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Transitions to Employment Model of Enabling Employment Guidance (MEEG)

Dr Nuala Whelan

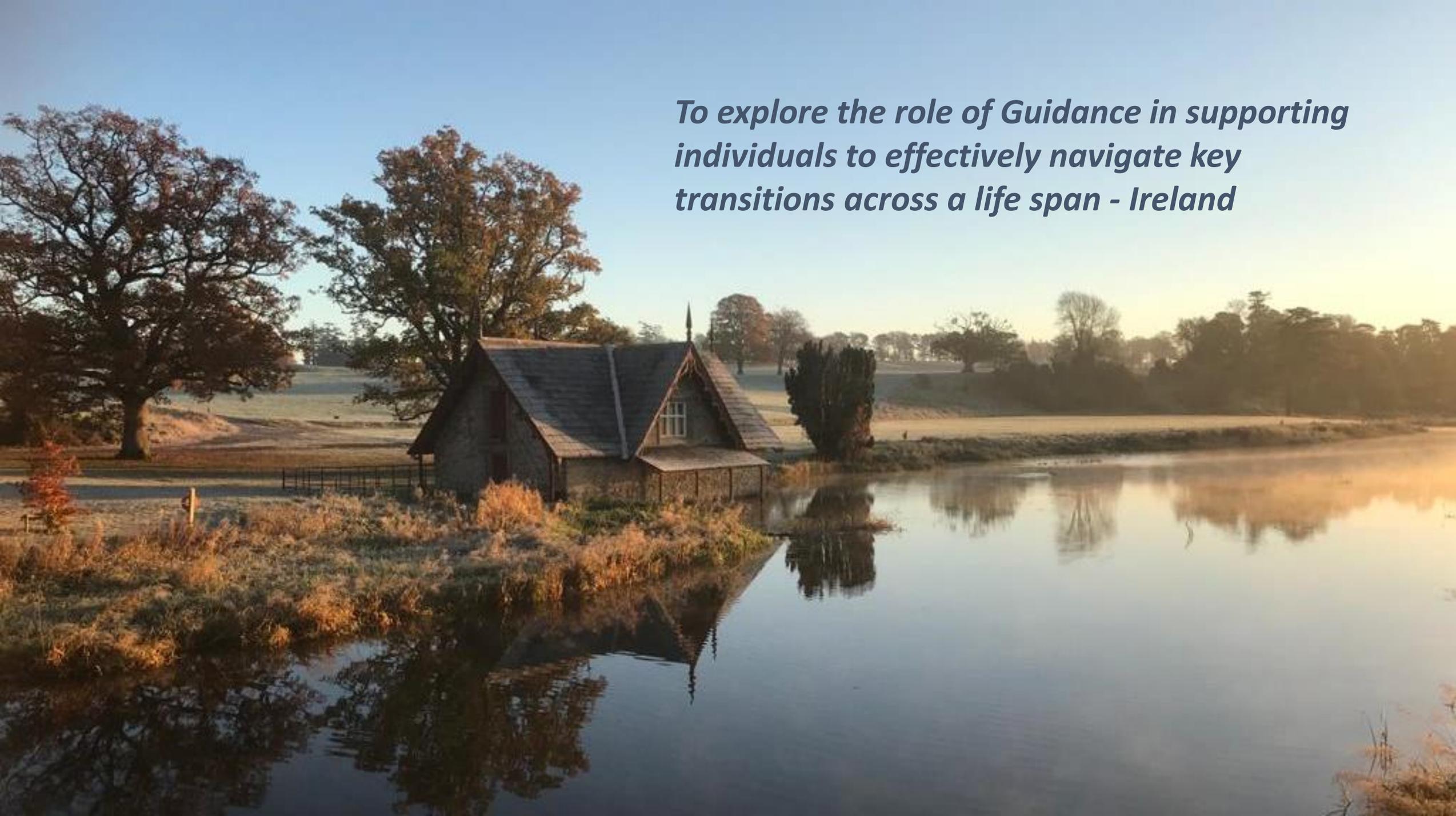
NCGE: Academia

Supporting the management of 'transitions' through Guidance

24th March 2022

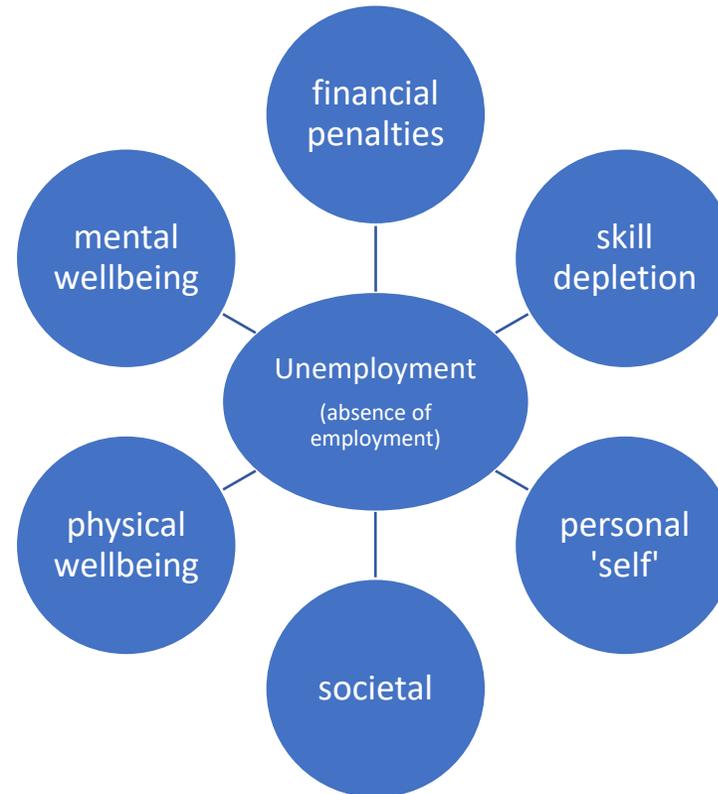
