

The National Career Guidance Awards 2019

Compendium of
award-winning contributions

from the

Slovakia

Czech Republic

Latvia

Republic of Serbia



euro | guidance



THE NATIONAL CAREER GUIDANCE AWARDS 2019

Compendium of award-winning contributions from the **Slovakia, Czechia, Latvia** and **the Republic of Serbia**.



Euroguidance centres organise various activities throughout the Europe to support development of lifelong career guidance services in the EU Member States and candidate countries.

www.euroguidance.eu

Identifying examples of good guidance practice belongs to those activities, which have the highest potential to inspire others. To this end, Euroguidance centres from Slovakia, Czechia, Latvia and the Republic of Serbia decided to prepare a booklet presenting good guidance practices – winning contributions from National Career Guidance Awards organised in abovementioned countries in 2019.



Euroguidance centre in Slovakia is hosted by the Slovak Academic Association for International Cooperation (SAAIC).



Euroguidance centre in the Czech Republic is hosted by the Centre for International Cooperation in Education (DZS).



Euroguidance centre in Latvia is hosted by the State Education Development Agency (VIAA).



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FOREWORD

Dear readers,

The National Career Guidance Award is already a well-established initiative that is regularly being held in multiple European countries – Slovakia, the Czech Republic, Hungary, the Republic of Serbia and, as of 2019, also in Latvia. Awards serve, firstly, to career guidance practitioners and professionals to showcase and get elaborated feedback on what they are doing, their initiatives, activities or guidance services and, secondly, to national stakeholders and policy-makers to keep track of these often grassroots initiatives and mark the progress that the national guidance communities have undergone.

In 2019, National Career Guidance Awards were held in four countries, Slovakia, the Czech Republic, Latvia and the Republic of Serbia. Over the years it became a tradition among award hosts to have at least one award ceremony every year held in more international setting with participation of all the countries involved in this initiative. The 2019 conference in Bratislava, therefore, provided an opportunity for transnational peer exchange through presentations of good guidance practices from various European countries. This gathering proved that the European guidance systems provide endless source of inspirations and that the mutual exchange and learning among fellow European colleagues is the most effective and fastest way to make progress in improving quality and accessibility of career guidance services at national levels.

In this compendium, you will find descriptions of 13 most inspiring practices from the National Career Guidance Awards 2019 held in Slovakia, the Czech Republic, Latvia and the Republic of Serbia. A guidance programme for third country nationals, an e-tool for University students, a podcast about different career and life paths, a peer training for career counsellors or career guidance activities for visually impaired students – as you will read through the publication, you will notice a great diversity in content, scope and delivery of career guidance and counselling. All these practices, however, share the overarching mission - empowerment of their clients so they can make well-informed and responsible decisions with respect to their educational and career paths.

We hope you will find these examples interesting and inspiring and that you will enjoy reading through the compendium.

Euroguidance centres in Slovakia, the Czech Republic, Latvia and the Republic of Serbia, December 2019

SLOVAKIA

The National Career
Guidance Award
in Slovakia,
2019

The National Career Guidance Award has over the years become widely recognised nation-wide initiative in the area of career guidance in Slovakia with more than 180 contenders and 60 awarded organisation in the course of 11 years of its existence. Although the competition has evolved in terms of its format and scope, it still stays true to its original purpose, i.e. to collect and showcase good practices in providing career guidance and counselling across the country and sectors; and provide platform for peer exchange and extensive networking.

In 2019, a total of 20 entries were submitted to the competition. The entries presented a wide range of career guidance services including career education for secondary school students, counselling for women after maternity leave, counselling programme for third-country nationals or a project aimed at reintegration of people with physical disabilities. The 2019 edition of the National Career Guidance Award thus confirmed that the range of career guidance services

in Slovakia is constantly expanding and moving towards better quality and accessibility.

