



**European
University Cyprus**



**European Doctoral Programme
in Career Guidance and Counselling**

ECADOC 11th SUMMER SCHOOL

Career Guidance and Counseling in the Digital Era



10 -14 JUNE 2024
Nicosia, Cyprus

European Doctoral Programme in Career Guidance and Counselling



The **European Doctoral Programme in Career Guidance and Counselling (ECADOC)** aims to train future academic and practitioner leaders in the field of career guidance and counselling to become interdisciplinary researchers with strong leadership and teaching competences. The programme is a joint initiative of the European Society for Vocational Designing and Career Counseling (ESVDC) and the Foundation of the Network for Innovation in Career Guidance and Counselling in Europe (NICE Foundation), and is supported by higher education institutions from more than 10 European countries.



The **European Society for Vocational Designing and Career Counseling (ESVDC)** aims to stimulate and promote European and international collaboration in research and development in the fields of life-designing, vocational guidance and career counseling. ESVDC brings together existing networks of researchers and networks of academic teachers in these fields, in order to facilitate the emergence of a new generation of specialists all over Europe.



The **Network for Innovation in Career Guidance & Counselling in Europe (NICE)** is an open European network for the academic training of people who practice career guidance and counselling (career practitioners). NICE is organized through the NICE Foundation. The mission of the NICE Foundation is to promote excellence and innovation in academic, research-based training of career practitioners in Europe; support the coordination of academic training in career guidance and counselling within Europe, and foster cooperation between the academic community and relevant stakeholders.

ECADOC Scientific Committee:

Anouk Jasmine Albien (University of Lausanne), Valérie Cohen-Scali (Institute for the Study of Work and Career Counselling -INETOP of the Conservatoire National des Arts et Métiers-CNAM, Paris), Nikos Drosos (European University Cyprus), Miika Kekki (University of Lausanne), Laura Nota (University of Padova), Jérôme Rossier (University of Lausanne), Rie Tomsen (Aarhus University), and Peter C. Weber (University of Applied Labour Studies - HdBA, Mannheim).

ECADOC Scientific Coordinators:

Rie Tomsen (Aarhus University) & Nikos Drosos (European University Cyprus)

ECADOC Program Managers:

Anouk Jasmine Albien (University of Lausanne) & Miika Kekki (University of Lausanne)

Summer School's Organizing Committee:

Nikos Drosos, Panagiotis Parpottas, Eleni Athanasiou, Marina Alexandrou, Christina Yerole mou, Andria Karekla

Organizing Committee's assistants - volunteers:

Dimitrios Sampsonidis, Helena Soteriou

Contact Details: n.drosos@euc.ac.cy



ECADOC ELEVENTH SUMMER SCHOOL – HOSTED BY:



The **European University Cyprus** (<https://euc.ac.cy/en/>) has a reputation for quality education with high graduate employability, and has been recognized for its investment in high-tech innovation and engagement with industry and

society. Over the last decade, the university has fostered a culture of modernization that has resulted in levels of growth that have exceeded all expectations, upgrading the scope and quality of university education in Cyprus, and defining a clear international orientation for both the university and the country. European University Cyprus is part of Galileo Global Education, Europe's largest education group that provides education to over 170,000 students through its network of 54 institutions around the world. QS Top Universities (QS Stars University Ratings), one of the most authoritative international rating organizations, has ranked European University Cyprus as a 'Five Stars' institution for its overall assessment. Additionally, European University Cyprus has received five stars for its performance in the areas of teaching, employability, internationalization, online learning, and inclusiveness, as well as the MD Medicine for the competitiveness and strength of the program.

European University Cyprus' inclusion among the top universities in the world in the Times Higher Education University Impact Rankings marks a particularly significant success, as the university ranks among the 201+ universities in the world in the areas of Innovation, Entrepreneurship and Infrastructure. The European University Cyprus is a key driver in the Cyprus government's vision to transform the country into a quality education hub in the eastern Mediterranean.

CO-ORGANIZERS:



The **Euroguidance** Network (<https://euroguidance.eu>) is a network of national resource and information centres for guidance. It is a co-operation of centres throughout European countries which link together the Careers Guidance systems in Europe. The main target group of Euroguidance is guidance practitioners and policy makers from both the educational and employment sectors in EU and EEA member states and in candidate countries.



The **Department of Labour**, a part of the Ministry of Labour, Welfare and Social Insurance of the Republic of Cyprus, is responsible for issues of employment, including equality between men and women. More specific responsibilities of the Department include, among other things, protection of special groups in employment, public employment services, free movement of European Union workers, employment of workers from third countries, and some aspects of human resource

development.



