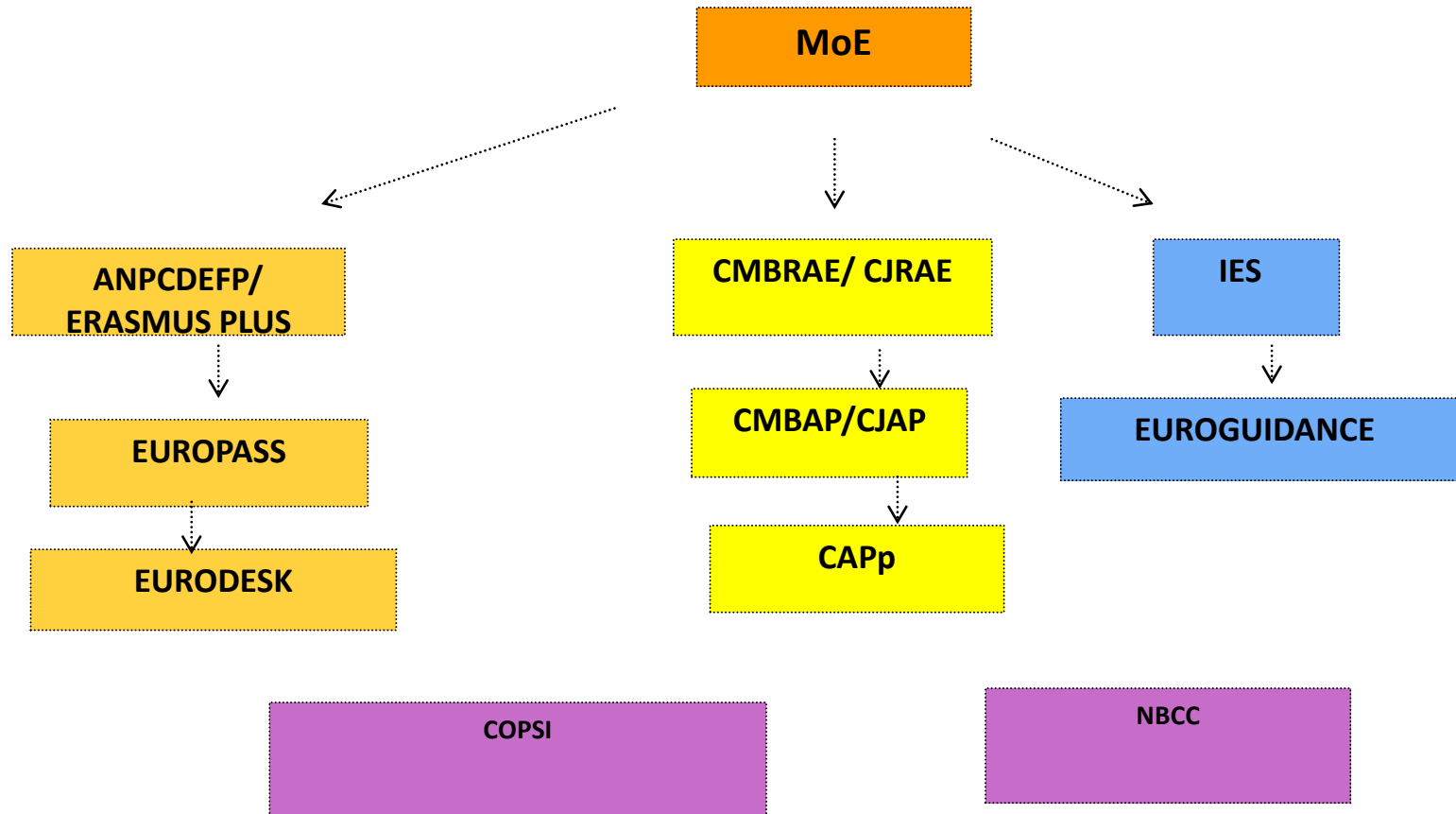


Good practices Guidance and Career Counselling in Romania

Prague, 21 October 2014
Marcela Claudia Călineci
CMBRAE/ISE

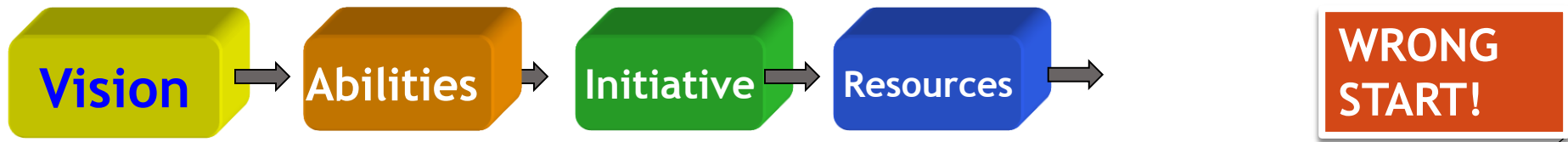