The board of experts evaluated all the entries and selected 5, deemed exceptional in quality, innovation, client orientation, and effectiveness, to be publicly awarded at the award ceremony which took place on the 24th October 2019 in Bratislava. Nearly 120 participants including representatives of the state organisations, NGOs, private companies, career guidance practitioners and professionals attended the conference. The Minister of Education, Science, Research and Sport of the Slovak Republic, Ms Martina Lubyová, also attended the conference to personally award prizes. The award ceremony was followed by presentations of Slovak award-winning organisations and innovative practices from the Czech Republic, Hungary, Latvia and Serbia. The conference was widely covered by nationwide TV, radio stations and press.

Euroguidance centre, Slovakia

AWARDS

NGO Mareena

Career Guidance Programme for foreigners living in Slovakia

The Career Guidance Programme is aimed at foreigners and third-country nationals in Slovakia who struggle with labour market integration. The programme is a combination of group and individual sessions.

The advantage of group sessions is a mutual feedback among participants as they usually face similar obstacles with social and labour market integration. The purpose of these sessions is to create a safe space for participants to express their needs, fears and interests, improve their self-reflection and self-knowledge and, ultimately, build a 'sense of community' within the group. Individual sessions are focused mainly on CV consultations, job interviews and more detailed examinations of clients' possible career paths and career plans. The Career Guidance Programme covers following topics:

- 1) *Introduction to the Programme* – mapping participants' expectations, establishing ground (group) rules;
- 2) *Strengths* - participants explore their own strengths through feedback from others, they are working with symbols and other experiential methods;
- 3) *Values and competences* – closely intertwined with 'Strengths', exploration of personal and work values;
- 4) *Career (action) planning* – as individual participants prefer different working styles, various techniques and creative approaches are employed during career planning (e.g. imagination, relaxation and introspection, as well as more structured approaches);
- 5) *Labour market information and networking* – providing practical information about the labour market in Slovakia, the most in-demand skills, the importance of networking and ways of pursuing it;
- 6) *CV and cover letter* – providing information on how to write an attractive CV and a cover letter tailored to specific advertised job positions;
- 7) *Corporate environment and recruiting* – particularly relevant for third-country nationals as large transnational corporations advertise numerous job vacancies with no requirements on the Slovak language proficiency;
- 8) *Self-presentation and presentation of plans.*

Upon completing the Programme, participants are offered possibility to enrol in a follow-up Mentoring Programme which links third-country nationals, who

want to fulfil their professional goals, with Slovak volunteers - professionals working in different sectors.

More info:

<https://mareena.sk>

Soňa Mertová, Hotel Academy in Košice
Comprehensive career counselling
for primary and secondary school students

'Let's inspire students' is an educational platform for exploring potential of primary and secondary school students. The platform was developed by Soňa Mertová, a school counsellor at the Hotel Academy (upper-secondary vocational school) in Košice and it is comprised of comprehensive portfolio of activities and tools. Delivery of school career counselling is divided into following phases:

- *Phase 1: Adaptation process* – students are led to reflect on their values, needs and aspirations and explore different occupations and career paths;
- *Phase 2: Information services* – provision of online information for pupils and parents on the school's website;
- *Phase 3: Education* – career counselling is not provided as series of one-off activities, but it is integrated into learning content and provided continuously throughout the educational cycle;
- *Phase 4: Practical coaching* – provision of thematic trainings, practical workshops, excursions and career guidance activities described in the workbook 'Introduction to the World of Work' (e.g. activities 'Learn how to make use of you potential', 'Discover your talents');
- *Phase 5: General and career guidance counselling* – individual counselling, providing opportunities for networking of pupils with regional employers.

The whole platform and individual career guidance activities are based on a methodological material – the workbook 'Introduction to the World of Work' which contains detailed descriptions of all career guidance interventions (different for each year of the study).