The **EOPPEP** (<https://eoppep.gr>) is the *National Organisation for the Certification of Qualifications and Vocational Guidance* in Greece, an all-encompassing statutory body investing on better quality and more efficient & reliable lifelong learning services in Greece.

It operates under the supervision of the Minister of Education, Research and Religious Affairs of Greece. The EOPPEP develops and implements comprehensive national systems for the accreditation of non-formal & informal learning and provides scientific and technical support in designing and implementing the career guidance national policy, as well as the provision of such services in Greece.



The **PEPSAEE** (PanHellenic Association for the Psychosocial Rehabilitation and Work Integration) is a Scientific Non-Governmental Organization that was established in 1996 (www.pepsaee.gr) in Athens, Greece. It aims at facilitating the social inclusion and work integration of people with psychosocial problems and of people from socially vulnerable

groups in general. The PEPSAEE operates eight mental health structures: six day-centers, a mobile unit and a residential house. It has established the first Employment Office for people with mental health problems in Greece. It established the first centers in Europe for psycho-social support of workers to mitigate the effects of the 4th industrial revolution and the climate change.

Welcome Message

Dear Friends and Colleagues,

We are delighted to welcome you to the 11th International ECADOC Summer School for Doctoral Students here on the **sunny city of Nicosia**.

When we started putting this event together almost one year ago, we were sure that this would be quite an endeavor. We have put much effort in order to ensure that this year's summer school will offer **a wide variety of intellectually stimulating choices**. It has been an honor and a pleasure collaborating closely and productively with colleagues around the world to create a summer school that will address the contemporary needs and challenges.

The theme of this year's summer school is **"Career Guidance and Counselling in the digital era"**. We live in times of great socio-economic changes, technological advancements and climate changes, which affect heavily the labour market. The 4th industrial revolution and the AI developments are shaping **a new world of work** where the lines between the physical and the digital spheres are becoming blurred and career construction is increasingly becoming synonymous to life construction. The field of career counseling and guidance has to evolve in order to address today's needs.

The summer school includes presentations that address **current trends and needs**, such as: (a) the **alignment of career services with the new technologies** (J. Kettunen), (b) **holistic approaches** that recognize the inter-correlation between careers, work and mental health (N. Drosos), (c) the role of career counselors in the work context in times of transition (P. Weber, L. Ferrari and T.M. Sgaramella), and (d) **gender biases** in today's labour market (A. Chant). Additionally, there are specially designed workshops and sessions that aim at presenting **advanced qualitative and quantitative research methods** (A. Chant, L. Ferrari, G. Frigerio, K. Mariager-Anderson, H. Merete Nordentoft, T. Sgaramella, F. Parada, P. Vogazianos, P. Weber).

Two special events will take place in the international summer school where **all participants will have the chance to present their own work for their PhD**: a poster session and an oral presentation (in the form of Collective Academic Supervision sessions) where they will have the opportunity to discuss with their colleagues and share their thoughts.

Furthermore, the 2024 summer school will include **a session dedicated to the memory of Professor Ronald Sultana**, who passed away in the end of 2023. Tristram Hooley and Rie Tomsen, who have co-edited two books with him, will organize this special session. Ronald was a beloved friend to many of us, an esteemed colleague and a very influential scholar who left a lasting impact in the way we see the role of career practitioners and scholars. In 2019, he organized a very successful ECADOC summer school in Malta focusing on **social justice and career counselling**. As we both worked in Universities in small island-countries (Cyprus and Malta), we often discussed the necessity for contextualized interventions that address the needs of our societies and I had the chance to appreciate how open-minded he was to new ideas and approaches. Furthermore, he strongly believed that career guidance can minimize the gap between education and work, facilitate the work integration of marginalized groups and contribute to social justice. We will miss him.

In our understanding the main aim of our summer school is not just to help PhD students advance in their career by expanding their knowledge and skills, but also to **create a broad academic community in Europe and worldwide**. Maybe the most important part of the summer school is catching up with old friends and making new ones. This event offers wonderful opportunities for **developing personal ties around the world**, ties that enrich our lives and facilitate cooperation in pursuing joint research.

At this point, I would like to acknowledge the support we had from Mr **Antonis Kafouros**, Senior Labour Officer at the Department of Labour of the Republic of Cyprus, Dr. **Dimitrios Gaitanis**, Head of the Career Guidance Department of EOPPEP, Dr. **Menelaos Theodoroulakis**, President of PEPSAEE, and Mrs **Marina Alexandrou**, Director of the Marketing Department of the European University Cyprus. I would also like to express my gratitude to the Organizing Committee members, who have made tremendous efforts in order to have a successful summer school.