<https://www.maynoothuniversity.ie/social-sciences-institute/research/ACAPES>

To explore the role of Guidance in supporting individuals to effectively navigate key transitions across a life span - Ireland



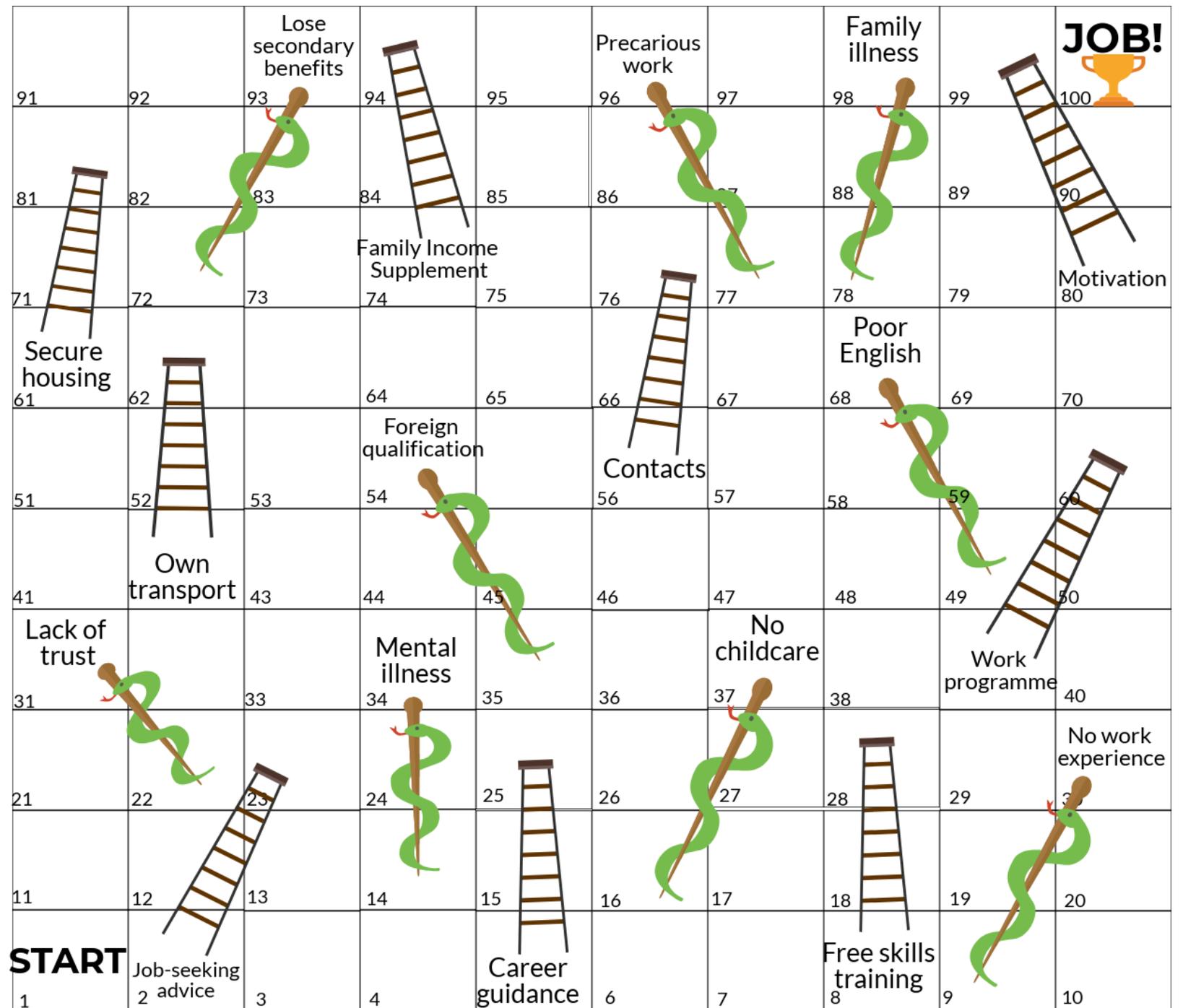
Impact of unemployment and precarious work

