

International Symposium Evaluation Summary

1. What were the best aspects of the Symposium?

- Organisation
- Preparedness of experts to pass on their knowledge and assist those without a career development background to understand some of the issues.
- Increasing awareness of career development in the global sense.
- It was one of the best run conferences I have been to – and I've been to lots! The location was wonderful. The dinner cruise was great.
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- Excellent organisation, good venue, flexible with schedule, good opportunities for social interaction. Hard to fault. Fantastic opportunity to learn how to engage and begin to develop policy in this area.
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- The opportunity to share and learn from the breadth of career development activity/innovation from across the world.
- The exposure to leaders in the field and the opportunity and challenges that were had
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- The participants and their openness.
- The venue and social aspects were way beyond expectations – Thank you.
- The paper resources available.
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- Facility (hotel) and venue at Manly Beach were excellent. Organisation and hospitality was great. Appreciated the spontaneity of changing the sessions to respond to people's issues, & tiredness.
- Speakers in the panels were very good
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- The location was great. Close to, but not in, Sydney.
- The weather was amazing.
- The quality of service by the hotel staff was excellent.
- The willingness of the organisers to be proactive and accommodating in relation to delegates needs, providing information, next-day summaries, etc, etc, etc.
- Australian hospitality, related to the Symposium and external to that was amazing.
- Very, very generous in terms of food, dinner, activities.
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- The combination of speakers and work groups.
- The variety of speakers (not repeating speakers)
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- Every aspect was very well prepared, planned and done! Plus your great hospitality and humour.
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- All aspects were prepared very well.
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- The range of countries present.
- The process design, facilitation and charm of the organisers.
- The clarity of the themes in the programme.
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- Structure (including flexibility)
- Range of themes
- Sense of common value/commitment re: career development across countries
- Powerful country and different perspectives on strategies and evidence-based research presented.
- Sense of camaraderie amongst delegates.
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- Overall sharing of ideas – knowledge – examples.
- The event was spectacular and well worth the effort to attend.
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- Speakers with expertise and passion.
- Opportunity to meet with a variety of career experts.
- Broadening minds.
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- The wide range of representative countries.

- The capacity to network because of the workshop format and the flexibility of the day.
 - Attention to the delegates needs, listening to the issues presented and being prepared to change the agenda when needed.
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- Great city (Sydney); great beachfront venue, food was excellent, warm hospitality by hotel staff, warmer hospitality by Col and Catherine and the other staff.
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- Very well organised, it felt so well taken care of and special.
 - Special considerations for those of us who are disabled, warm and inviting symposium. Peter Tatham was so calm.
 - Col was great to work with, Catherine's warmth and singing was very special.
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- Formal inputs – excellent presenters.
 - The pace was just right – no time to get tired!
 - Excellent organisation.
 - Wonderful relaxed atmosphere, but work was accomplished.
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- The focus on Labour Market – particularly Wendy's inputs about convincing employers of value of staff development.
 - Workshops at the end of Sunday were very useful.
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- At the meeting so many intelligent and enthusiastic colleagues learning from the aspirations of less well developed countries.
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- Energy and inspiration.
 - Excellent presentations.
 - Networking opportunities.
 - Organisation – Col and his team.
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- All well planned and met my needs very well! Thanks to all concerned!
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- All aspects: wonderful location, good timing, excellent and rich program, well prepared process, inspiring speakers and program, fine social activities.
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- Program design by content and timing; The speakers were highly professional.
 - Location and service by the hotel.
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- Enhanced mixing of teams was conducive to international conversations.
 - Well organised in terms of business and social activities, and great venue/location.
 - Mix of practitioners and researchers and policy makers highlighted both similarities and differences.
 - I appreciated the slightly more relaxed pace of day 2 after a very intensive day 1.
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- Helen Silver presentations – setting careers work within a wider economic context.
 - Time in NZ country team;
 - Diversity of countries and perspectives to consider;
 - Excellent hotel and location, good basic organisation of conference with supporting material, and harbour cruise a great showcase of Sydney.
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- Very interactive and involved an excellent mix of practitioners and policy makers. Mixing of groups was very effective and opportunity to develop themes that had been introduced.
 - Organisation, location and social events were excellent. Well done the organisers.
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- Very intensive but incredibly energising!
 - The “informal” personal/professional connections can never be underestimated.
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- High level of organisation/planning ensured excellent flow.
 - Length of working days good and intense but not too long.
 - Encouraging breadth of countries represented such as India, Oman, Bhutan.
 - FANTASTIC support services from Col and his team.
 - Interest group at the end of Sunday.
 - Location/venue great. Wider perspective of people like Wendy Hirsh great!