More info:

<https://sites.google.com/view/karierne-poradenstvo-hake/>

Zuzana Nichtová and Rebecca Murray, Teach for Slovakia ***Classrooms Full of Future***

The goal of the '*Classrooms Full of Future*' project is to create an opportunity for elementary school students to think about their possible future occupations. When designing this career orientation project, the authors (Zuzana Nichtová and Rebecca Murray) drew inspiration from the project '*The Big Class Challenge*' in the United Kingdom.

Elementary (primary) schools invite interesting guests to talk about their occupations and carry out several activities in the classrooms. Students reflect on their own interests, strengths, what they enjoy inside and outside school setting, and what vocations and career paths they want to pursue in the future.

Over the course of two years, various volunteers visited several elementary schools across the country and presented their occupations and vocations to students of 5th to 9th grade. They also talked about what had led them to choose their educational paths and occupations, about their interests and aspirations. Invited volunteers represented a variety of different occupations (low-, medium- and high-skilled jobs).

The project presents an alternative to traditional career orientation activities (e.g. visits to job fairs), and it encourages pupils to reflect on their future career and life paths, what they want to change in the world, what are their strengths and interests. Students are also tasked with filling in their action plan - what would be the first steps in achieving their goals and dreams. These activities are carried out by a volunteer who has received all the necessary instructions.

More info:

<https://www.triedyplnebuducnosti.com/>

University Counselling Centre, Pavol Jozef Šafárik University in Košice ***E-learning 'My Career'***

The online course '*My Career*' was developed by counsellors Veronika Zibrinyiova and Zuzana Kozarova at the University Counselling Centre of the Pavol Jozef Šafárik University in Košice. The course provides wide range of career orientation exercises and it is aimed at increasing employability of University students.

In the introduction to the course, students can watch an animated video which provides insights into labour market developments over the last centuries. Students are then encouraged to reflect on their interests, values, motivations, competences, strengths and aspiration through developing their own personalised portfolio. This process is divided into several modules/ chapters:

- Step 1: *Get to know yourself* – exploring one's interests, motivations, aspirations;
- Step 2: *Alternative life* – thinking about other possible career and life paths in the world with no limitations;
- Step 3: *Personal qualities* – reflecting on one's personal traits and qualities and how are these manifested in the real life;
- Step 4: *Values* – reflecting on one's values and their importance in working life;
- Step 5: *Competences* – chapter consists of 3 tasks:
 - Firstly, students are asked to list 10 of their competences which they value the most and give practical examples on how they can be employed in working life;
 - In the second task, human resources officers are invited to assess competences according to their labour market relevance. With this input, students are encouraged to rank their competences on the scale from the least to the most in-demand competences in the labour market.
 - In the last step, students are informed about all possibilities of acquiring and developing competences at the University. The task for students is to assign selected competences to learning opportunities offered by the University;
- Step 6: *Work environment* – quiz which encourages students to assess their preferred work environment based on introspection method;
- Step 7: *How do others see it?* – feedback from three close ones (relatives, friends) on one's strengths and weaknesses which complements self-exploration exercises from the beginning of the course;
- Step 8: *Experience* – students list their previous experiences and achievements (e.g. volunteering, research activities, membership in students associations, etc.);
- Step 9: *Planning* – career planning based on the S.M.A.R.T. Goals method;
- Step 10: *Map of contacts* – a mind map where students draw a network of contacts that can be helpful in finding a job.

The course was developed in Storyline 360 application and is available to students of the Pavol Jozef Šafárik University in Košice free of charge. Upon completing the course, students are offered possibility for individual counselling session directly at the premises of the University Counselling Centre.

More info:

<https://www.upjs.sk/pracoviska/unipoc/>

Anton Bernolak Grammar School in Námestovo

Intensive career services for secondary school students

Anton Bernolak Grammar School (upper-secondary school) in Námestovo has over the years developed a comprehensive concept of career guidance and career education based on the whole school guidance approach. Throughout the 4-years educational cycle, students are offered courses and activities aimed at enhancing their self-knowledge and self-exploration, development of communication, social and career management skills, and labour market orientation.