- Unemployment - Societal and Individual impacts
 - physical health, psychological well-being and re-employment negatively affected
- Linked to over **100** psychological variables
 - e.g. anxiety, poor cognitive performance, suicidal ideation, low motivation, psychosomatic problems, drug and alcohol use
- **Lower levels** of psychological well-being when compared to the employed / general population (prevalence more than double)
- Effects are often **multiple**
- Job quality – precarious, unstable, poor work, ILO definition – stress, uncertainty, mental distress, depression, anxiety



'It seems that almost everyone involved with unemployed people has been struck by the role of poverty in their distress' (Fryer, 1992, P. 115)

Enablers and Challenges



http://files.nesc.ie/nesc_reports/en/146_Low_Work_Intensity_Households_ExSum.pdf

Post Covid context - Uncertainty

Work practices uncertain -
Normalisation of remote
work -Acceleration of
digitalisation Hybrid
working

The Great Attrition /
Resignation

Increased occupational
stress /sustained
uncertainty due to the
threat of job loss / change
in work

COVID-19 - exposed and
exacerbated existing
inequities around the
world (ILO, 2021)

Knock on effects of remote
working - Essential workers
laid off

Gender equalisation

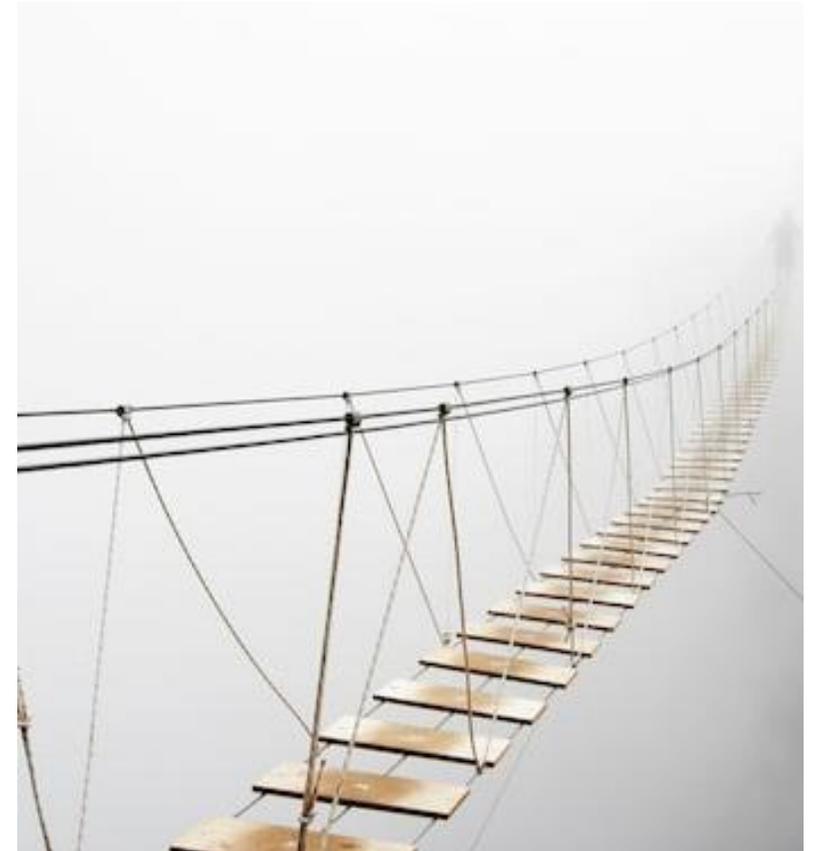
Shift towards boundaryless
careers - flexibility, agility,
short-term, protean,
portfolio

New skills / continuous
upskilling (eight out of ten
low skill workers do not
participate in upskilling)
(OECD, 2021)