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- Very professionally organised and well run
- Generally the quality of the presentations was high
- Facilities, structure and process very good
- Good mix of information/presentations and discussion time.

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- Excellent place for symposium. Very professional program. Wendy's Hirsh's report.

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- Best aspects were: (i) the small group work on papers; (ii) discussions of issues, (iii) venue; (iv) social activities especially the Boat cruise and Catherine's music.

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- Timing; Location/venue; Program; Process; Speakers, Social activities, Flexibility, Technology.

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- Everything was great.
- Outcome of this symposium was the best aspect. We have something to take back home and get prepared for our next move.

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- It was a good activity which has been done in Australia. A good mix of cultures and international organisations.
- It was well organised within a limited time;
- Remarkable effort was made;
- Gives us a good opportunity to open our minds and overflow us with information.

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- Warm hospitality; super efficiency pre and during the symposium;
- Excellent blend of hard work with fun and games;

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- The group process worked really well;
- Several panel discussions were most informative – particularly the session on diversity;
- Enjoyed the alternative pace of eg. Wendy's interview in chair.

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- Location, organisation, speakers, program and the hospitality.

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- Process; location, venue; speakers; social activities (especially Catherine!); Program.

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- The involvement/inclusion of developing countries to help in the issue of cultural diversification in activities relating to career development and public policy development.
- All these mentioned above were well done/kept/managed.

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- Opportunity to have 'unrestricted' informal discussions with participants regarding/exchanging views and experiences;
- Establish a network/contacts in support of one's own life long learning;
- Thank you for a great opportunity.

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- Good, active, friendly atmosphere. Group work well organised – excellent to discuss, change ideas.
- Timing, location ++!
- OECD presentation ++! Kris Magnusson ; Wendy Hirsh, Mary McMahon.

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- Speakers were very good; Conference very well planned; Good possibilities for networking;
- Good focus on research and evidence.

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- Excellent Symposium; the venue was good; program and session settings varied which helped to concentrate. Social activities were good. The first day was quite long (after long distance flights)/International diversity and the evidence base... presentations were excellent (Writer is Canadian).

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- Diversity of national representatives

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- Location excellent; Programme well structured – with clear tasks etc.; Hotel – comfortable;
- Timing – good; Speakers – good quality

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- Time schedule was tight but well organised. The location was beautiful and fine.

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- Organisation, Location, organisers, hosts, hosts country representatives, process, speakers, participants, social activities.

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- Location and venue;
- Hospitality, food and wine.
- Format of venue allowed for very good interaction, sharing of ideas and perspectives
- Range of experiences and perspectives on display.

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- Interaction between participants;
- Evidence based panel
- Process and social activities
- Group discussions of special interest Sunday afternoon

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- Exceptional hospitality, attention to detail in logistical arrangements, great social activities, wonderful venue.

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- The strategic representation of policy makers, employers, researchers, educators, association leaders and practitioners.
- The amazing location;
- The efficient schedule and variety of speakers;
- The discussions – so very well organised.