Interventions are delivered in various settings:

- Activities led by teaching staff (career and school counsellors, school psychologist, special educators, subject teachers) with a focus on adaptation, mutual learning, communication, self-knowledge and choice of profile subject;
- Activities delivered by external experts and organisations such as the Centre for Educational and Psychological Counselling and Prevention, public employment services, HR officers, regional employers, representatives of Slovak and foreign universities, graduates of the Grammar School – peer support.

Students of the Anton Bernolak Grammar School record all the outcomes from these activities in a personalised portfolio (including essays, projects, Europass CV, etc). Career counselling has become a permanent part of the school curriculum at the Anton Bernolak Grammar School and it is based on methodological guidelines which were developed by teaching staff under the supervision of a career counselling expert.

More info:

<https://gabna.edupage.org/>

CZECH REPUBLIC

The National Career
Guidance Award
in the Czech Republic,
2019

The National Career Guidance Award 2019 in the Czech Republic created once again a space for the presentation of new guidance projects and activities. In 2019, 26 projects from various sectors such as schools, labour offices, NGOs, regional career centres and youth organisations were submitted to the contest. During the 2019 award ceremony, which included also presentations of the award-winning organisations, representatives of the Ministry of Education, Youth and Sports announced the results. The award ceremony was traditionally accompanied by an

expo of all contributions to the contest which provided an opportunity for networking and exchange of ideas. All winners of the Czech National Career Guidance Award were granted the opportunity to participate in a study visit in Slovenia. Examples of Czech good guidance practices in career counselling are also being disseminated by the Czech edition of the National Career Guidance Award compendium. All award-winning contributions from the 2019 edition of the contest are described below.

Euroguidance centre, Czech Republic



AWARDS

Inventa

Mentoring secondary school students

The INVENTA programme was launched with the aim of supporting mobility of secondary school students and increasing their awareness of study, work and volunteering opportunities abroad. With personal mentoring, the programme inspires young people to travel abroad and encourages them to think about their future educational and career paths in a broader context that goes beyond the Czech borders. Inventa consists of a group of young people, graduates from the secondary grammar school in Vimperk, who have gained study and work experience abroad and are willing to pass their enthusiasm on to younger students. These people share their newly-gained experience via the Inventa platform which also involves current students of the secondary grammar school in Vimperk. The Inventa volunteers are striving to present learning and working mobility to secondary school pupils as a unique opportunity for self-exploration and personal development.

Throughout the school year, Inventa volunteers organise group seminars and workshops in cooperation with the secondary grammar school in Vimperk. Their other activities involve personal consulting and mentoring provided to students who can contact Inventa mentors directly via their website. A graduate/mentor not only inspires pupils through his or her experience, but also helps them to choose the right mobility and to support them during the university admission process or during their enrolment in international projects.

More info:

<https://inventa7.wixsite.com/inventa>

Lucie Václavková

Career Stories podcast

The podcast features interviews with women about their career paths, downfalls and achievements, their overall life satisfaction and work-life balance. The guests of the podcast are women from different industries who have found themselves in different situations (employment, own business, maternity leave, etc.) with motherhood being the common denominator. As far as questions posed during interviews are concerned, some are common for all guests while others are based on specific guest's career path or the course of an interview.

Each interview is preceded by a careful preparation and research. The interviews cover guests' current situation and chosen career paths, they also address changes in professional roles and the effects of children on their professional career. The audio format was chosen to achieve maximum authenticity; it also enables the authors to make the interviews longer and to dig deeper. Podcasts are currently very popular as people can listen to them almost anywhere with just a smart phone or a laptop. A constant Internet connection is not required because podcasts can be saved in the devices and also played offline. It is way easier, cheaper and faster to create and spread this format than printing which increases the availability of the content to different target groups.