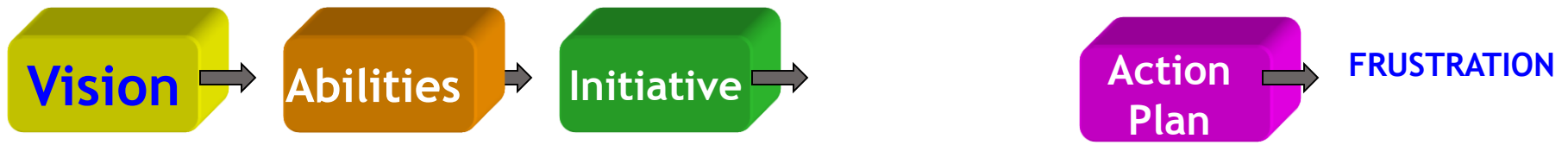
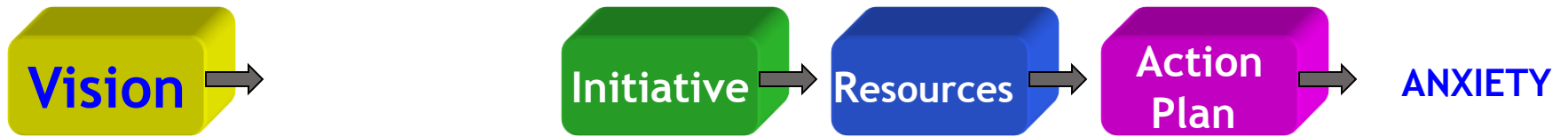
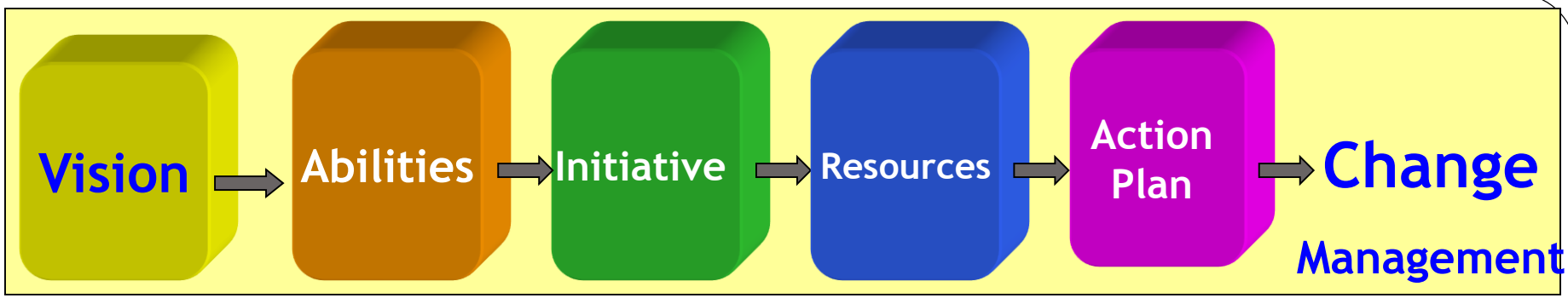
**Bridging the transition between education
and the labour market**
EUNEC