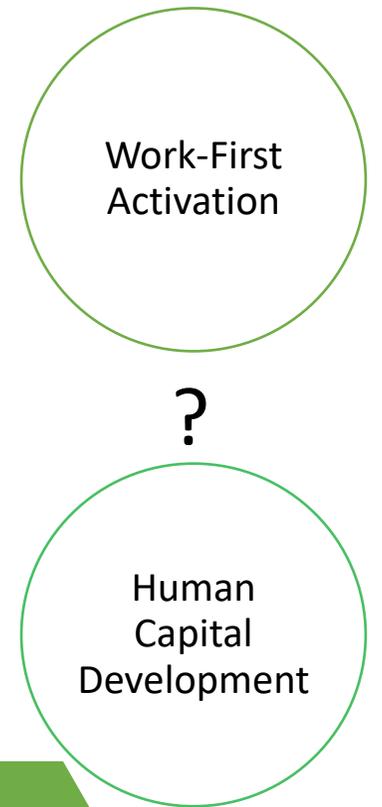
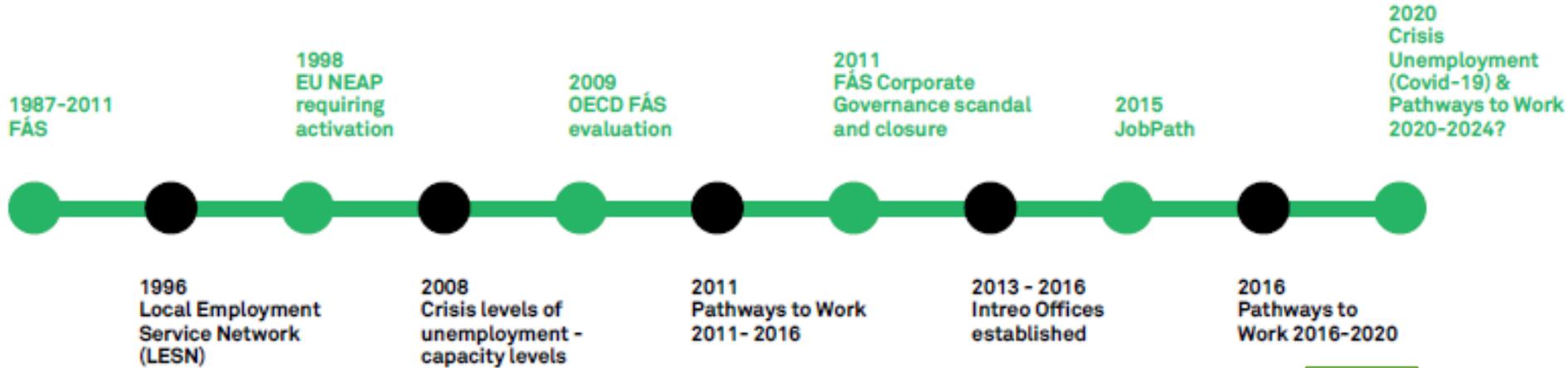
How do we enable
inclusive and longer-term
vision for all individuals in
work

'Guidance by chance' in PES does not
promote social justice for sustainable
careers, or acknowledge the complexity
of unemployment

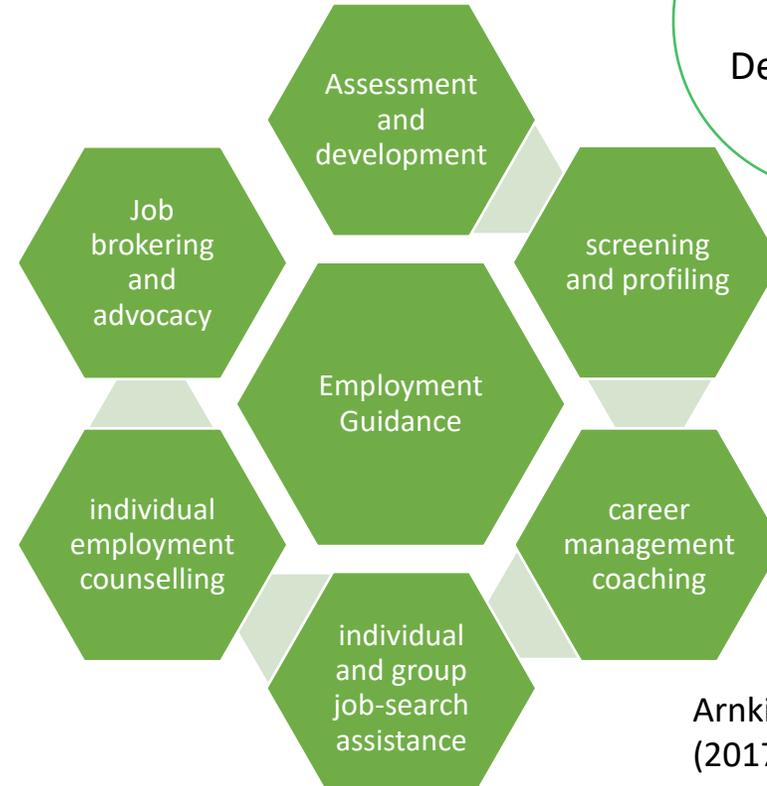
Equitable employment support –
differentiating service to meet
different needs, generating more
equal outcomes