We hope you will find this summer school even more rewarding than you expected. May it encourage us all to increase our commitment to high quality scientific research and produce joint projects with colleagues from all over the world.

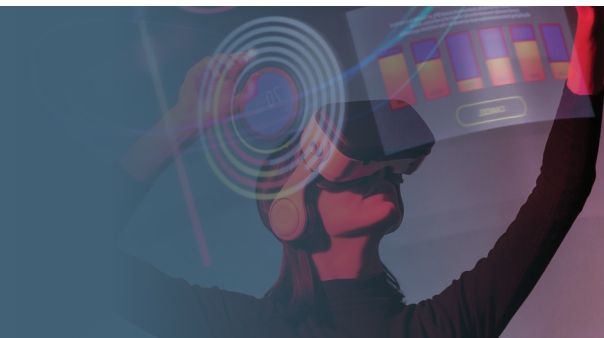
With warm regards,

Dr. Nikos Drosos

Ass. Professor in Career Guidance and Counselling

PROGRAM - 11th ECADOC SUMMER SCHOOL Career Guidance and Counselling in the Digital Era

10 -14 June 2024



MONDAY, 10 JUNE, EUROPEAN UNIVERSITY CYPRUS	
09:00-10:00	Welcome – Ice break activity (ROOM 105) - Andriana Adamantou, Public Employment Services, Cyprus
10:00-10:30	Coffee Break (ROOM 105)
10:30-11:30	Keynote Speech (ROOM 105) - Jaana Kettunen, University of Jyväskylä
11:30-12:00	Coffee Break (ROOM 105)
12:00-13:00	Keynote Speech (ROOM 105) - Nikos Drosos, European University of Cyprus
13:00-14:30	Lunch
14:30-16:00	Research Workshops (ROOMS: 103, 105 & 107)
19:00-20:00	Cultural Activity (Nicosia Tour)

WEDNESDAY, 12 JUNE, EUROPEAN UNIVERSITY CYPRUS	
09:00-11:00	Collective Academic Supervision (CAS) Sessions in small groups (ROOMS: 103, 105, 107, 115 & 118)
11:00-11:30	Coffee Break (ROOM 105)
11:30-12:30	The new tools of EOPPEP - National Euroguidance Centre of Greece to support the career education of students (ROOM 105) Dimitris Gaitanis, Head of the Career Guidance Department of EOPPEP, Greece
12:30-13:00	The Labour market of Cyprus: Prospects and challenges Prodromos Chrysanthou, EURES Advisor, Ministry of Labour and Social Insurance, Cyprus
13:00-14:30	Lunch
14:30-16:00	Research Workshops (ROOMS: 103, 105, 107 & 115)
20:00-23:00	Dinner offered by the University

FRIDAY, 14 JUNE, EUROPEAN UNIVERSITY CYPRUS	
09:00-10:00	Building International Collaboration Workshop (ROOM 105)
10:00-10:30	Coffee Break (ROOM 105)
10:30-11:30	Reflections and Experiences of ECADOC Alumni (ROOM 105)
11:30-12:00	Coffee Break (ROOM 105)
12:00-13:00	Reflections and Farewell (ROOM 105)
13:00-14:30	Lunch
Evening Program	Cultural Activity

TUESDAY, 11 JUNE, EUROPEAN UNIVERSITY CYPRUS	
09:00-10:00	Collective Academic Supervision (CAS) Sessions in small groups (ROOMS: 103, 105, 107, 115 & 118)
10:00-10:30	Coffee Break (ROOM 105)
10:30-11:30	Collective Academic Supervision (CAS) Sessions in small groups (ROOMS: 103, 105, 107, 115 & 118)
11:30-12:00	Coffee Break (ROOM 105)
12:00-13:00	Keynote Speech - Session dedicated to R. Sultana (ROOM 105) - Tristram Hooley, University of Derby and Inland Norway University of Applied Sciences - Rie Tomsen, Aarhus University
13:00-14:30	Lunch
14:30-16:00	Research Workshops (ROOMS: 103, 105 & 107)
Evening Program	Free time

THURSDAY, 13 JUNE, CYPRUS COLLEGE, LIMASSOL	
Bus leaving at 08:00	Bus to Cyprus College, Limassol
09:00-09:15	Coffee Break
09:15-11:30	Interactive Session with Career Practitioners (Central Amphitheater and Rooms, Cyprus College, Limassol)
11:30-12:00	Coffee Break
12:00-13:00	Keynote Speech (Central Amphitheater) - Peter Weber, HdBA, University of Applied Labour Studies - Teresa Maria Sgaramella, University of Padova - Lea Ferrari, University of Padova
13:00-14:30	Lunch
14:30-15:30	Keynote Speech (Central Amphitheater) Anne Chante, Canterbury Christ Church University
Bus leaving at 19.30	Free time and swimming in Limassol

