

Manifestations of change

Welcome to this issue of the Journal of the National Institute for Career Education and Counselling. As 2020 arrived several NICEC Fellows realised that twenty years had passed since David Peck's publication 'Careers Services; history, policy and practice in the UK,' and thought it was an opportune moment to consider the changes since. Hence, this edition explores some of the many manifestations of change between 1999-2020 within careers: education, career theory, professionalism, digital technology, career coaching and guidance, older workers and the world of work. Each article reflects the authors' expert knowledge and offers critical reflections and analysis from a personal perspective. Thank you to all who have contributed.

We also pay tribute to the late Bill Gothard, former Director of the Career Studies Unit at the University of Reading, and seminal figure who pioneered the bridging of counselling and educational traditions in career development work.

First among the articles, we have the authoritative voice of **David Andrews** who provides a discerning analysis of how schools in England responded to the many changes in career guidance services since 1999. Next, **David Winter and Julia Yates** take us on a didactic journey to reveal the challenges of bringing together theory and practice within higher education. This is followed by a carefully considered critique of the development of career guidance roles and their professionalism between 1999-2020 by **John Gough**, and aligns with the enlightening article by **Nicki Moore** on the proliferation in the use of information technology and digital skills development within the sector. We move on to share in an exploratory narrative that informatively brings together career development and coaching by **Gill Frigerio and Stephanie Rix**, before turning our minds to career development and older workers: a well-researched, reflective critique by **Lyn Barham**. Finally, like many a successful career journey, we arrive in the world of work where **Wendy Hirsh** delights us with her captivating insights into careers from the employers' perspective.

The articles reveal much has changed in the last twenty years while many of the same challenges remain. Flung into a pandemic by March 2020 new innovative ways of working have been quickly identified with digital resources and online platforms taking centre stage. But it remains valuable to reflect on how we arrived and the journey that brought us here.

Michelle Stewart, Editor