PES Context: Ireland's Activation Turn



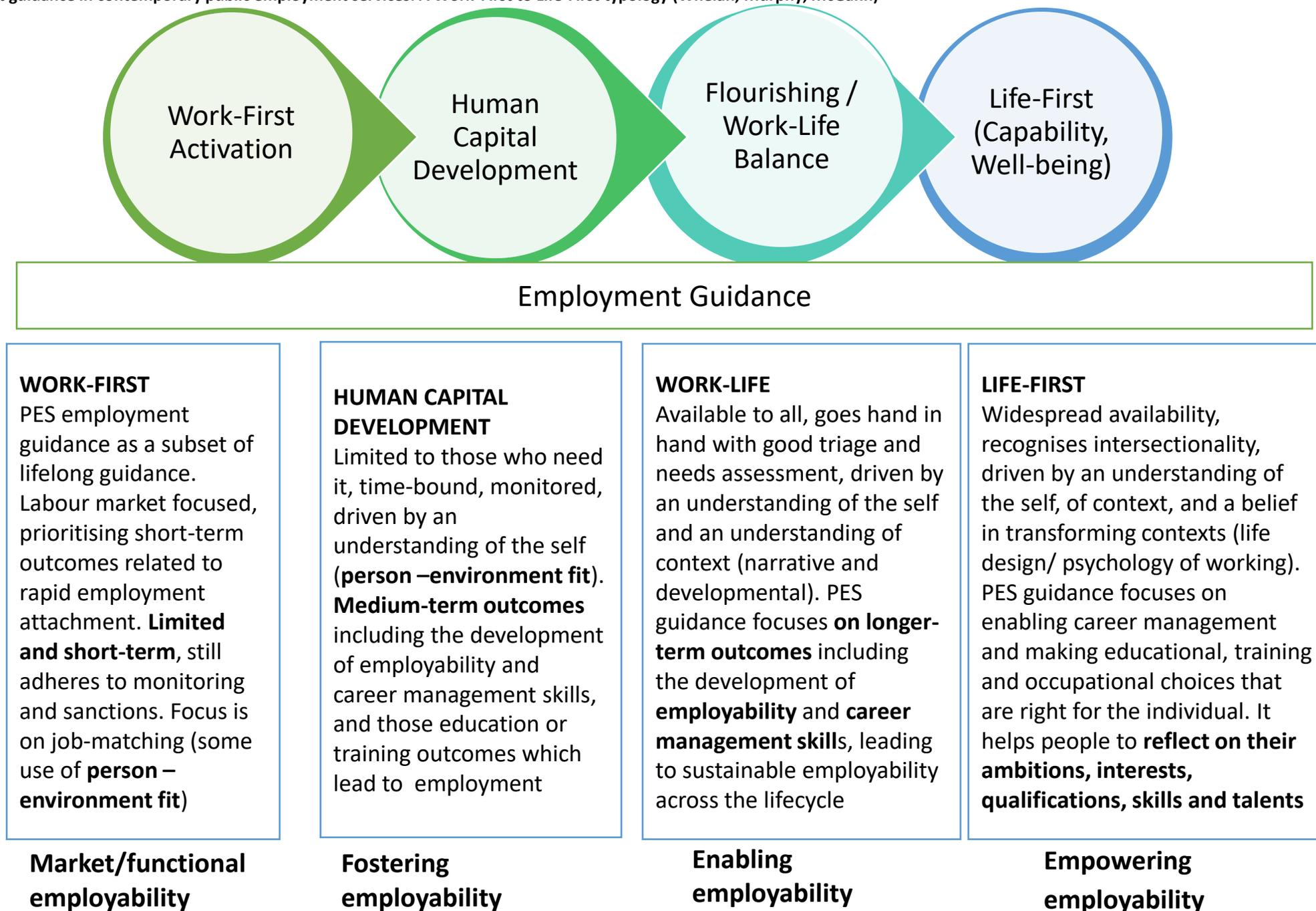
“In some respects every unemployed is like every other unemployed (i.e. without a job): in some respects every unemployed is like some other unemployed (i.e. without similar previous jobs); and in some respects every unemployed is like no other unemployed (**i.e. a unique individual**)”
 (Jahoda, 1982)