Co-organizers:



KEYNOTE SPEAKERS



Anne Chant, PhD

Anne Chant is the Section Lead for Educational Studies in the School of Humanities and Educational Studies, Canterbury Christ Church University. She oversees the Undergraduate suite of courses and the MA Education and its routes as well as doctoral pathways in this section of the school. She is also the course director for the Postgraduate Diploma in Career Development. She has published two books on career learning and development and continues to use narrative and creative approaches to explore lived experiences of learning and the place of work in lived lives. Furthermore, she is the Chair of the NICE Foundation (Network for Innovation in Career Guidance and Counselling in Europe) and a fellow of NICEC (National Institute for Career Education and Counselling).

Affiliation: Canterbury Christ Church University, U.K.



Nikos Drosos, PhD

Nikos Drosos is an Assistant Professor in Career Guidance and Counselling in the European University Cyprus and the Coordinator of its relevant master (MA) programme. He has been working in the field of counselling and career guidance for more than 15 years, having undertaken the supervision, development, implementation and assessment of various international career counselling projects. He is the co-coordinator of the Scientific Committee of the European Doctoral Programme in Career Guidance and Counselling (ECADOC), a member of the Board of Directors of the Pan-Hellenic Union for Psycho-social Rehabilitation and Work Integration (PEPSAEE), and Vice-President of the Greek Union for Supported Employment (ELETYPE). He has taught in postgraduate programmes in the National and Kapodestrian University of Athens for many years. He is, also, the co-creator of the "ARIADNE" career tests (www.ariadne-project.gr) that have, already, helped more than 15,000 students in Greece and Cyprus decide their future career.

Affiliation: European University Cyprus



Lea Ferrari, PhD

Lea Ferrari is an Associate Professor in Psychology at the Department of Philosophy, Sociology, Pedagogy and Applied Psychology, University of Padova, Italy. Her research efforts are devoted to the study of variables and processes involved in career construction models to promote work and social participation, quality of life and work satisfaction. She teaches Diversity management in the workplace and Psychology of inclusion for people with disability.

Together with Scott Solberg (Boston University) she is coordinating the International Research Network on Social and Emotional Competences and Career Development that aims to study similarities and differences across culture and foster SEL skills in educators to make their children ready for the world of work. She has been involved in various European projects regarding career guidance and counseling. She serves as editor of the Turkish Journal of Education TURJE for the counseling and guidance field and of the newsletter of the IAAP Counseling Division 16. She also serves as ad hoc reviewer of many international journals. Furthermore, she is a member of the Board of NICE Foundation (Network for Innovation in Career Guidance and Counselling in Europe) since 2017.

Affiliation: University of Padova, Italy



Tristram Hooley, PhD

Tristram Hooley is a writer and researcher focusing on career and career guidance. He is Professor of Career Education at the University of Derby, Professor II at the Inland Norway University of Applied Sciences and Chief Research Officer at the Institute of Student Employers. He is also Chair of the Board of Adviza, a Director of NICEC and on the Board of the International Centre for Career Development and Public Policy. His research focuses on the intersection between career and career guidance and politics, technology and the wider context. He is committed to social justice and is on the editorial board of the Career Guidance for Social Justice website. He has published eight books and numerous articles and papers and, also, writes the Adventures in Career Development blog.

Affiliation: University of Derby, U.K. and Inland Norway University of Applied Sciences, Norway



Jaana Kettunen, PhD

Jaana Kettunen is Professor and Vice-director of the Finnish Institute for Educational Research (FIER), at University of Jyväskylä. She is the current President of the International Association for Educational and Vocational Guidance (IAEVG). Her research has a strong international orientation and revolves around career guidance practices, practitioner training, quality, strategic leadership and public policy development, with a special interest in the design and use of information and communication technology in career guidance. Dr. Kettunen is research associate at the Florida State University's Center for the Study of Technology in Counseling and Career Development, USA. She is a nominated national expert at Cedefop's CareersNet expert network for lifelong guidance and career development and member of its Advisory Board. She is the recipient of the IAEVG-APCDA Academic Excellence Award.

<https://ktl.jyu.fi/en/staff/kettunen-jaana>

Affiliation: University of Jyväskylä, Finland



Teresa Maria Sgaramella, PhD

Teresa Maria Sgaramella is an Associate Professor at the Department of Philosophy, Sociology, Education, and Applied Psychology (University of Padova, Italy). Her research interests focus on Integrative Positive Development (IPoD) from childhood throughout adulthood with a focus on the role of social and emotional competencies, executive skills, and systemic determinants on career development. Particular attention is devoted to designing, implementing, and evaluating actions involving individuals and groups experiencing complex and vulnerable conditions. She has been involved in various European projects regarding career guidance and counselling. She is Vice President of the ESRAD, the European Society for Adult Development; active member in the IASSIDD (International Association for the Scientific Study of Intellectual and Developmental Disabilities) and founder of the NICE (Network for Innovation in Career Guidance in Europe) Foundation.