More info:

<https://lucie.vaclavkova.com/>

The University of Economics in Prague

Career Development: Perspective Career Shaping

Career management skills are the key to success in the labour market and comprise a wide range of individual competences. These competences include the ability to obtain, analyse and secure all necessary information needed for further professional and personal development with respect to different professional decisions. The key competences increase a sense of happiness and prosperity not just at individual level, but in entire families, communities and also at national level. To succeed in a job, a person needs, in addition to the specialised knowledge, also soft (non-cognitive) skills.

Therefore, students at the University of Economics in Prague are supported in their personal and professional development. If interested, students may enrol in the 'Career Development' academic course focused on the development of career management skills. The course addresses abilities, skills and interests that are required when preparing for the labour market. In the course of 13 weeks, students focus on choosing their professional specialisation that is in line with their professional and personal qualities and the branch of their study. It encourages students towards taking a systematic and responsible approach in shaping their own professional career.

More info:

www.kmps.vse.cz

EKS

Comprehensive education for career advisors as a path towards professional satisfaction

The contest entry presents a training programme for career advisors that involves a 4-day full-time training course and a publication entitled 'Satisfied Career Advisor'. The course and the publication are based on a holistic approach to career advisors' needs and combine two pillars: a) development of specialised knowledge and skills required for working with clients; and b) 'mental hygiene' (i.e. stress and burn-out prevention). The concept of the course and the publication is based on the belief that the most important tool of career consulting is the advisor him- or herself, and therefore, it is necessary to look after his or her expertise and mental wellbeing. The training programme is based on real needs of practicing advisors and was prepared by employees of the Employment Office from three regions.

More info:

www.ekskurzy.cz/cs/kurz/pracovni-karierove-poradenstvi-pro-socialni-pracovniky

The Business Academy and Higher Vocational School in Příbram

'Fictitious firms' - vocational skills days

Fictitious firms and training office are specialised subjects for the 3rd year students of upper-secondary vocational schools which are designed to develop students' entrepreneurial mindset and facilitate their transition into the labour market. When entering the 3rd year of study, students are tasked with creating their own fictitious firm with standard corporate structure (Management, Sales, Accounting, Human Resources and Public Relations departments). Students will thus get a better understanding of the whole complexity of running a business. In autumn, students of all regional vocational schools involved in the fictitious firm initiative gather for a 'business fair' where they get an opportunity to present their respective businesses. A board of experts is in the meantime assessing individual stands according to various criteria (business strategy, quality of promotional materials, design of logo, sales skills). Around 30 fictitious firms are part of the business fair and this number is steadily growing as more vocational school are getting involved in the initiative every year. In 2018, The Business Academy and Higher Vocational School in Příbram hosted 21st edition of the regional business fair.

More info:

www.oapb.cz

The City of Liberec and Educa Quality

Career consulting at primary schools in Liberec

In 2017, the Municipal Authority of Liberec in cooperation with guidance actors that are active in the city of Liberec launched a project entitled 'FAIR SCHOOLS IN LIBEREC'. Its aim is to coordinate regional policy and actions towards inclusive education at primary schools in Liberec, to fully integrate socially disadvantaged pupils, to make sure that they do not drop out of school education prematurely, and to achieve a positive public view of education. One of the project activities is career guidance and consulting. This activity involves tasks primarily focused on career consulting at primary schools:

1. definition of position and role of a career counsellors;
2. definition of tasks and competences of a career counsellor;
3. methodology of career counsellor's work;
4. piloting basic career consulting activities (group consulting, individual consulting, planning and taking excursions and lectures, career consulting seminars).

Moreover, the work focuses on active cooperation among the stakeholders (the Municipal Authority of Liberec, Člověk v tísni, the Kontakt Community Centre, EDUCA QUALITY, z.s., Dům dětí a mládeže Větrník in Liberec). 25 schools are currently involved in the project.

