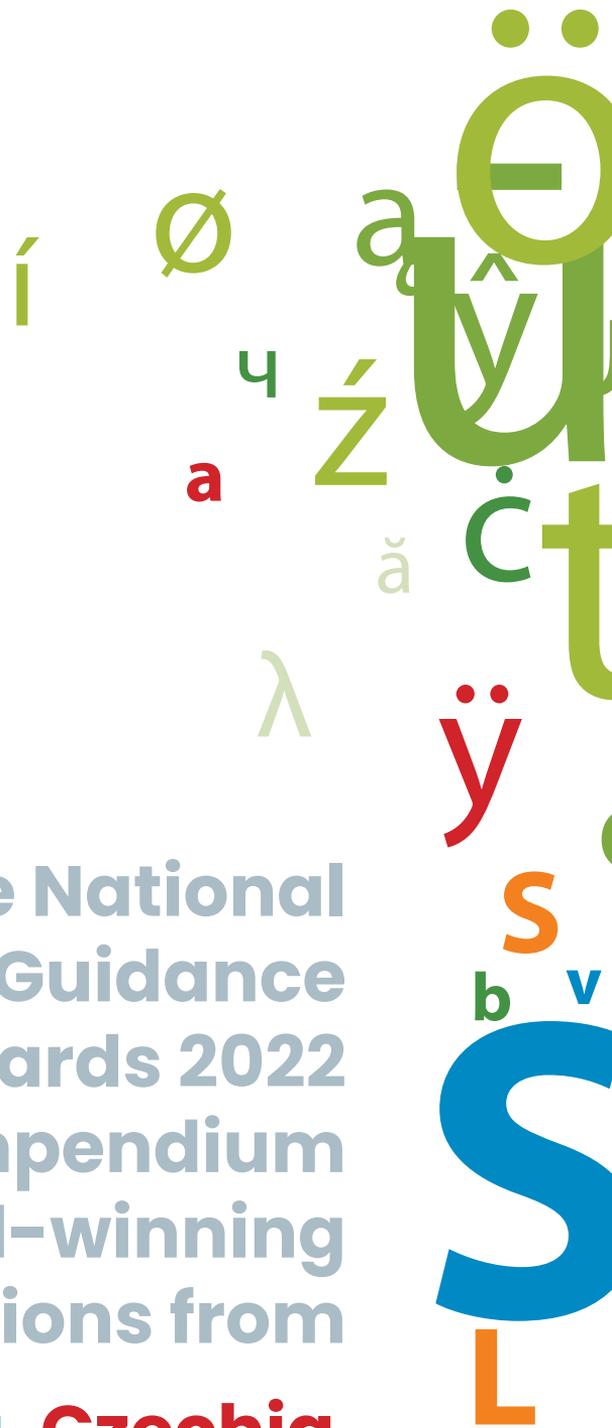




euro | guidance

The National
Career Guidance
Awards 2022
Compendium
of award-winning
contributions from

Slovakia, Czechia,
Hungary, Latvia and the
Republic of Serbia



The National Career Guidance Awards 2022
Compendium of award-winning contributions from
Slovakia, Czechia, Hungary, Latvia and the Republic
of Serbia

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

Identifying examples of good practice belongs to those activities, which have the highest potential to inspire others. With this aim Euroguidance centres from Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia decided to prepare a booklet presenting examples of good practice – winning contributions in the National Career Guidance Awards contests organised in above mentioned countries in 2022.



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 National Pedagogical Institute of the Czech Republic (NPI).



State Education
Development Agency
Republic of Latvia

Euroguidance Latvia is hosted by the State Education Development Agency (VIAA) which is subordinated to the Ministry of Education and Science. VIAA is the Erasmus+ National Agency and the Secretariat for the Latvian National Guidance Forum.



Euroguidance centre in Hungary is hosted by the National Office of Vocational Education and Training and Adult Learning (NSZFH), a national background agency for the Ministry for Culture and Innovation.



