

# **SALLY-ANNE BARNES**

## **Senior Research Fellow, Warwick Institute for Employment Research**

As a qualitative researcher, research interests include: careers guidance theory and practice; ICT based innovations; and qualitative methodology and data analysis. Sally-Anne has particular expertise in the effects of the implementation and application of communication technologies in organisational work and training settings, plus labour market information.

She was part of the development team for both National Guidance Research Forum (NGRF) (2002-2008) ([www.guidance-research.org](http://www.guidance-research.org)) and the European Guidance and Counselling Research Forum (2004-2007) ([www.guidance-europe.org](http://www.guidance-europe.org)). As developer and editor of the LMI Future Trends section of the NGRF, Sally-Anne has expertise and extensive knowledge of national, regional, local and sectoral based labour market information (LMI). She has managed a range of projects focused on developing LMI for career guidance practitioners, plus researching the implementation of technology to support the professional development of careers guidance practitioners. Sally-Anne was also centrally involved in the qualitative, longitudinal case study investigating the nature of effective guidance (2002-2008) and how individuals navigate the labour market. Current research includes: the development of LMI materials and support for careers guidance practitioners; researching the implementation of technology to support CEIAG services for young people and the professional development of careers guidance practitioners using Word Press technology; and researching individual career identities, development, learning and continuing vocational training.

### **Academic qualifications**

Postgraduate Certificate in Employment Research, University of Warwick, 2004

Doctor of Philosophy in Sociology (ESRC funded), University of Warwick, 2003

Master of Arts in Training and Human Resource Development (ESRC funded), University of Warwick, 1998

Bachelor of Arts (Hons) Sociology and Health Studies 2:1, University of Essex, 1997

### **Employment history**

- |             |  |
|-------------|--|
| 2002 -      | Senior Research Fellow, Institute for Employment Research, University of Warwick (Research Associate/Research Fellow during 2002-2007) |
| 2003        | Tutor/MA dissertation supervisor, Institute for Education, University of Warwick   |
| 1999 - 2002 | Lecturer/tutor, Department of Sociology and Department of Continuing Education, University of Warwick                                  |

### **Selected projects**

- Follow-up of the Copenhagen process: Research into forms of individual career development and continuing vocational training (EACEA)
- MATURE – Continuous Social Learning in Knowledge Networks (collaborative project) (FP7)
- Quality Standards for labour market information (Skillset/SSDA)
- Establishing world class careers education and guidance in Kent and Medway (Connexions Kent & Medway)
- Skills screening for Jobcentre plus customers – the use of diagnostic tools: a literature review (DWP)
- Technology enhance learning environments for the financial and career guidance sectors – proposal development (ESRC)
- Reflective e-portfolio development for lifelong learning advisers (Ufi Learndirect)

- A systematic literature review of research into interventions in higher education to assist students' career-related decisions (HECSU)
- Evaluating skills coaching trials and skills passports (DWP)
- A systematic literature review of research into career development interventions (DfES)
- Enhancing the capability of guidance to add value to post-compulsory learning (DfES)

### Selected publications

- Bimrose, J. & Barnes, S-A. (2009) 'Measuring the effectiveness of career counselling' in R. Arnold, W. Gieseke & C. Zeuner (Eds) *Bildungsberatung im Dialog: Grundlagen der Berufs- und Erwachsenenbildung (Band 61)*. Baltmannsweiler, Germany: Schneider Verlag Hohengehren GmbH Publishing Company. (pp.79-96)
- Brown, A., Bimrose, J. & Barnes, S-A. (2009) 'Collaborative work-related learning and technology-enhanced learning', in R. Maclean and D. Wilson (eds) *International Handbook of Education for the World of Work: Bridging Academic and Vocational Learning*. Bonn, Germany: UNESCO-UNEVOC/Springer. (Volume 4 part VI, Education for work: research, curriculum development and delivery)
- Bimrose, J., Brown, A. & Barnes, S-A. (2008) 'Reshaping careers, learning and identities: Career attachments as anchors or chains?', *Perspectives in Education* 26(3): 71-80
- Bimrose, J., Barnes, S-A. & Hughes, D. (2008) *Adult career progression & advancement: A five year study of the effectiveness of guidance*. Warwick Institute for Employment Research and Department for Education and Skills.
- Bimrose, J., Barnes, S-A. & Marris, L. (2008) *Establishing World Class Careers Education and Guidance in Connexions Kent & Medway: In-depth case studies*. Coventry: Warwick Institute for Employment Research.
- Bimrose, J., Barnes, S-A., Brown, A., Hasluck, C. and Behle, H. (2007) *Skills Diagnostics and Screening Tools: A Literature Review* (Research report no. 459). Leeds: Department for Work and Pensions/Corporate Document Services. ISBN 978 1 84712 276 6. Available online: [www.dwp.gov.uk/asd/asd5/rrs2007.asp#skillsdiag](http://www.dwp.gov.uk/asd/asd5/rrs2007.asp#skillsdiag)
- Bimrose, J. & Barnes, S-A. (2007) 'Styles of Career Decision Making', *Australian Journal of Career Development* 16(2): 20-28.
- Barnes, S-A. & Bimrose, J. (2006) 'Effective guidance: Transforming clients' futures', in *Constructing Futures IV: Transforming Career Guidance*. London: Institute for Career Guidance (pp. 21-33).
- Bimrose, J., Marris, L., Barnes, S-A. & Mason, A. (2006) 'Labour Market Information: Broadening horizons and connecting practitioners', in *Constructing Futures IV: Transforming Career Guidance*. London: Institute for Career Guidance (pp. 89-102).
- Bimrose, J., Barnes, S-A., and Hughes, D. (2006) *Developing Career Trajectories in England: The Role of Effective Guidance*, DfES/Warwick Institute for Employment Research.
- Hasluck, C. and Bimrose, J. with Barnes, S-A., Brown, J., Marris, L., McGivern, G., Orton, M. and White, R. (2006) *Evaluation of Skills Coaching Trials and Skills Passports – A Synthesis of Qualitative and Quantitative Evidence*. Research Report no 391. Leeds: Department for Work and Pensions/Corporate Document Services.
- Bimrose, J. and Barnes, S-A. (2006) Is career guidance effective? Evidence from a longitudinal study in England, *Australian Journal of Career Development* 15(2): 19-25.
- Bimrose, J., Barnes, S-A. and Hughes, D. (2005) *Effective Guidance One Year On: Evidence from Longitudinal Case Studies in England*. DfES/Warwick Institute for Employment Research.