More info:

<https://www.liberec.cz/cz/radnice/strategie-projekty/projekty-mesta/ferove-skoly-liberci/>

LATVIA

The National Career
Guidance Award
in Latvia,
2019

The first National Career Awards contest in Latvia was initiated in 2019 by the Latvian Euroguidance centre. It was hosted by the State Education Development Agency (VIAA) and inspired by similar events that were previously organised by the Czech and Slovak Euroguidance centres. The 2019 contest in Latvia was a piloting activity targeted at individuals from general and vocational educational institutions and other organisations, whose professional activities are related to career guidance for learners. A total of 38 applications were received in three nominations: Person of the year, Activity of the year, and Material of the year. The evaluation process involved experts from the State Education Development Agency (VIAA). The award ceremony was held at the National Careers Edu-

cation Conference in Liepāja on the 12th of April 2019. The award recipients received a commemorative vase and had the opportunity to participate in the annual Conference.

The Latvian Euroguidance centre aims to establish a tradition of spotlighting yearly achievements of career practitioners. In the future, it intends to expand the scope of the contest by addressing not only general and vocational educational institutions, but also higher education institutions, public employment services, and private providers. Those involved in the career guidance system deserve recognition and appreciation for their work.

Euroguidance centre, Latvia

AWARDS

CATEGORY: MATERIAL OF THE YEAR

Anita Laurena

Proffy – the little professional

Anita Laurena has been working as a career counsellor in Balvi County since 2017. She has been mainly focusing on developing support materials for pre-school and primary school students. Anita has started her own blog where she publishes resources mainly for nursery school teachers. These materials can be used in their work with children, they are meant to foster the discovery and application of children's skills, talents and strengths. Anita Laurena has also developed an original character - a knowledgeable friend of career education and professions – 'Profiņš' (Proffy - the little professional), who assists her in her work at primary schools. Proffy has his own peculiar hat, a t-shirt, glasses and a career bag containing tasks, career games, worksheets and methodological materials designed by Anita. With the help of the tools, students learn to assess themselves, their skills, interests and talents. Students also learn to make presentations, collaborate, and get to know the world of work together. Anita's innovative ideas and teaching techniques inspire students, teachers and parents alike. Anita in her work ensures that career guidance activities for grades 1 - 6 correspond to the needs of pupils and are relevant to the occupational fields that are of high priority in the local area. A variety of self-designed career guidance games such as 'The ABC of Professions', 'Alphabet Game', 'Dominoes', 'Career Lotto', 'Profession Hats', 'Assemble the Profession' are played at schools. Students get to know themselves better by talking about their interests, exploring values and opportunities they have. All students create their own career portfolio.

More info:

<http://radosiedarbini.blogspot.com/p/didaktiskas-speles-rotalas-un.html>

<http://balvupsk.lv/lv/projekti-62501/karjeras-izglitiba>

CATEGORY: PERSON OF THE YEAR

Diāna Šķēle

Peer training for career counsellors at schools

The career counsellor at the 3rd Riga State Gymnasium, Diāna Šķēle, is actively involved in various projects related to career education. Diāna Šķēle is remarkable for her tremendous dedication to career education. She has shared her knowledge and experience with a wide audience of education specialists in Latvia. With her innovative approach and active attitude, she has inspired many educators to pursue the profession of a career counsellor.

Diāna Šķēle stands out for her systematic, focused and research-based work. She is open to all types of new ideas and is constantly updating her knowledge. She has conducted activities to help teachers and guidance counsellors develop a systematic approach to career education issues. Thanks to Diāna Šķēle's initiative, an inspiring series of events for general and vocational education students called 'How to jump into shoes that have not been invented yet' was held in Riga in 2018. In the same year, Diāna Šķēle conducted several other hands-on workshops for teachers. Besides workshops, Diāna developed and put into practise professional development courses for teachers entitled 'The role of form tutors in the development of career management skills during class lessons and during extra-curricular activities'. She has also taught 45 group lessons and provided 105 individual career consultations for students. In her capacity as a coach, consultant and expert, Diāna Šķēle has been helpful to her colleagues as well as the local government.