Euroguidance centre Serbia is hosted by the Foundation Tempus, the organisation in charge of the implementation of the Erasmus+ programme in the Republic of Serbia.

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FOREWORD

Dear readers,

Over 14 years of its existence, the National Career Guidance Award has become a well-established and widely recognised initiative of the Euroguidance network. Its purpose is to showcase good guidance practices across Europe and encourage career guidance practitioners to share their experience and know-how with their fellow European colleagues. Therefore, the competition contributes to the overarching mission of the Euroguidance network – to support the development of the European dimension of career guidance. In 2022, the National Career Guidance Awards were held in five countries: Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia. Over the years it became a tradition among the award hosts to hold at least one award ceremony each year in a more international setting with participants from all the countries involved in the initiative. The 2022 award ceremony in Prague, therefore, provided an opportunity for transnational peer exchange through presentations of good guidance practices from various European countries. In addition, the Prague ceremony was held as part of a broader conference “Competence development for the European

guidance community” which celebrated the 30th year anniversary of the Euroguidance network. This gathering proved that mutual exchange and peer learning among fellow European colleagues is essential in improving quality of career guidance services across Europe.

In this booklet, you will find descriptions of 23 most inspiring practices from the 2022 National Career Guidance Awards held in Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia. The booklet provides a great source of inspiration for career professionals as it contains a variety of practices that address different target groups and combine various guidance techniques.

We hope you will find these examples interesting and inspiring, and that you will enjoy reading through this booklet.

Euroguidance centres in Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia, December 2022

SLOVAKIA

The National Career
Guidance Award
in Slovakia,
2022

THE NATIONAL CAREER GUIDANCE AWARD IN SLOVAKIA

The National Career Guidance Award in Slovakia, 2022

The National Career Guidance Award has become one of the key career guidance-related initiatives in Slovakia. Every year, it highlights inspiring career guidance services and allows career guidance practitioners across the country and sectors to engage in exchange of good practices and peer learning. In 2022, a total of 24 entries were submitted to the competition. The entries presented a wide range of career guidance services including career orientation activities for pupils, skills development programme for young people, career orientation online game for schools, support scheme aimed at new practitioners and innovative training programmes for career guidance practitioners.

All contributions demonstrated a great sense of initiative and creativity among career guidance practitioners to cope with the post-pandemic situation and labour market transformation. The applications were consequently reviewed by the board of experts that selected 4 entries, deemed exceptional

in quality, innovation, client orientation and effectiveness, to be awarded with the National Career Guidance Award, while one entry received a special award by the Association for Career Guidance and Career Development.

The ceremony was held on 11 October 2022 in person, providing a unique opportunity for networking after a long period during which such gatherings were not possible. During the event, representatives of the Ministry of Education, Science, Research and Sport of the Slovak Republic and the Representation of the European Commission in Slovakia praised authors of all submitted entries for their efforts and commitment.

Finally, we would like to express our gratitude to all participating organisations and individuals, the experts conducting the evaluation of entries and the Slovak career guidance community for contributing to the promotion of good practices in Slovakia and beyond.

Euroguidance centre, Slovakia



AWARDS

Title of the practice:

Innovative elements in career education and counselling at schools

Author of the practice:

The Research Institute of Child Psychology and Pathopsychology

Target group:

teachers, school career counsellors, career guidance counsellors in Centres for Educational and Psychological counselling and Prevention

Description:

The Research Institute of Child Psychology and Pathopsychology implemented a professional and experiential education program for pedagogical and professional counsellors at all levels of education from kindergartens to secondary schools. The goal was to bring and spread the notion of career education and career counselling as a complex service supporting lifelong learning and development (social-emotional development, development of life skills), strengthen competencies of career counsellors at schools and introduce new innovative methods into the training of career counsellors (e.g. experiential pedagogy and career techniques).