Affiliation: University of Padova, Italy



Rie Thomsen, PhD

Rie Thomsen is Professor in Guidance and head of the Guidance Research Unit, School of Education, Aarhus University, Denmark. Her research revolves around lifelong career guidance practices and policies with a special interest on the role of communities and in organizational, leadership and social justice aspects of career guidance provision. She is an experienced partner of several international research projects. In 2012, she published the book *Career Guidance in Communities* for which she was awarded with the Danish national guidance award for her research (2013). In 2018, she edited the book “Career guidance and social justice: contesting neo-liberalism” and in 2019 the book “Career guidance for emancipation: reclaiming justice for the multitude” together with professors Tristram Hooley and Ronald Sultana. She is a NICEC International fellow, a founding member of the NICE (Network for Innovation in Career Guidance and Counselling) Foundation, and the coordinator of the Scientific Committee of the European Doctoral Programme in Career Guidance and Counselling (ECADOC).

Affiliation: Aarhus University, Denmark



Peter C. Weber, PhD

Peter Weber is Professor in Career Counselling at the University of Applied Labour Studies (HdBA), in Mannheim, Germany. His main research interests include Career Guidance, Counselling, and Transition Management as well as Organisational Development in education, vocation and employment, and Quality development in the field of Guidance/Counselling and further education. From 2004 to 2016, he was researcher and lecturer at the Institute for educational science, Heidelberg University where he was responsible for the development of the master's program “Career Guidance, Counselling and Organizational Development”; and he has been project manager in numerous LLP and other EU projects continuously from 2006. He is a founding member of the NICE (Network for Innovation in Career Guidance and Counselling) Foundation, and a member of the Scientific Committee of the European Doctoral Programme in Career Guidance and Counselling (ECADOC).

Affiliation: University of Applied Labour Studies (HdBA), Mannheim, Germany



SUMMER SCHOOL'S PROGRAMME

Monday, June 10th

Opening statements and welcome addresses (09.00)

Prof.Dr. Stavros Stavrou Karayiannis, *Dean of the School of Humanities, Social and Education Sciences, European University Cyprus*

Plenary session

Andrianna Adamantou, Labour Officer, Department of Labour, Ministry of Labour & Social Insurance (09.10-10.00)
Title: *Employment Counselling and Guidance in Cyprus and the role of Public Employment Services*

Coffee Break (10.00-10.30)

Keynote presentation

Jaanna Kettunen, *University of Jyväskylä (10.30 – 11.30)*

Title: *Keeping Pace with the Digital Change*

As technological advances change how individuals explore and acquire information about education, training and work opportunities, there is a pressing need to align career services and associated professional practices with these new technologies. Digitalisation and digital transformation offer considerable opportunities, but they also necessitate rethinking our approach to services and ensuring that practitioners are equipped with the competencies they need in this context.

Discussion in small groups

Coffee Break (11.30-12.00)

Keynote presentation

Nikos Drosos, *European University Cyprus (12.00 – 13.00)*

Title: *Career Counselling and Guidance in the Workplace: Towards a Shift to Holistic Models*

The postmodern world of work is characterized by technological advancements and uncertainty. In the next years, many people will be forced, in essence, to change their career identity and construct a new life and career plan, and therefore the role of career counseling and guidance will be crucial. Moreover, these changes are likely to affect their mental health causing occupational stress and/or other issues. We will present a very interesting initiative from Greece to address the aforementioned issues, where career services adopt a holistic approach.

Discussion in small groups

Lunch (13.00-14.30)

Parallel sessions: Qualitative / quantitative methods (3 parallel workshops) (14.30-16.00)

- Gill Frigerio, *University of Warwick*

Title: *Action and practitioner research: using the Systems Theory Framework to understand our positionality and reflexivity.*

We all have a relationship to our research and its relevance to practice. Amidst concerns about bias and objectivity, we can lose sight of a powerful resource to aid our projects. This session can help you get it back! We will consider some of the different ways of thinking about action and practitioner researcher and how these terms might, or might not, relate to your work. We will then use the systems theory framework of Patton and McMahon, a 'meta-theoretical' ways of conceptualising both extant and emerging career development theories and their use in practice, to consider our own motivations, influences and experiences and the insights this can bring. We will look at how you can make use of this on your projects and consider any pitfalls for you as researcher too.