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- There were many best aspects, such as:
- the nice and “informal” opening Olympic ceremony;
- the excellent design and methodology (high diversity from country team mixing, to –predefined tables, panels)
- Excellent speakers, well-balanced representation;
- Excellent food, hotel and location
- Excellent organisation and hospitality.

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- All of the listed items above were part of the best aspects! But, especially the very initial efforts in this field to bring policy makers, researchers and practitioners together were one of the core fruitful outcomes of the meeting, together with international perspectives!.

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- Col's event and stage management → Outstanding!; Interest group idea... worked a treat
- Boat trip to Sydney Harbour; Cultural diversity Panel.

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- Location fantastic; Open discussion and inputs on day 2 (Sunday); Miho, South African and other international perspectives; Catherine's singing; Col's shepherding skills.

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- Very well organised, good processes demanding on everyone to be involved and productivity contributing.
- Excellent speakers – high level.
- Particularly impressed by the constant focus on policy integrations and cross-sectional thinking;
- Great social activities.

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- It has been a wonderful conference with so many good speakers and such a good program. All my expectations and wishes for outcomes have been fulfilled.

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- Well organised. The program involved all participants in a good way.
- Great hospitality and nice social activities.
- Use of expertise from many of the participants.

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- The organisation of the conference in general and the working parts (way to manage in an efficient way) in particular.

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- Surfacing the key issues that are important to work on the international career development and workforce development communities/agencies.
- Excellent input/speakers to stimulate thinking. Essentially a very useful/structured process.
- Excellent humor and welcome; great social opportunities cruise etc. Food was outstanding.

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- Well structured communication with many different countries and colleagues.
- Inputs, presentations and reflections
- Many themes related to the field of Career Development and Public Policies.
- +++ Australian hospitality! Thanks!

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- The interactive process on the basis of a very strong input (theoretical, concepts)
- The event came together well and provided excellent opportunities for future.

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- This conference was successful in terms of organisation, substance, Breadth, depth, mission, goals and objectives. BRAVO!!!

• 2. What could we have done differently?

- None that could have affected me.
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- It was very intensive with lots of work groups – perhaps too many.
- Needed some more examples of best practice.
- More employer representatives from all countries.
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- What could we “do in the future”? Maybe establish an e-forum/discussion list for participation.
- Thanks to all who worked so hard to make this happen and to DEST for making it happen!
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- Technical support; Networking
- Time not during the day – but very minor request.
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- More diversity and more panel speakers.
- Also ability to talk about issues in more detail – liked session at end of Day 2.
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- The first day was a bit intensive. It would have been nice to have more time to discuss each topic a little more thoroughly. So whether it needed to be longer, or cover less, I don't know, but there must be a way.
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- A bit of a break may have been nice. Maybe too long
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- A little more time for speakers.
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- A bit more time for delegates to share short but concrete examples of public policy in action.
- An easier chance to read the country papers and prepare for the discussions.
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- Difficult in the time allocated but perhaps more networking time.
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- All handled very well
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- More singing 😊
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- A little more formal inputs from the experts that were in attendance.
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- A lot of ground was covered very quickly and often groups were only getting to the ‘meat’ of the subject when time was called.
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- More time and space to talk to delegates of the agenda.
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- At times too much structure for the questions within the discussion groups.
- More opportunities for focused discussion in informal ways too.
- Rapporteurs needed more prominence to be effective
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- Perhaps, clearer guidelines on preparing country papers – this might have made your job of synthesising easier! The questions would have been better if shorter and more general.
- Most sessions like 9.00am on Sunday (diversity panel) would be welcome – it was fantastic!
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- More time for some discussions
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- The group work was disturbed by the noise.
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- Combining the discussions around career development and workforce development with the promotion of career practitioner professional issues was perhaps not useful. Though I accept there is some value contextually.
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- Greater valuing of the differing agendas and contributions – the agenda isn't only about ageing populations!!
- Greater support and valuing of cultural diversity rather than English speaking and Western culture domination.