Participants acquire and strengthen their knowledge and skills over the duration of the entire educational program in face-to-face and online form, but also individually with the help of an assigned tutor, so that they can bring about a change in attitude when introducing and implementing career education and counselling directly at schools. The goal is to contribute to the elimination of school failure and the improvement of the quality of life of children through an effective and professional counselling system based on a multidisciplinary approach. Practitioners trained in this program can better prepare students for the dynamic labour market and the changing needs of employers.

The training is part of the Education and development of human resources program which is included in the project Standardisation of the counselling and prevention system for inclusion and success on the labour market of Slovakia.

More information: <https://vudpap.sk/x/projekty/standardy/vzdelavanie-a-rozvoj-ludskych-zdrojov/innovativne-prvky-v-kvapvs/>

Title of the practice:

Online career fair for secondary schools in the Banská Bystrica Region

Author of the practice:

Peter Csóri and Banská Bystrica Self-Governing Region

Target group:

pupils of elementary schools, parents, career counsellors at schools, teachers

Description:

During the historically first online fair of secondary schools in the Banská Bystrica Region, the goal was to present the possibilities of studying at secondary schools within the Banská Bystrica Region to parents, future students, teachers, and the wider public all in one place. The fair was implemented by Peter Csóri under the patronage of the Banská Bystrica self-governing region.

Over 9 days of the online school fair, more than 80 secondary schools of the Banská Bystrica Region were presented in the form of video presentations, and their representatives were also present directly at the fair to answer the questions of those interested in specific fields of study. The online fair also included various accompanying webinars, workshops, free demonstrations of individual career guidance sessions, as well as videos about career guidance and possibilities in the dual vocational education and training.

This online secondary schools' fair helped elementary school students to see and compare conditions and requirements of each school and to choose the right secondary school for their future careers. The fair also enabled students to compare their skills with the requirements for specific fields, to contact schools and arrange an individual visit. The online event provided a comprehensive set of information in one place, and was thus useful for teachers and professionals, including educational and career counsellors, legal representatives and the wider public. Recordings from individual days were made available on the YouTube channel idemnastrednu.sk.

More information: <https://idemnastrednu.sk/blog/online-burza-strednych-skol>

Title of the practice:

Learning by experience as a path of career counselling for pursuing a “dream” profession

Author of the practice:

Elementary school Zákopčie and Primary school Korňa

Target group:

pupils, teachers

Description:

Educational counsellors at Elementary School in Zákopčie and Elementary School in Korňa approach secondary school choice for ninth graders as the culmination of many years of effort. In their experience, despite career guidance activities focused on self-knowledge, familiarisation with the database of occupations and the labour market, students still lack practical experience with specific occupations.

The goal of the career education activities was therefore linking practical knowledge, skills and information about different occupations directly to teaching subjects. Individual activities are adapted so that they emphasise development of self-knowledge and communication skills (e.g. how to lead a conversation, communicate and make an argument, defend your opinion and how to listen actively). In addition, they use peer-to-peer learning where students of higher grades share their experience with younger students on specific issues. In this way, they become positive role models for younger ones and, on the contrary, they gain a sense of purpose and recognition.

Zákopčie Elementary School incorporates elements of career guidance directly into the curricula of individual subjects, e.g. Mathematics - how different professions work with numbers - mathematical operations, counting in practice, distribution and management of finances in different occupations.

Korňa elementary school employs cross-curricular education where one topic is developed through several subjects at the same time, e.g. an activity “Baking a cake” includes, in addition to the manual skill of baking a cake, financial literacy and mathematical operations (calculation of the price of a cake, arithmetic average, percentages). During a biology lesson, they focused on the nutritional values of the individual components of the cake and their energy intake and expenditure. In geography, students investigate the origin of food, its route to Korňa.