CATEGORY: ACTIVITY OF THE YEAR

Lolita Vanaga

The whole school career lessons

Lolita Vanaga works as a career counsellor in Alūksne at a grammar school called Ernsts Gliks Alūksne State Gymnasium. In 2018, Lolita introduced a new innovative school-wide careers education initiative at the grammar school – The whole school career lessons. All students, teachers and professionals from various fields meet and exchange their experiences of various learning and development activities at weekly morning school assemblies. The whole school career lessons for all students of the grammar school take place on Wednesday mornings. The origins of this project can be traced back to ‘Careers Mornings’, which were also organised by the grammar school career counsellor Lolita Vanaga and which took place once per month. During ‘Careers mornings’, grammar school students would meet with the representatives of different businesses and crafts such as tourism, sewing, confectionery, military, medicine, etc. Thanks to these meetings, gymnasium students had a chance to take part in sewing, cooking, photography and ceramics workshops.

The whole school career lessons represent a successful continuation of ‘Careers Mornings’, covering a broader scope. The whole school career lessons focus on personal development of students and provide the most direct pathway to acquiring career management skills. During assemblies, one can meet the entire team of teachers as well as students. All attendees are given a wonderful opportunity to motivate and encourage each other, to expand horizons and develop communication and presentation skills.

REPUBLIC OF SERBIA

The National Career
Guidance Award
in the Republic of Serbia,
2019

In 2019, the Euroguidance Centre in the Republic of Serbia organised the 4th National Career Guidance Award. This initiative was introduced in Serbia in 2016. It was modelled on national award competitions organised by other Euroguidance centres during the last decade.

The purpose of the National Career Guidance Award is to promote organisations and individuals who have developed career guidance services, tools and methods. In 2019, organisations and practitioners from all relevant sectors (education, youth work, employment services, etc.) were invited to submit their activities and practices for the competition. There was a total of 23 applications from individuals and organisations such as elementary schools, high schools, non-profit and private organisations.

The Selection Committee was comprised of the representatives from

the Ministry of Education, Science and Technological Development, the Ministry of Youth and Sports, Qualification Agency, Belgrade Open School and the Euroguidance centres from Serbia and Croatia. The Croatian Euroguidance centre gave to the selection process an international dimension.

The quality of registered practices and activities was evaluated according to the following criteria:

- contribution of the practice to the development of users' career management skills
- relevance to the target group
- mechanisms for ensuring the quality of the practice
- potential for replication by other stakeholders or in other sectors (for example, whether a good practice from one school may be implemented in other schools in the country or across Europe).

The Committee decided to give three awards and four acknowledgments as well as to publicly commend one practice for its contribution to the improvement of the quality of career guidance in the Republic of Serbia. In total, eight applications were recognised as examples of good practices in career guidance.

The results of the competition were announced at the annual National Euroguidance Conference 'Career Guidance and Counselling in the Republic of Serbia and Europe'. The members of the Selection Committee presented the awards to the representatives of the best guidance practices in Serbia in 2019. This was an opportunity to publicly promote good practices during the poster session in front of approximately two hundred guidance practitioners and experts from Serbia.

Apart from awards and public rec-

ognition, the representatives of the awarded best practices were invited to attend career guidance conferences to extend their knowledge in the field of career guidance and counselling: NICE conference in Split, Austrian National Euroguidance Conference and study visit in Vienna.

More info:

www.euroguidance.rs

AWARDS

1st AWARD

Zaječar Grammar School, Zaječar

Treasure hunt: GimZA code

Treasure hunt: GimZA code' is a game focused on providing career information, developing new skills, and evaluating students' knowledge and existing skills. By playing the game, students can learn more about occupations, use ICT and other tools to find relevant information. At the same time, school's Career Guidance and Counselling teams can use students' results to better understand their needs and adapt the activities to them accordingly.

The Committee awarded this practice because of its comprehensiveness and focus on the development of career management skills. Additionally, the evaluation process was clearly defined, and the activity can be applied in various contexts.

