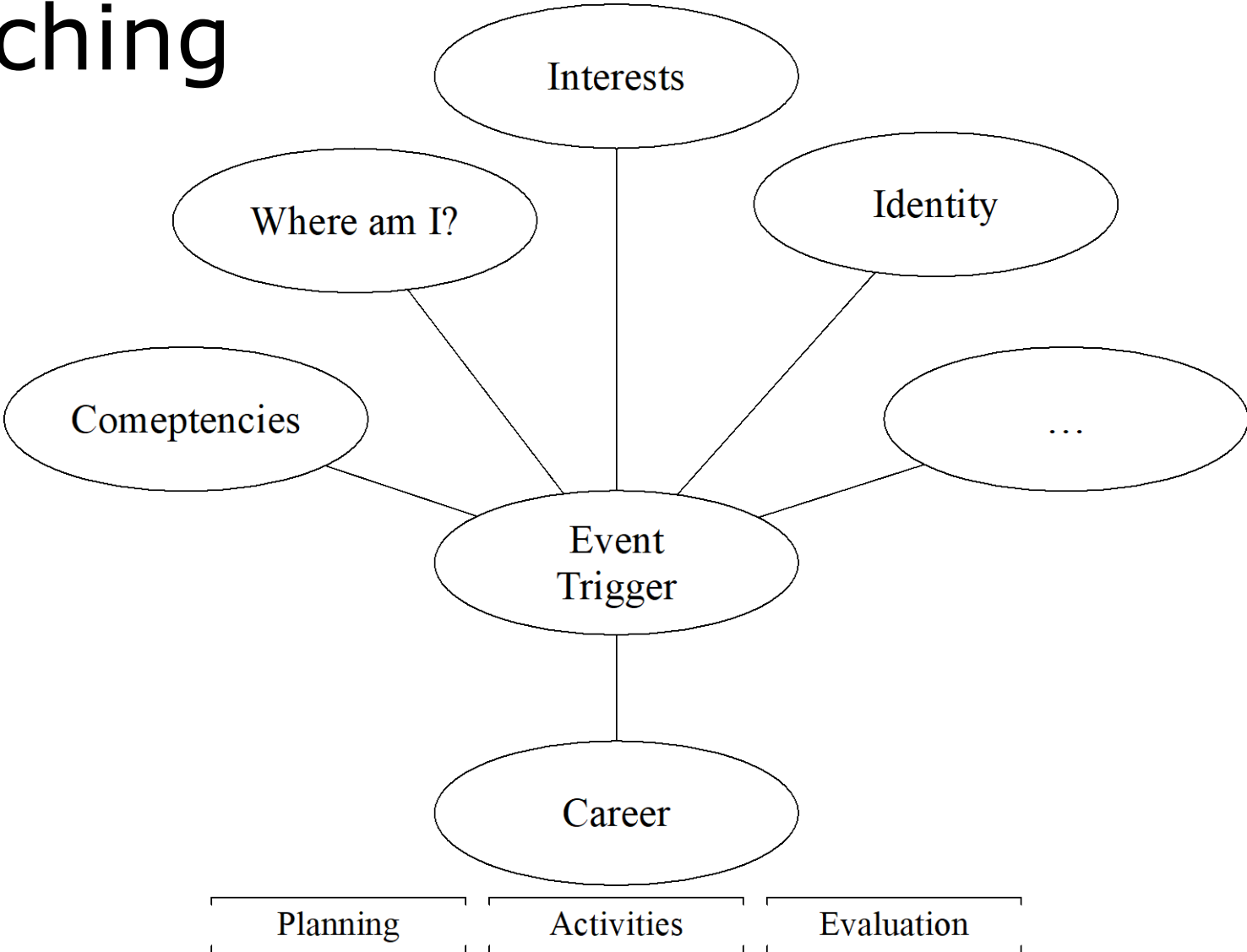
Coaching

The role of teachers changes towards coaching and guiding learning processes (Biemans et al. 2004).

Career coaching mechanisms:

- Social–cognitive learning
- role/decision clarification
- biographic-narrative techniques
- goal-setting processes (Chung & Gfroerer, 2003).

Topics in Coaching



Macro

- Policy

Meso

- Curriculum Teacher Education
- Curriculum for Education and Training of Students

Micro

- Teacher practices and interaction with students

teach – guide – coach

Content of the Support	Initiator	Receiver	Contract	Type of Interaction	Evaluation	Role of Teacher	