Title of the practice:

C-Game: Career Guidance Game in a City Full of Occupations

Author of the practice:

K.A.B.A. Slovensko

Target group:

secondary school pupils, educational counsellors

Description:

K.A.B.A. Slovensko is a Slovak association that created a new innovative game “C-Game” in cooperation with 5 project partners in 4 EU countries through an ERASMUS+ programme.

Main goal of the game is to show students in their final year of studies at elementary schools what occupations are necessary for the functioning of a satisfied population in the city and also to improve professional orientation of pupils. The game contains cards of more than 600 of the most common occupations with a detailed description of their work activities, minimum education requirements, a list of skills and tools necessary for carrying out the profession. Occupations are divided by type into buildings that are located on the map. By incorporating gamification elements, a player has the task of building a city, filling vacant job positions through quiz questions from the information provided in the occupation card, and thereby increasing the number of city residents and their satisfaction at the same time.

Game is available in Slovak, Czech, Bulgarian, Greek and English language.

More information: <https://project.c-game.cz/sk/>

SPECIAL AWARD BY THE ASSOCIATION FOR CAREER GUIDANCE AND CAREER DEVELOPMENT

Title of the practice:

From experience towards a profession (a week of online activities)

Author of the practice:

Centre for Educational and Psychological Counselling and Prevention Košice-Karpatská

Target group:

students in secondary school, teachers, career counsellors at schools, parents, school management

Description:

The week of online activities "From experience towards a profession" is a series of webinars, online workshops, lectures, experiential activities and discussions aimed at various target groups. The overall goal is to create a space within one week to address various needs of students, teachers, career counsellors at schools, parents and school management in the Košice Region.

The Centre for Educational and Psychological Counselling and Prevention initiated creation of a professional career counselling group within the Košice region which connects career professionals providing professional care and methodical support in the field of career education and career counselling to the schools in their region and thus creates a platform for coordinating joint activities at the regional level. The week of online activities "From experience towards a profession" enables:

- Open the topic of career guidance in general and its importance.
- To inspire (students to self-knowledge, to their own development and an active approach to life; teachers and career counsellors at schools to have the courage to try innovative methods of working with students; parents to take an active interest in accompanying their own children; school management to conceptual thinking about career education and career counselling within the overall vision of each school).
- To encourage all parts involved by sharing experiences

to have the courage to try to do things in a more meaningful way.

The variety of experiences offered is the result of the cooperation of all the Centres of the Košice region and also the guests. The online form and modularity of the event allows participants to choose exactly those parts of the program that appeal to them and share their experiences with participants from other cities within the region during appropriate activities. The main benefit for the participants is the accessibility of activities that they would not otherwise experience because they are implemented in other parts of the region.

More information: <https://centrumke.sk/tyzden-online-aktivit/>



CZECHIA

The National Career
Guidance Award
in Czechia,
2022

The National Career Guidance Award 2022 in the Czech Republic created a space for the presentation of new guidance projects and activities.

In 2022, 21 projects from various sectors such as schools, universities, labour offices, NGOs, regional career centres and youth organisations were submitted to the contest. The presentations of the award-winning organisation were given at the Euroguidance Network Conference, which took place in a hybrid mode – in Prague and online – and welcomed participants from more than 50 countries. The jury decided to award six entries. Four entries were awarded by the main prize and two entries received special recognition. All awarded entries will be supported by Czech Euroguidance in their further development for instance

through study visits abroad, promotion on events and social media or being provided with new tools and publications related to career counselling.

The National Career Guidance Award 2022 emphasises good practice of working with migrants from Ukraine.

Examples of Czech good guidance practices in career counselling are also being disseminated by the Czech edition of the National Career Guidance Award compendium.

Euroguidance centre, Czech Republic



AWARDS

Title of the practice:

Shadowing as an opportunity to experience a dream job

Author of the practice:

Krajské centrum vzdělávání a Jazyková škola s právem státní jazykové zkoušky, Plzeň (Career Info office)

Target group:

High school students, especially those at grammar school, vocational and technical schools, also high school guidance counsellors providing career and educational guidance.

