Advice and guidance - a vital approach to career opportunities in a changing world

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Themes for discussions

- Career?
- Widening paradigm of Lifelong Guidance
- Actions taken in the EU
- Links with lifelong guidance and VET
- Conclusions & Reflections
- …
- More information about EU policies on LLG at:
  - http://elgpn.eu
Career?

Career choice  <->  Career construction?

Life design?
Parallel paradigm shifts?

Voice of suppliers:
- Employment
- Education & Training
- Career counselling & Career guidance

Voice of users:
- Employability
- Lifelong learning
- Careering - Co-careering?
Definition of Lifelong Guidance?

- **What?** Activities: e.g. information giving, advice, counselling, assessment, teaching, advocacy
- **For whom/With who?** All citizens
- **When?** Any age and point in their lives
- **Focus?** Making meaningful life choices on learning and work. Empowerment to manage learning and career
- **Career?** Individual lifepaths in learning, work and in others settings in which these capacities and competences are learned and/or used
- **Where?** Education, training, employment, community, private

  - EU Council of Ministries Resolution on lifelong guidance 2004
EU Council: Invitations to Member States 21.11.2008

- Encourage the lifelong acquisition of career management skills;
- Facilitate access by all citizens to guidance services;
- Develop the quality assurance of guidance provision;
- Encourage coordination and cooperation among the various national, regional and local stakeholders.

- Use the opportunities provided under the Lifelong Learning Programme and the European Structural Funds, in accordance with Member States' priorities.
Lifelong Career Management Skills (CMS)

“Career management skills refer to a whole range of competences which provide structured ways for individuals and groups to gather, analyse, synthesise and organise self, educational and occupational information, as well as the skills to make and implement decisions and transitions.”

(ELGPN 2010)
Riga conclusions 2015
22 June 2015

For people's informed choice of pathways and long-term employability and adaptability to evolving skills needs:

3. Enhance **access to VET and qualifications for all through** more flexible and permeable systems, notably by offering efficient and integrated guidance services and making available validation of non-formal and informal learning.

4. Further **strengthen key competences** in VET curricula and provide more effective opportunities to acquire or develop those skills through I-VET and C-VET.

In support of successful implementation of reforms and to raise the overall quality and efficiency of VET:

5. Introduce systematic approaches to, and opportunities for,**initial and continuous professional development of VET teachers, trainers and mentors in both school and work based settings.**
Types of LLG impact and beneficiaries of impact
(Hooley 2014; Borbely-Pecze 2011; Nykänen & al. 2007)
Lifelong guidance in VET

• Lifelong guidance has an important role to play both in supporting individuals to consider vocational options and in helping those in vocational education to make the most of the skills and knowledge that they have learnt as they make their transitions to the labour market.

• The existing evidence suggests that career guidance in vocational education is likely to be most effective where it is holistic and integrated into programmes.

ELGPN 2014 The Evidence Base on Lifelong Guidance
Features of effective guidance practices in VET (see ELGPN 2014)

- Building the development of career management skills into all vocational education courses.
- Providing career information through online technologies.
- Providing a broad universal provision of guidance services, but with comprehensive career development services targeted at the most vulnerable learners.
- Developing comprehensive learner support services, with career development as a central focus.
- Building better approaches to sharing resources and expertise, especially through more effective networks and partnerships.
- Providing appropriate initial and ongoing training and professional development for career development professionals and others, especially those who are key influencers on career decisions.
- Providing pre-entry guidance.
- Involving employers in the delivery of both guidance and vocational education.
- Evaluating the quality and impact of guidance services.
Strategic links of guidance and VET & apprenticeships

• Bridging functions:
  – Transition from education & learning to training & earning (career management skills)
  – Shaping the training in the light of labour market
  – Planning and resourcing work-based learning
  – Promoting mobility
  – Linking individual skills working opportunities
### Linking the dual purpose of work-based learning with lifelong guidance (Borbely-Pecze & Hutchinson 2014)

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*Linking the dual purpose of work-based learning with lifelong guidance* (Borbely-Pecze & Hutchinson 2014)
Developing new policies and services

Lifelong guidance is most effective where it:

1. Is lifelong and progressive.
2. Connects meaningfully to the wider experience and lives of the individuals who participate in it.
3. Recognises the diversity of individuals and provides services relevant to their needs.
4. Combines a range of interventions (e.g. one-to-one and online support).
5. Encourages the acquisition of career management skills.
6. Is holistic and well-integrated into other support services.
7. Involves employers and working people, and provide active experiences of workplaces.
8. Is delivered by skilled, well-trained and motivated practitioners.
10. Is quality-assured and evaluated.
ELGPN Tool No. 6 – available online 24 November 2015

Guidelines for Policies and Systems Development for Lifelong Guidance: A Reference Framework for the EU and for the Commission

THE GUIDELINES

Transversal Policy Guidelines
1. Career Management Skills
2. Access to Lifelong Guidance Services
3. Assuring the Quality of Lifelong Guidance Provision
4. Assessing the Effectiveness of Lifelong Guidance Provision
5. Strategic Leadership: Cooperation and Coordination
6. Improving Careers Information
7. The Training and Qualifications of Guidance Practitioners
8. Funding Lifelong Guidance Services
9. Information and Communications Technology in Lifelong Guidance

Education and Training Policy Guidelines
10. Lifelong Guidance for School Pupils
11. Lifelong Guidance for VET Students and Participants
12. Lifelong Guidance for Higher Education Students
13. Lifelong Guidance for Adult Learners

Employment and Third Age Policy Guidelines
14. Lifelong Guidance for the Employed
15. Lifelong Guidance for Unemployed Adults
16. Lifelong Guidance for Older Adults

Social Inclusion Policy Guidelines
17. Lifelong Guidance for Young People at Risk
18. Lifelong Guidance for Disadvantaged Groups

SCOPE
As EU citizens engage in learning and work across the lifespan, the Guidelines provide policy advice and information that cover the provision of lifelong guidance services in the education and training sectors, the labour market sector, and social inclusion.