Arnkil, Spangar, & Vuorinen, (2017)



- Rationale for employability programmes
- Program targets
- Intervention model
- Relationship to labour market
- Relationship with individuals (engagement)
- Locus of control
- Conceptualisation of the individual
- Institutions involved
- Time
- Employability type
- **‘Missing middle’ implementation**
- **Role and extent of employment guidance**



A Collaborative Approach to Public Employment Services

Toolkit for practitioners
and services

Metric – MEEG

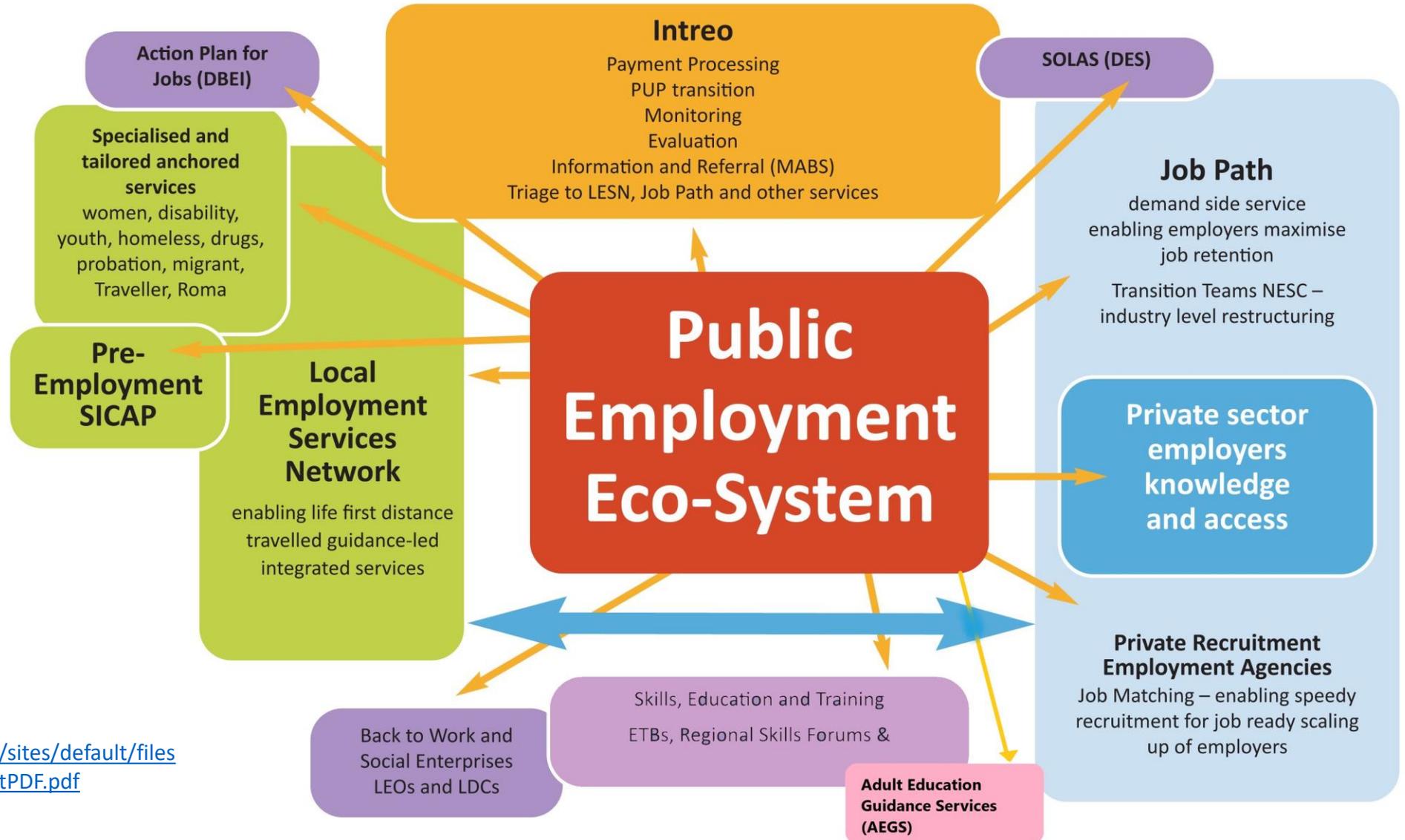
Practice Poster



Figure 1: A Future Public Employment Eco System for a capability-led, high-road, Covid Era recovery

NATIONAL PARTNERSHIP AND STAKEHOLDER NETWORKED GOVERNANCE

PEES
Public
Employment
Eco-System



<https://www.maynoothuniversity.ie/sites/default/files/assets/document//HighRoadReportPDF.pdf>



MEEG

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Section 1: Introduction

Section 2: What is employment guidance?