Description:

Many high school students, especially those at grammar schools, have limited opportunities to see real-life work outside their school. They often hold a range of ideals or preconceptions regarding certain professions.

Shadowing is an opportunity to find out whether attorneys wear a suit every day, or if dentists need communication skills to do their jobs, or what a landscape park director thinks about the future of conservation efforts. Shadowing is a type of one-day internship that introduces the high school student to the profession and day-to-day activities of an expert in the field. The idea is to get to know the environment in which the expert works as well as the skills needed to do their job. With this experience students can reflect on their own potential and skills as well as make better, more informed decisions about their future education and career path. During the reflection process we draw on the European framework of competencies.

A key aspect of this activity involves engaging the high school guidance counsellor and gradually handing over to them responsibility for career guidance sessions with students as well as working together to create one of the output materials to promote the concept of career guidance and development at that school.

Title of the practice:

Creation of a school concept for Career Guidance: introducing a student portfolio

Author of the practice:

Business academy and Nursing High School Blansko

Target group:

school teachers, people working on conceptual development of schools, career and educational guidance professionals, creators of school education programs

Description:

At the Blansko Business Academy and Nursing High School we have developed a system of career guidance activities and a student portfolio that builds on them. We have set target career development competencies for students, which we develop in a systematic and targeted manner with activities in different subjects, classes, projects and internships between their first and fourth year of studies. Students also have access to the services of a career and educational advisor. All this is described and processed in the document entitled Career Guidance Concept.

To support the career guidance, students will also create a Student Portfolio with predefined output from the various key activities. We have created the document entitled School Methodology to help get oriented when setting up the Student Portfolio. Both documents (concept and methodology) are available to the public on our website.

Creating a cohesive concept for career advice is an activity that helps our students achieve greater self-awareness, better entry onto the job market, and awareness of their own qualities and how to apply them in a changing society. Targeted and planned progress gives students a high chance of gaining a variety of work experience with employers in the region as well as internships abroad on the Erasmus+ project.

Title of the practice:

Career guidance for refugees from Ukraine

Author of the practice:

Masaryk University Career Centre

Target group:

Students who are refugees from Ukraine

Description:

The Masaryk University Career Center presents its new service Career Guidance for Refugees from Ukraine. This service comes in response to the military conflict in Ukraine, which caused a massive influx of men and women from Ukraine into EU countries. The Czech Republic alone has had about 300,000 visa requests since February 2022, many of them children and adolescents. They were forced to leave their normal lives and support systems, often leaving family or friends behind along with their stability. This involuntary abandonment of their home environment causes acute feelings of stress, deprivation and anxiety. In response to this situation, within four months the Masaryk University Career Center had created a comprehensive system of services focused on the integration process and support for Ukrainian refugees.

The primary goal of the service is to support students adapting to a new sociocultural environment and preparing for their studies at Masaryk University and their professional development. The design and form of the services was developed in cooperation between Career Center employees and Dr. Sofie Berezka, a fully qualified Ukrainian psychologist who was forced to leave the occupied area just like the Ukrainian students and who now works with the Career Center. We see the service's primary benefit in the competence of Dr. Berezka, who leads sessions in the students' native language and with an understanding of their specific cultural background. Her own experience with the war makes her sensitive to the needs of student refugees. A total of 360 students have used the service since June 2022.

More information: <https://www.em.muni.cz/udalosti/15898-cena-pro-mu-za-karierove-poradenstvi-pro-uprchliky-z-ukrajiny>

Title of the practice:

Career Guidance for the 21st century

Author of the practice:

Czech Association for Career Guidance and Development (Sdružení pro kariérové poradenství a kariérový rozvoj, z.s.)