RO Guidance and counselling system



Started in 1991 in 42 County centres

At national level, 2011/2012- 2171 school counsellors (186 in centre and 1985 in school offices)



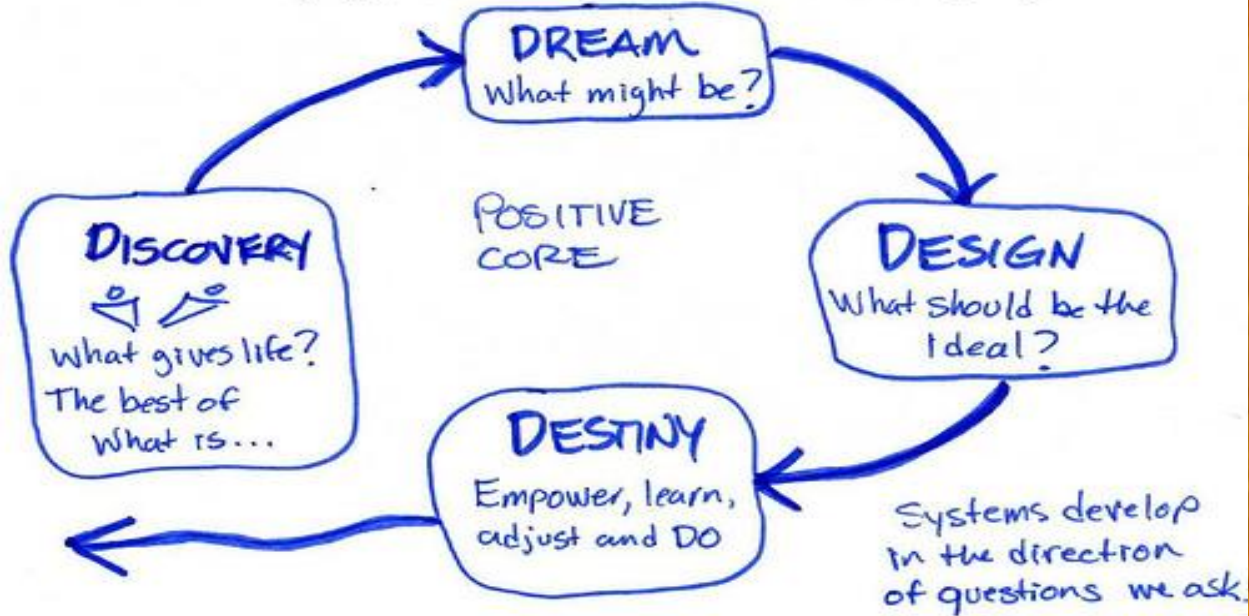
What is guidance and career counselling?



➡ **Helping individuals to acquire the knowledge, skills, and experience necessary to identify options, explore alternatives and succeed in society.**

➡ **Preparing better individuals for the changing workplace of the 21st century.**

APPRECIATIVE INQUIRY



Source: Cooperrider et al

What it is your dream?



The career as...metaphor

- **Legacy: inheritance**
- **Craft: construction**
- **Seasons: cycle**
- **Matching: fit**
- **Path: journey**
- **Network: encounters and relationships**
- **Theatre: role**
- **Economic: resource**
- **Narrative: story**
- **Career is a cultural artefact**

(Kerr Inkson, 2003, Norman E. Amundson, 2002, Gareth Morgan, 1986, 1992)

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.”

(Ronald G. Sultana, 2009)

[http:// www.blueprint.edu.au](http://www.blueprint.edu.au)
(Blueprint Australia)

PERSONAL MANAGEMENT	1. <u>Build and maintain a positive self concept</u>
	2. <u>Interact positively and effectively with others</u>
	3. <u>Change and grow throughout life</u>
LEARNING AND WORK EXPLORATION	4. <u>Participate in lifelong learning supportive of career goals</u>
	5. <u>Locate and effectively use career information</u>
	6. <u>Understand the relationship between work, society and the economy</u>
CAREER BUILDING	7. <u>Secure/create and maintain work</u>
	8. <u>Make career enhancing decisions</u>
	9. <u>Maintain balanced life and work roles</u>
	10. <u>Understand the changing nature of life and work roles</u>
	11. <u>Understand, engage in and manage the career building process</u>

Some questions...

