

## 2.9 Career Guidance in Italy

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### Overview of the CGC field in Italy

In Italy, Career Guidance is delivered through different channels (see OECD 2018a; b; Nota and Soresi 2018; Nota et al. 2020). Specifically, Career Guidance services at university are generally aimed at supporting:

1. the admission to university of high school students in the process of choosing academic education. In this case, presentation of courses available through ad hoc events are generally organised by universities.
2. the university students' study activities, through counselling and tutoring activities.
3. the entry into the world of work. In most cases matching activities take place between acquired skills and job opportunities available. This takes place in job meetings where university students deliver their CV, initiate contacts with companies and organisations, etc.

### New developments of services implemented to address the changing working world

Most of the Career Guidance services offer simple information on higher educational courses and job opportunities and match individual characteristics and educational and career options. Very few University Career Services carry out research activities in the CGC field. An exception is the Larios Laboratory of the University of Padova, in which innovative research-intervention activities inspired by the idea of inclusive and sustainable career guidance are examined, developed, and implemented to prepare all individuals to be engaged in diverse aspects of life that might lead to inclusive and sustainable global development (see Pouyaud and Guichard 2017; Nota et al. 2020).

### Limitations and recommendations for the future

University Career Guidance services continue to be suitable services for making university marketing plans effective, but unfortunately refer to the outdated theoretical models based on the matching paradigm and often confuse career guidance with counselling and tutoring activities. In the current context of high rates of complexity, uncertainty, precarity, and global challenges such as increasing inequalities, wealth and job polarisation, the focus on matching activities are superficial at best and at worst can produce vulnerabilities in individuals (Nota et al. 2020). A survey published in 2005 by the Conference of Italian University Rectors (see CRUI 2005) and a study by Soresi (2019) confirmed that career guidance activities are carried out by administrative staff in collaboration with university professors and researchers, belonging to different faculties, often without specific career guidance skills and knowledge. In taking

into account these critical elements, the Larios Laboratory, the Italian Society of Career Guidance (SIO), and the Italian University Network for Counselling (Uni.Co) in line with the Network for Innovation in Career Guidance & Counselling (NICE 2016), developed and published national guidelines for the training of professionals involved in counselling and career counselling. It was emphasised that the training should be incorporated into high quality postgraduate career guidance programmes, with particular attention to the most recent theoretical models based on the idea of inclusive and sustainable career guidance.