Target group:

career advisors (regardless of the area in which they work), organisations that train career advisors, career advice students, career advice professional associations, various services for supporting career development, employers

Description:

The e-learning unit Career Guidance for the 21st Century is an online tool offering people interested in the field the opportunity for professional development. It is a source of information, inspiration and links to encourage users to explore new possibilities for how to approach career guidance as a whole and their own work in the field. The e-learning unit was created as part of an Erasmus+ project and is available to the public online for free. The grant applicant and project coordinator was the Czech professional organisation for career advisors. Partnering organisations were Santia from the Czech Republic, the Slovak Association for Career Guidance and Development, Katalyst Education from Poland, and Inland Norway University of Applied Sciences from Norway.

The e-learning unit covers four topics in career guidance and education. It allows students the flexibility to choose which topic they wish to learn more about. The topics are as follows: Navigating the job market, career education, the changing role of career advisors, and development of professionalism in career advisors.

The project also involved producing four publications that are available on the e-learning website.

1. Training Careers Professionals – Underpinning research for the C-Course program sums up the research among career advisors carried out before beginning development of the e-learning unit.
2. Guidelines on Online Course Development – From Defining the Course Goals and Learning Outcomes to Designing the Course Concept reflects the knowledge and experience gained in the first two phases of developing this online tool.
3. Report – Reviewing the development process of the E-learning for Career Guidance Practitioners (C-Course) and evaluating its pilot run aims to complete the description and reflection of the e-learning

C Z E C H I A

development process. It also covers the results of the feedback surveys from the first 200 students to successfully complete the course.

4. The user's guide offers a brief overview of the e-learning unit and practical information and tips on how to use the course depending on your professional role.

More information: <https://careerguidancecourse.eu/>

Title of the practice:

C-Game: Choose a profession by playing a game

Author of the practice:

Asociace výchovných poradců Starý Kolín a Národní vzdělávací fond Praha

Target group:

Students between 12 and 14 (although younger or older students can also play).

Description:

C-Game gives students a fun, interactive and engaging view of the job market and aims to encourage them to think about their plans for life and work. This original application, available to the public free of charge, is mainly meant for a school environment and students in late primary school. It was created as part of the international ERASMUS+ project entitled "C-Game: Career Guidance Game in a City Full of Occupations", which was carried out by six institutions in four countries in 2020-2022. The game is playable on desktop, laptop and mobile devices with a good internet connection and Google Chrome. It is available in Czech, English, Slovak, Bulgarian and Greek.

C-Game has three levels that take place on the map of a virtual city. The player gradually uncovers 136 buildings with different companies and institutions advertising a total of 609 available jobs. Players increase the city population by building new buildings and filling job positions. The positions must be filled in dialog with the Job Server. The questions players answer are based on the information about the available job on the "occupation card."

When playing at school under guidance, facilitators are expected to conduct follow-up discussions with students about the game, the professions they learned about during the game, and their interest profile. The game does involve explaining Holland's personality types, but facilitators not trained in the personality types should not work further with students' results in order to avoid misinterpreting the RIASEC code.

More information: <https://play.c-game.eu/>

Title of the practice:

Start iD - a new dimension for networking between students and companies

Author of the practice:

JCMM, z.s.p.o.

Target group:

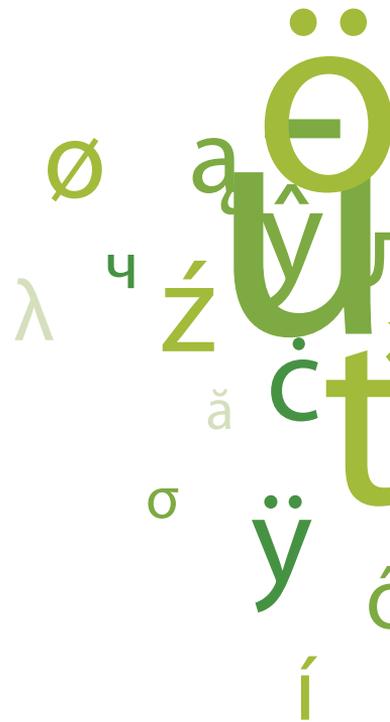
young people aged 14 -26.