The Guidelines also cover policy issues that are common to all sectors (transversal guidelines).

HOW TO USE THE GUIDELINES?
At national, regional and local levels the Guidelines can be used as reference points for policies for education, training, employment and social inclusion and for benchmarking, reviewing and improving existing policies and systems for lifelong guidance.

At EU level, the Guidelines may act as reference points for EU education, training, employment, and social inclusion policies. They may be used also by Cedefop for its national reviews and comparative studies, and provide inspiration to the ETF in its support work in neighbouring EU countries.

The transversal and sector guidelines may be used to review policies and systems in particular sectors and/or for strengthening cross-sector linkages.

Each Guideline can be used independently of the other Guidelines, but there are strong and obvious links between them.

RESOURCES
To deepen reflections on the content of the Guidelines, please refer to the resources mentioned in connection with each Guideline.

ELGPN has produced a range of tools that support the implementation of the Guidelines:
No.1 Lifelong Guidance Policy Development: A European Resource Kit
No.2 Lifelong Guidance Policy Development – Glossary
No.3 The Evidence Base on Lifelong Guidance: A Guide to Key Findings for Effective Policy and Practice
No.4 Designing and Implementing Policies Related to Career Management Skills (OMS)
No.5 Strengthening the Quality Assurance and Evidence-base of Lifelong Guidance

All ELGPN Tools are available at http://www.elgpn.eu/publications
ELGPN Tool No. 6:
GUIDELINES FOR POLICIES AND SYSTEMS DEVELOPMENT
FOR LIFELONG GUIDANCE: A REFERENCE FRAMEWORK FOR THE EU
AND FOR THE COMMISSION

Transversal policy components (9 Guidelines)

1. Career Management Skills
2. Access to Lifelong Guidance Services
3. Ensuring the Quality of Lifelong Guidance Provision
4. Assessing the Effectiveness of Lifelong Guidance Provision
5. Strategic Leadership: Cooperation and Coordination
6. Improving Careers Information
7. The Training and Qualifications of Practitioners
8. Funding Lifelong Guidance Services
9. Information and Communications Technology
ELGPN Tool No 6: GUIDELINES FOR POLICIES AND SYSTEMS DEVELOPMENT FOR LIFELONG GUIDANCE: A REFERENCE FRAMEWORK FOR THE EU AND FOR THE COMMISSION

Education and training sector (4 Guidelines)
10. Lifelong Guidance for School Pupils
11. Lifelong Guidance for VET Students and Participants
12. Lifelong Guidance for Higher Education Students
13. Lifelong Guidance for Adult Learners

Employment and Third Age sectors (3 Guidelines)
14. Lifelong Guidance for the Employed
15. Lifelong Guidance for the Unemployed
16. Lifelong Guidance for Older Adults

Social inclusion (2 Guidelines)
17. Lifelong Guidance for Youth at Risk
18. Lifelong Guidance for Disadvantaged Groups
Guideline 11
Lifelong Guidance for VET Students and Participants

• Elements of good policies and systems e.g.
  – Promotion of CMS
  – Feedback from labour market
  – Responsive to diversity
  – Focus on transition to labour market
  – Validation of non-formal and informal learning
  – Create awareness of EU tools
Conclusions

• There is a political consensus at international level that guidance and counselling are seen as key strategic components for implementing lifelong learning and employment strategies at regional and national levels.

• The progress can be enhanced if governments and local authorities invest in the systems that support consistent and coherent lifelong guidance policy development.

• This approach requires close co-operation between different ministries in charge of guidance related policies as well as a solid evidence base.

• There is a need for leadership and management of the design and implementation of the networked LLG services.

• First step: A jointly agreed common conceptual framework for LLG & congruence between policies, organisation of services and actual service delivery!
Implementing new LLG policies and services in VET

Need for a common, jointly agreed conceptual framework

Multi-ministerial national lifelong guidance strategy

Regional strategies & implementation

Institutional strategies & implementation

Integrative role of Information and Communication Technology
Promoting mutual policy learning between EU Member States by structured co-operation – ELGPN
European Lifelong Guidance Policy Network, ELGPN

- A member state driven network established 2007
- 30 members + one observer
- **A structured tool for European co-operation**
- Enhancement of national solutions to meet national challenges.
- ELGPN is a conclusion to meet the challenges the policy makers and European citizens meet in implementing the EU 2020 strategies and the tools supporting the strategy (e.g. EQF, EUROPASS, ECVET, ECTS…)
- ELGPN is supported under the Erasmus+ (EU Commission 75%)
Co-operation with other structures

• The Network and the national fora has been linked, through appropriate membership or co-operation arrangements, to other relevant networks and initiatives at European level. These include:
  – CEDEFOP, ETF, Eurofound, ICCDPP,
  – The Euroguidance network.
  – HOPES network.
  – Professional networks, e.g. IAEVG, FEDORA, NCDA
  – Other international organisations, bodies (e.g. the OECD)
  – Other relevant stakeholder networks (e.g. social partners, parents).
ELGPN Products  [http://elgpn.eu/publications](http://elgpn.eu/publications)

ELGPN Tools:
- LLG Policy Development, European Resource Kit for Policy Makers
- Glossary
- Evidence Guide
- Career Management Skills
- Quality Assurance and Evidence
- Guidelines for systems and policy development

ELGPN Progress report 2009-15
Concept Notes
Research Papers
Policy Briefings
Thank you!

For further information, please contact:

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