- Helle Merete Nordentoft, *Aarhus University* and Kristina Mariager-Anderson, *Aarhus University*

Title: **Navigating Reflexivity in Qualitative Research: Balancing Insider Perspectives and Methodological Rigor**

This workshop offers a dual exploration of reflexivity within qualitative research, providing participants with valuable insights into both thematic analysis (TA) and conducting research within one's own practice.

- Paris Vogazianos, *European University Cyprus*

Title: **Quantitative methods: validity and reliability of questionnaires**

This workshop will offer the opportunity to discuss several issues regarding the psychometric characteristics of questionnaires. Moreover, issues regarding the use of Exploratory Factor Analysis (EFA), Confirmatory Factor Analysis (CFA) and other statistic procedures will be discussed.

Tuesday, June 11th

Collective Academic Supervision (CAS) Sessions in small groups (09.00-10.00)

Facilitators: *Eleni Athanasiou, European University Cyprus/ Anne Chant, Canterbury Christ Church University/ Nikos Drosos, European University Cyprus/ Lea Ferrari, University of Padova/ Andronikos Kaliris, European University Cyprus/ Jaana Kettunen, University of Jyväskylä/ Panagiotis Parpottas, European University Cyprus/ Teresa Maria Sgaramella, University of Padova/ Rie Tomsen, Aarhus University*

Coffee Break (10.00-10.30)

Collective Academic Supervision (CAS) Sessions in small groups (10.30-11.30)

Facilitators: *Eleni Athanasiou, European University Cyprus/ Anne Chant, Canterbury Christ Church University/ Nikos Drosos, European University Cyprus/ Lea Ferrari, University of Padova/ Andronikos Kaliris, European University Cyprus/ Jaana Kettunen, University of Jyväskylä/ Panagiotis Parpottas, European University Cyprus/ Teresa Maria Sgaramella, University of Padova/ Rie Tomsen, Aarhus University*

Coffee Break (11.30-12.00)

Keynote presentation – Session dedicated to the memory of Ronald Sultana

Tristram Hooley, *University of Derby and the Inland Norway University of Applied Science* and Rie Tomsen, *Aarhus University* (12.00 – 13.00)

Title: **Working together to develop social justice in career guidance research and practice**

In this presentation Rie Thomsen and Tristram Hooley will discuss their programme of research, writing and publication that they have pursued with Ronald Sultana and a range of other contributors. They will describe how this project developed and explore the ethical, political and practical aspects of developing a multi-year research theme. They will then present the Five Signposts to a Socially Just Career guidance and examine the implications of this model for sustainable career guidance and research.

In memoriam



In the last months of 2023, we learned with profound sadness the passing of our beloved friend, esteemed colleague, and outstanding scholar, Professor Ronald Sultana, University of Malta. He has been a visionary educator focusing –among others – in the issues of social justice and the crucial role of career guidance and counseling. His impact in the way we perceive career guidance is everlasting, and he has earned recognition and respect on a global scale. In 2023, he received the prestigious ESVDC Distinguished Scholar Award. He has authored and edited numerous works in refereed journals and books. We feel inspired by his work regarding bridging the gap between education and work, work integration of marginalized groups and social justice and we are sending to his family and loved ones our sincere condolences.

Lunch (13.00-14.30)

Parallel sessions: Qualitative / quantitative methods (3 parallel workshops) (14.30-16.00)

- Filomena Parada, *Lusofona University*

Title: ***Making decisions about research design and overall research strategy: Some tips.***

Doctoral researchers' research questions are the starting point of the Workshop. What are they interested in learning or understanding? What do these questions tell us about the nature of the problem or issue the doctoral researcher is interested in? How can (or should) we address this problem or issue? What decisions must be made to arrive at a blueprint of the overall strategy to be adopted and of the concrete data collection and analysis methods to be used?

- Anne Chant, *Canterbury Christ Church University*

Title: ***Narrative approaches to research.***

What have personal stories got to do with the construction of knowledge? Is this just self-indulgent subjectivity or a source of valuable insight? In this workshop we explore some live data to consider the nature and potential value of narratives and reflect on notions of validity and reliability.

- Anouk Albien, *University of Lausanne*

Title: ***Mixed methods research projects: Development and implementation.***

This workshop is designed to support both practitioners and researchers facing the challenge of tackling mixed-methods research projects. An overview of mixed-methods research designs will be included in the workshop, so extensive knowledge is not required.