Section 3: A capability-led work-life inspired employment guidance model

Section 4: Delivering a work-life model of enabling employment guidance – MEEG

Section 5: Implementation and environment

Section 6: Evaluation

- suggested number of meetings
- aims of the stage
- recommended resources and materials
- approach
- some helpful tips to enable the implementation of a work-life balance informed, co-produced, enabling employment guidance model

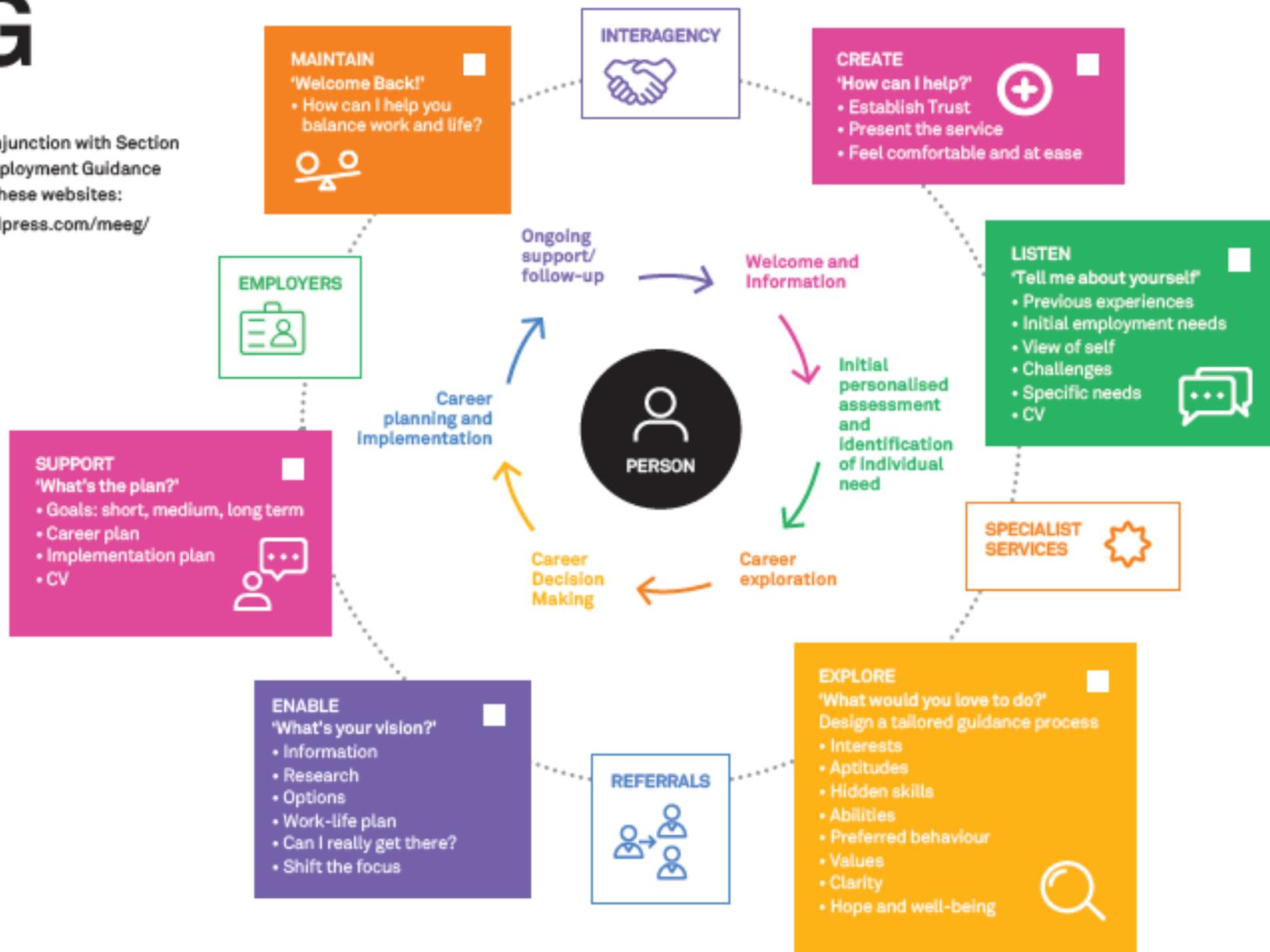
MEEG

This poster is best used in conjunction with Section 4 of the Model of Enabling Employment Guidance (MEEG) Tool Kit, available at these websites:

www.activationinireland.wordpress.com/meeg/

www.inou.ie

www.ildn.ie



Measurement

Personal

Career related self-knowledge
 Well-being Quality of Life
 Social capital Accomplishment
 Sense of Meaning