- Preparation, circulation and agreement of commingle – prepared earlier, circulated to everyone prior, and time for edits before asking for a commitment of attendees.
- Time to reflect in country teams each day to relate each day's proceedings to what it really means for each country.
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- Perhaps more consistency between monitors in facilitating sessions.
- The international diversity session was very interesting but perhaps went on too long with too many speakers.
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- Nothing more as we achieved so much – sets a useful framework personally, professionally, nationally and internationally.
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- More active session at start of Day 2 (Sunday)
- Allow some different groupings for group-work, around countries of common interest.
- Keep the group discussion questions clear and simple – like the one on older workers. I think that the simplicity of the questions led to the quality of the response.
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- More time and focus on new models and future changes required in career development.
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- It's a necessary time for listening and thinking. Too busy, too speedy.
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- An exhibition on local issues, innovations and time for participants to go through papers and interact with authors of each.
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- Inclusion of sight seeing to get a flavour of this country.
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- Process aspects: eg a formal progress evaluation on Saturday afternoon
- Shifting from table to table, perhaps could have been more frequent;
- Sessions had too many questions. Splitting questions for groups short circuited the process.
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- I found the time scheduling too tight. Delegates needed more time during sessions, less sessions and more time/space between sessions.
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- Maybe Col to facilitate Saturday & Sunday as he did a good job Friday night and Monday
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- Speaking slower
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- You have covered everything we can imagine! However the programme was long in timing and very intensive!
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- A during the day tour of Aussie to learn the history of the country that contributes a lot to its career development plans and activities.
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- Sharing of best practices. Identify ½ examples eg progress paradigms etc.
- Social activity: Request countries to share something interesting about their culture/rituals.
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- Some presentations too long – language too difficult (and fast). Quite hard work during the day
- Copies of presentations to be given beforehand! Helps to understand and you can write details on it.
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- As a participant I would have liked to have been notified in advance, that was expected to make contributions to different themes. I expected to be addressing the same theme as in the –
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- country paper submitted. A short notice of topics in advance would have qualified my participation in the group work.
- An idea could be to allow researchers working on PHd's in career guidance to get together to discuss state-of-art within our field.
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- Some presentations were too long. The first day was too long..
- WG's were great;
- Are the weekend days the best ones to have the Symposium.
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- The questions structure for many of the sessions was too complicated for the time available.
- Would have been good to have some reflection time at various points of the 3 days.
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- More space to less
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- Too many questions and too little time during the sessions;
- Saturday morning had too many presentations; difficult to sit and listen for 2 hours; presentations of uneven quality (ie OECD).
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- Some sessions by type of stakeholder.
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- Not quite so long days; fewer topics with more opportunity to discuss/explore issues; felt rushed too often.
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- Very little... it was perfect;
- Perhaps allowing discussion groups to move outside for fresh air.
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- (almost) It is impossible to do it better.
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- It went well! (the air-conditioning in the room was too strong/cold for me...)
- There could have been some (maybe 1 or 2) thematic workshops where people of same interests could have been able to shake their similar immediate concerns/challenges they are facing.
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- More singing and earlier!!!
- Excellent conference.
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- First day (Saturday) table discussions over structured – too dark in main room – a killer for those with jetlag.
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- More room for outdoor activities – possibility to enjoy the wonderful location.
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- The group sessions should have been longer, with fewer questions and the first day, maybe with more variation in group forms.
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- Perhaps some walks and talks in groups of three/four where some of the issues could be discussed would give some time for reflections.
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- Send the synthesis sheets to delegates before the symposium.
- Simplify the questions (first day particularly) to elicit more depth.
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- Maybe the balance between number of topics and themes on the one side and depth of discussion on the other .

3. **Please rate the overall value of symposium 2006 to you.**

25 x 10

26 x 9

10 x 8

5 x 7

1 x 6

N = 67

Average rating = 9.029