This workshop will focus on how to develop, implement and evaluate mixed-methods research projects for researchers and practitioners who are currently being challenged with integrating quantitative and qualitative data strands in their own research projects. This workshop is focused on providing a mixture of important theoretical and practical approaches in developing, implementing and evaluating mixed-methods research. The workshop will take a problem-based approach using case study material, and also allow participants to supply and develop their own examples of mixed-methods research design. Participants will have multiple opportunities to share experiences and expertise within groups as they tackle various tasks and discuss their research approaches and learning experiences.

Wednesday, June 12th

Collective Academic Supervision (CAS) Sessions in small groups (09.00-11.00)

Facilitators: *Eleni Athanasiou, European University Cyprus/ Anne Chant, Canterbury Christ Church University/ Nikos Drosos, European University Cyprus/ Lea Ferrari, University of Padova/ Andronikos Kaliris, European University Cyprus/ Jaana Kettunen, University of Jyväskylä/ Panagiotis Parpottas, European University Cyprus/ Teresa Maria Sgaramella, University of Padova/ Rie Tomsen, Aarhus University*

Coffee Break (11.00-11.30)

Poster Session (posters will remain in the room till the end of the summer school)

Plenary session

Dimitrios Gaitanis, Head of the Career Guidance Department of EOPPEP, Greece (11.30-12.30)

Title: ***The new tools of the EOPPEP - National Euroguidance Centre of Greece to support the career education of students***

Plenary session

Prodromos Chrysanthou, EURES Advisor, Ministry of Labour and Social Insurance, Cyprus (12.30-13.00)

Title: ***The Labour market of Cyprus: Prospects and challenges***

Lunch (13.00-14.30)

Parallel sessions: Qualitative / quantitative methods (4 parallel workshops) (14.30-16.00)

- Teresa Maria Sgaramella, *University of Padova* and Lea Ferrari, *University of Padova*

Title: **Digital competencies in career counseling and guidance: models and tools moving research forward.**

After a short introduction, the workshop will involve participants in actively working on resources and tools available in the international context to address digital competences in clients. Practical exercises and discussion on qualitative and quantitative examples of tools will aim to support a deeper understanding of the available resources, their meaning for the participants' current research designs, at the same time expanding current perspectives in research studies. The activities will also provide a common background and facilitate reflection for further developments during the week.

- Helle Merete Nordentoft, *Aarhus University* and Kristina Mariager-Anderson, *Aarhus University*

Title: **Navigating Reflexivity in Qualitative Research: Balancing Insider Perspectives and Methodological Rigor**

This workshop offers a dual exploration of reflexivity within qualitative research, providing participants with valuable insights into both thematic analysis (TA) and conducting research within one's own practice.

- Gill Frigerio, *University of Warwick*

Title: **Action and practitioner research: using the Systems Theory Framework to understand our positionality and reflexivity.**

We all have a relationship to our research and its relevance to practice. Amidst concerns about bias and objectivity, we can lose sight of a powerful resource to aid our projects. This session can help you get it back! We will consider some of the different ways of thinking about action and practitioner researcher and how these terms might, or might not, relate to your work. We will then use the systems theory framework of Patton and McMahon, a 'meta-theoretical' ways of conceptualising both extant and emerging career development theories and their use in practice, to consider our own motivations, influences and experiences and the insights this can bring. We will look at how you can make use of this on your projects and consider any pitfalls for you as researcher too.

Thursday, June 13th

Bus to Limassol (leaving from Altius Hotel) (08.00)

Arrival at Cyprus College in Limassol and Coffee (09.00-09.15)

Interactive Session with Career Practitioners (09.15-11.30)

Discussing case studies with career practitioners

Facilitator: *Anastasios Asvestas, European University Cyprus*

Coffee Break (11.30-12.00)

Keynote presentation

Peter Weber, *HdBA*, Teresa Maria Sgaramella, *University of Padova* and Lea Ferrari, *University of Padova*
(12.00 – 13.00)

Title: **Career Guidance for adults in the work context in Times of Transition: Challenges and Research Needs**

The world of work is changing rapidly due to factors like digitalization, globalization, demographic change and climate crisis. This is affecting people differently depending on their age, educational background and career stage. Access to career services is not equally for different groups. The keynote argues that career guidance and support can be a helpful way for people in employment to navigate these changes. However, there needs to be better collaboration between career guidance professionals and the world of work. This would involve developing a shared language and working together more closely. In practice, this is implemented in many places, but by no means across the entire sector. This goes largely unnoticed by the CGC community.

As a result, the position (Career Guidance for Adults in Employment Context) is still little discussed in CGC research and in the professional debate (e.g. in international associations). There are open questions, ethical dilemmas and at the same time gaps in knowledge and research. The keynote addresses these and puts them up for discussion.