- ... How to adapt schools to the permanent changes on the labour market?

Matching between opportunities and personal resources, goals and action plans

- ... How to involve the students in the career development?

Investigating personal features, likes and preferences, relationships, self confidence, decision making etc.

- ... How the society create systems for developing opportunities?

There is a need for more effective systems: education, ICT, employment, NGO-s, communities

Success Story

POSDRU/90/2.1/S/63840. Monitoring the VET graduates insertion on the labour market (MIA)

- **Survey about the insertion of VET graduates on the labour market and needs analysis, database**
- **Guidance and career counselling sessions for over 12000 VET students from B, PH, IF, GR**
- **Guide “A successful career”, resource for career counselling activities**
- **Action plan for the improvement of career counselling services for the VET students**
- **Board for monitoring the insertion of VET students on the labour market in VET schools**

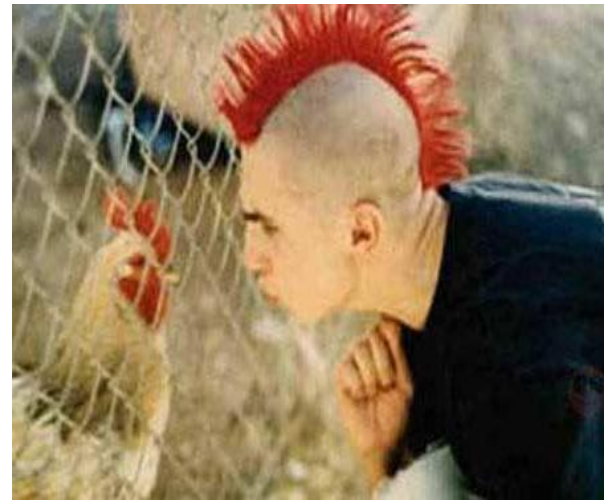
Guidance and Career Counselling needs

- **Training orientation and career development**
- **Curriculum adaptation to the labour market**
- **Involvement in career counselling programmes (individual, group counselling, workshops, job fairs, seminars, firms, meetings with specialists etc.)**
- **Including the soft skills in curriculum: self-awareness, communication, personal marketing, entrepreneurship, teamwork, decision making, success, occupational and labor market analysis**
- **Increasing the applicability of the practical training VET**
- **Developing positive attitudes towards career**

Some data...

Low percentage of students

- have analyzed the career options
- intended to follow the school specialization
- are on the desired career path
- prepare for exams
- have diverse professional interests



Attitudes of the students

- Curiosity
- Interest in how to apply the information and competencies acquired to their own situation
- Enthusiasm when they become aware of the efficiency of learning results
- Understanding of the employment situations

Photo MIA



O CARIERĂ DE SUCCES

SUCCES
MOTIVAȚIE
VIITOR
AUTOCUNOAȘTERE
COMPETENȚĂ
PERFORMANȚĂ
PROMOVARE

Investește în oameni!
FONDUL SOCIAL EUROPEAN
Programul Operațional Sectorial pentru Dezvoltarea Resurselor Umane 2007-2013
Axa prioritară 2 „Cercetarea inovării pe tot parcursul vieții cu piața muncii”
Domeniul major de intervenție 2.1 „Tranziția de la școală la viața activă”
Titlul proiectului: „Monitorizarea însușirii abilităților de învățământ profesional și tehnic pe viața activă”



Career motto...

- **Pleasure**
- **Joy**
- **Money**
- **Education**
- **Business**
- **Will**
- **Hobby**
- **Success**
- **Work**



Get out from the cage!