More info:

<http://www.gimza.edu.rs/>

2nd AWARD

Branko Radičević High School, Stara Pazova

Involving visually impaired high school students in career guidance and counselling activities, and preparing them for university studies

This practice consists of activities for visually impaired students and their parents. These activities are tailored to students' needs and combined with other career guidance activities offered at the school.

The Committee stated that the Branko Radičević High School clearly presented the connection between outcomes, activities and students' needs. The initiative also addressed parents' needs and offered support to them throughout the transition process from high school to university.

More info:

<https://stapgim.edu.rs/>

3rd AWARD

Inventiva Centre, Belgrade

Programme VIZ&JA

VIZ&JA is a three-month programme preparing young people for the world of work. It consists of individual and group activities: workshops, tasks for developing specific skills, team projects, meetings and peer mentoring. After the programme, the participants reported that they felt empowered to take on personal responsibility and be proactive in their career planning. The participants also stated that various activities helped them to understand their own skills and personal traits as well as attributes of successful teamwork.

The Committee awarded this practice for its comprehensiveness and clear connection with career management skills. The activities within this programme are clearly based on participants' needs.

More info:

<http://centarinventiva.com/en/>



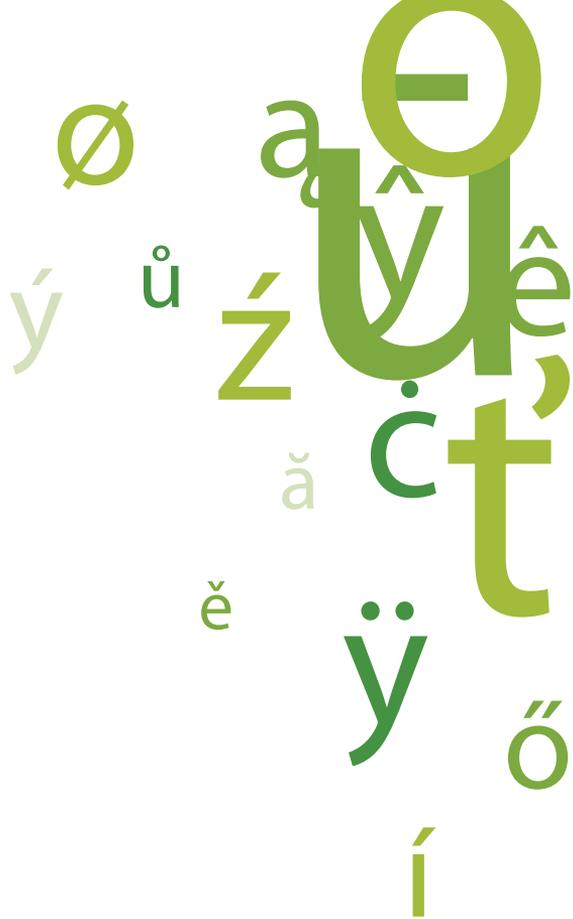
ACKNOWLEDGEMENTS

Due to the large number of received good practices, the Selection Committee decided to acknowledge four other initiatives:

- Acknowledgment for developing career information activities and surveying students about occupations was awarded to the **Zaječar Grammar School** for the project 'Let's face IT'
- Acknowledgment for encouraging women to get involved in the occupations traditionally perceived as male was awarded to the **Petro Kuzmjak Elementary and High School in Ruski Krstur** for the project 'STEM Girls'
- Acknowledgment for including career guidance topics in regular school subjects was awarded to **Zorica Subotić (Agricultural High School in Bač)** for the project 'Each Person is a Star of its Kind'

Whilst evaluating applications, the Selection Committee noticed one practice that stood out for its quality in developing cooperation between schools and companies. This practice, 'From an interview to a job offer', was developed by the High School for Economics and Trade in Požarevac and it has been publicly commended.





SAAIC
Slovak Academic Association
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