Discussion in small groups

Lunch (13.00-14.30)

Keynote presentation

Anne Chant, Canterbury Christ Church University (14.30 – 15.00)

Title: ***The gendered labour market; where does this begin and what can be done?***

Are gender stereotypes in career an enduring issue that is part of the career practitioner's social justice remit, or is this an issue on its way to becoming resolved? In this keynote I will present a current research project that examines the early perceptions of gender and its implications for career. We will look at some of the data collected so far, and critically examine the research design and methodology.

Discussion in small groups

Free time and swimming in Limassol

(Bus leaving for Nicosia at 19.30)

Friday, June 14th

Building International Collaboration Workshop (09.00-10.00)

Facilitator: Anouk Albien, University of Lausanne

Coffee Break (10.00-10.30)

Reflections and Experiences of ECADOC Alumni

Iva Cernja Rajter, Institute of Social Sciences Ivo Pilar, Zagreb, Andronikos Kaliris, University of Piraeus and European University Cyprus & Mary Quirke, Trinity College Dublin (10.30 – 11.30)

Coffee Break (11.30-12.00)

Farewell and Reflections

Facilitator: Tristram Hooley, University of Derby and Inland Norway University of Applied Science (12.00-13.00)

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European Doctoral Programme in Career Guidance and Counselling



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GENERAL INFORMATION ABOUT NICOSIA, CYPRUS

Cyprus is an island in the eastern Mediterranean Sea, south of Turkey and west of Syria. It is one of the world's oldest civilisations, with a **history of over 11,000 years**. The Republic of Cyprus is a **member of the European Union** since 2004. Cyprus offers lots of archaeological sites, gorgeous beaches, and 300 sunny days every year.

Nicosia is the **capital city of Cyprus**. Its various architectural influences are visible throughout the city. Take a walk through the **old town** and **Laiki Geitonia**, where you will see some remarkable examples of traditional urban architecture. The Old Town, with its **museums** and **churches**, is a place worth exploring. Having fewer tourists than the resorts on the southern coast of Cyprus, Nicosia maintains a more authentically Cypriot atmosphere.

Nicosia is one of the very few remaining **divided capitals** in the world. Since 1974, when the Turkish army invaded Cyprus, the northern portion of the island (including the northern part of Nicosia) has been under Turkish military control. In 1983, the Turkish-held area declared itself as the "Turkish Republic of Northern Cyprus". Nonetheless, only Turkey recognizes it, while all other governments and the United Nations recognize the government of the Republic of Cyprus over the whole island. The Green Line cuts Nicosia in two, with the northern side being under Turkish control and the southern half being the capital of the Republic of Cyprus. Nowadays it is allowed to pass between the two parts.

Food

- a. Lunches: The restaurant of the European University Cyprus offers a vast variety of options. Lunch costs vary between 08-15 euros.
- b. Dinner: Dinner on the 12th of June will be organized and offered by the European University Cyprus in a traditional restaurant, where you will have the chance to taste the traditional plates of Cyprus. The other days you are welcomed to try one of the many restaurants that are in the center of Nicosia. In most restaurants the costs may vary between 15 to 35 euros.

Transportation

Getting from the Larnaca International Airport to Nicosia, located about 54 km north can be achieved via:

- **Kapnos Airport Shuttle Bus** (<https://kapnosairportshuttle.com/>): It takes you directly from the Airport to Nicosia. Buses run almost every 60 minutes, but you have to check the exact hour of departure and book your ticket online in advance to secure your seat. The trip from/to the Airport to Nicosia bus station lasts 40 minutes. Ticket costs 09 euros. From Nicosia Station you will have to take a taxi for the city center (10 minutes).
- **Taxi**: Taxis are available at the designated Taxi waiting area located at Arrivals Level. A taxi from the airport to the city center costs around 60 euros (depending on the traffic). The trip from/to the Larnaca Airport from/to Nicosia Center lasts around 40-45 minutes.

Good to Know

- Cyprus electric plug sockets are *type G*, the same as in the UK but different from the rest of Europe. So, you will probably need an adaptor for your devices.
- In June, the temperatures fluctuate between 20° in the night and 35°C during daytime (but it can also get as cold as 15°C and as hot as 40°C).
- The language spoken is Cypriot Greek. Nonetheless, the vast majority are also English-speakers.
- Emergency Service Telephone Numbers (although Greek is the official language of Cyprus, English is the standard language spoken over the phone by all emergency personnel): Ambulance: 199 / 112. Police: 199 / 112.
- Tourist Information Centre: Aristokyprou 11, Laiki Geitonia, (east of Plateia Eleftherias), Nicosia, ZIP: 1011, tel. +357 22 674 264, email: LaikiGeitonia@visitcyprus.com
- Web: <https://www.visitcyprus.com/>

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