Attitudinal

Hopefulness
 Goal setting Confidence
 Self-belief Self-esteem
 Self-efficacy Work-life
 Self-motivation Adaptability
 Resilience Job seeking

Structural

Labour market reality
 Practical

Future employment

Career Management
 Career decision-making

	Question	1 😞 Strongly Disagree	2 Disagree	3 Don't Know	4 Agree	5 😊 Strongly Agree	Not relevant to me
18	I know where to get information about upskilling						
19	I know what's expected of me in the workplace						
20	I can take feedback (positive or negative)						
21	I am motivated to take the steps required to achieve my goals						
22	I often reflect on my career, on what I have done and where I am going						
23	I have strengths that can be developed						
24	I am curious to see how my skills and abilities could be used in a variety of jobs						
25	I am open to change						
26	I know how to get support about work related issues if I need it						

- ✓ Experienced employment guidance practitioners review
- ✓ Expert advisory group review
- ✓ Pilot in six selected services (in-person delivery) (N= 100)
- Psychometric analysis (Factor Analysis, Reliability, Validity)

Where to find these resources

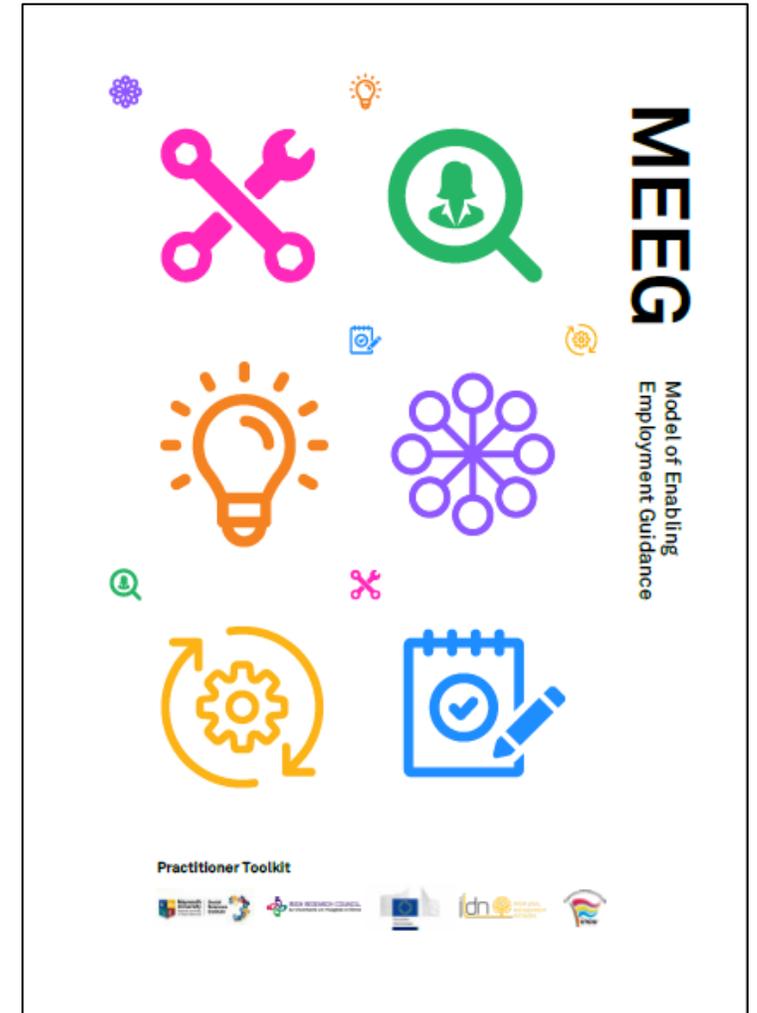
MEEG Updates

<https://activationinireland.wordpress.com/meeg/>



<https://www.inou.ie/resources/employment-guidance-toolkit/>

Whelan, N., Murphy, M.P., & McGann, M. (2021) The enabling role of employment guidance in contemporary public employment services: A work-first to life-first typology, *British Journal of Guidance & Counselling*, 49:2, 200-212, [Full article: The enabling role of employment guidance in contemporary public employment services: A work-first to life-first typology \(tandfonline.com\)](https://doi.org/10.1080/00071723.2021.1918888)



Nuala.Whelan@mu.ie