**Meeting notes NICEC Seminar - Evaluating Career Coaching (03/21/2024)**

The speakers were Alison Carter (IES), Wendy Hirsh, Siobhan Neary (iCeGS) and John Lees

The main seminar including contributions from Siobhan Neary and John Lees, and plenary discussion, is available as a video on <https://www.nicec.org/events/evaluating-career-coaching-seminar>

The notes below are a summary of the comments made during the seminar in the Zoom chat bar

The contributions below from chat or plenary comments have had the names removed:

* Reassuring, to a participant from Scotland, that the challenges in evaluation presented by IES are the same as their own
* The challenge of getting evaluation feedback from time-poor workers in health will also apply in other sectors like in education with teachers
* To some extent successful outcomes depend on the [coaching] objectives set with the individual as well as the organisational objectives
* The model of cognitive impacts reminded some of the model of career adaptability with the four career competencies of curiosity, concern, confidence and control.

The feedback from small group discussions on experiences of evaluating career development activities included:

* We liked the journalling aspect [of the IES approach] and the degree of agency the project created, the developing control of participants.
* Another participant was also interested in the journal aspect for use in an educational setting.
* We talked about the potential of 'big data' to help refine research questions and the focus of career interventions
* One quick question to support evaluation: *“What would have happened if you hadn't had coaching?”*
* We were very taken by the size of the data set and the value of longitudinal data
* We talked about the challenge of making evaluation as easy and engaging as possible. Our group also said how positive it was that this project [ie the NHS intervention] was so inclusive with all staff having an opportunity to be involved. This could have encouraged positivity about the organisation to some extent.
* A very interesting discussion in our room: a couple of thoughts particularly around the development of career management skills within individuals and trying to evaluate what they can do differently as a result of career coaching. Whether evaluation can be linked to better career management behaviours of individuals within organisations eg increased networks, increased applications for lateral development, secondments, work shadowing etc. Also the importance of looking at multiple perspectives following the intervention - the individual, their manager, senior leaders, peers
* [In response to discussion of losing junior doctors in the NHS] It is the same in education - we are losing lots of new teachers within 5 years.
* really inspiring and interesting session! I work for NHS England and coach and career coach doctors but would love to bring in this type of evaluation

NICEC activities of interest to participants:

* The forthcoming NICEC Conference on 2nd and 3rd July in Birmingham - jam packed with great speakers and workshops <https://www.nicec.org/events/sustainability-and-career-development> make sure you secure a place!
* You can also attend virtually for one or both days. There will be a dedicated team supporting virtual attendees to gain the maximum benefit including connecting with other delegates. Details on the link above
* Other NICEC events this year include: 21st May - Ronald Sultana Legacy, 24th June Bill Law Event; 16th September - contribution of Work Experience to Career Development; 21st November – subject of seminar to be confirmed.

See <https://www.nicec.org/pages/10-events>

* Please note Michelle Stewart’s publication [A History of the Careers Services in the UK from 1999](https://www.lulu.com/shop/michelle-stewart/a-history-of-the-careers-services-in-the-uk-from-1999/ebook/product-w449ypq.html?q=history+of+the+careers&page=1&pageSize=4) available from lulu.com