Feedback from students

- **Knowing and valuing personal resources**
- **Training in guidance and career development**
- **Awareness of criteria for choosing the right job**
- **Identifying ways to develop the necessary skills for the job**
- **Obtaining relevant information about careers**
- **Familiarization with various professional areas**
- **Prospecting the future of the career**
- **Knowledge and practice of useful behaviors for successful job interviews**
- **Exchange relevant information with those who are already employed**

Chance for future...

- **To explore one's own career**
- **To become aware of personal profile**
- **To be responsible for personal career decisions**
- **To develop positive and realistic attitudes towards the employment process**
- **To share learning experiences and knowledge**
- **To analyze the labour market**
- **To understand the correlation between interests, competencies, attitudes and opportunities**

Challenges

- Lack of motivation for the education and training provided by school
- Unrealistic attitudes towards the labor market, misconceptions
- Negative role models of “professional success”
- Students with very low cognitive profile and learning motivation
- Rejecting attitudes towards work and sustained effort
- Adapting the guide “A successful career” to their level of understanding

Comments of students

- *I thought there's no point in me wanting more, but I realized that I have several options and it depends on me which way I choose.*
- *It helped me to know what employers expect from an employee. I'm thinking of what I want.*
- *In this course of guidance and counselling, I learned many things that I would use.*
- *I told them about strategies for finding a job and my knowledge. My father was already committed.*
- *I understand that career means climbing, not to do everything from the beginning.*
- *There were interesting and useful exercises. I learn about me and self esteem.*

Conclusion...The MIA project

- is highly "profitable" for students and school organization on the guidance and counselling perspective
- develops a culture for career development
- lead to a positive attitude to work (up to local/regional/ national, European level)
- motivate participants to career success
- develop and maintain a competitive level of transferable skills
- ...even database does not work...

Career success depends on ...



- **The most important is the ATTITUDE towards the career.**
 - **Learn with joy.**
 - **Trust yourself.**
 - **Prepare for success.**
 - **Do not give up your dream of doing what you like.**

- **Career success have people who make things happen, have initiative and are proactive.**

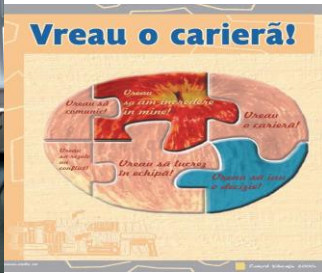
Steve Jobs (1955-2011)

“To have courage to follow your heart and feelings. These know already what do you want to become in your life.”

<http://www.youtube.com/watch?v=HuBUfdoJdTc>

Other good practices

- www.cedu.ro
- www.amn.nl
- www.pawsinjobland.uk
- www.wideningthefuture.eu
- <http://www.jobsproject.ro/en/>
- http://programe.ise.ro/Portals/1/2013_CP_I_II/55_Dezvoltare%20personala_CP_II_OMEN.pdf
- www.roct.ro
- <http://portal.mvp-educational.ro>
- <http://training.ise.ro>
- ...

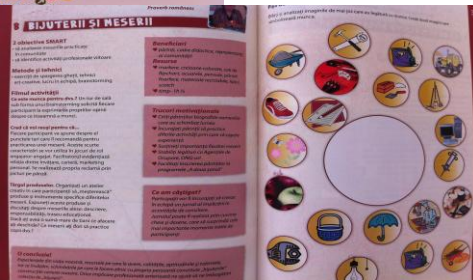


Other good practices

➤ *Guidance and counselling systems should be further supported through the ESF and Erasmus+ programs in order practitioners to participate in international projects for exchanging ideas and good practices.*

➤ *Career education should be embedded in the curriculum as early as primary school and expanded on with age in an effort to prevent young people from becoming NEET later on life”. (B. Balaram, L. Crowley, 2012)*

➤ *Research and international networks should further be active in offering evidences and expertise for decision makers.*





- **Huge and rapid changes reconfigure the nature of work, jobs, careers and EDUCATION.**
- **Creativity is a gold mine, the most important force in business, education, whole life.**
- **The guidance and career counselling- the bridge between education and labour market!**

“At this... I don’t think never.” (OWN)