Description:

Start iD is a web application developed at JCMM to help steer students in the right career direction starting at age 15 based on their interests and potential for success. It started with an idea to create an online portfolio, but soon we developed an application that creates functional relationships between young people and companies. Young people set up their portfolios in the Start iD application and companies offer part-time jobs, internships or work experience. Students who do not know yet what they enjoy can use Start iD career advisors to help them find their direction. Companies are motivated to get involved and discover young talent before the competition.

The application includes a career advice section and topical magazine with useful recommendations for how to manage a portfolio, students' own skills and job market news. The application fully meets current GDPR requirements and has security processes set up on the part of users as well as mechanisms for checking company profiles.

More information: www.vzdelavanivsem.cz/en





HUNGARY

The National Career
Guidance Award
in Hungary,
2022

The National Career Guidance Award in Hungary, 2022

Operating within the framework of the National Office of Vocational Education and Training and Adult Learning (NSZFH), the Euroguidance Centre Hungary announced its call for applications for the Euroguidance Career Guidance Award on 28 March 2022 for the fourth time.

The objective of the award was to collect Hungarian career guidance practices and provide an opportunity for career guidance and counselling organisations to showcase their activities and share their good practices.

The application was open for all organisations, NGOs, and private persons involved in lifelong career guidance: career orientation, career change, rehabilitation, employment, and job search related practitioners in Hungary.

A total of 33 applications were submitted in two categories: Euroguidance for Youth and Euroguidance for

Adults representing individuals, chambers of commerce and industry and vocational education and training centres, but there were also higher education institutions, government offices and elementary, grammar, and secondary vocational schools. The practices presented ranged from career guidance programmes, good practices, via games to different guidance tools.

The first three applicants with the highest scores were awarded in each category, and eight applicants were awarded with special prizes.

The official award ceremony of the Euroguidance Career Guidance Award 2022 and the good practice sharing seminar with more than 100 attendees took place in Budapest on 4 October 2022.

Euroguidance centre, Hungary



1st AWARD for Youth

Title of the practice:

What should I be when I grow up? Innovative career guidance for high school students

Author of the practice:

Krisztina Veresné Kalcsó, Ibolya Federics

Target group:

secondary school students

Description:

This project aims to carry out an innovative and complex career guidance activity at the Bajza József Gimnázium in Hatvan, which helps students to plan and develop their careers.

Main objectives:

- to develop students' self-awareness and a realistic self-image,
- to familiarise students with the requirements for further education and the training opportunities,
- to provide knowledge about occupational options and the labour market.

One of the goals is to build an interdependent system in the school during the four years of high school and to pass on the experience to the teachers in the school and beyond at national level. A significant feature of the programme is the creation of a Career Guidance Group in the school, which is made up not only of innovative teachers but also of external experts and professional organisations.

The programme is structured as follows:

- Year 9: personal development, peer support, self-awareness
- Year 10: career guidance, individual and group counselling, „motivation day”
- Year 11: career awareness, field visits, job shadow, student shadow programmes
- Year 12: career guidance, preparation for final exam applications, individual and group counselling assisting with admission applications

The program can also be implemented online.

2nd AWARD for Youth

Title of the practice:

'Career is your choice!' pilot program at Szent Benedek High School in Józsefváros

Author of the practice:

Career Choice Foundation (Miénk a pálya Alapítvány)

Target group:

high-school students

Description:

In the school year 2021/22 the Foundation implemented a curriculum-based, process-oriented career guidance programme as an external service provider at the St. Benedek High School and Technical College in Budapest, first with a 12th grade class (26 students) and then with 143 students of 6 classes of grades 10-11 in the following semester. The programme involved professionals with several years of experience in career guidance, a human resources counsellor, a psychologist, and an andragogy teacher.

The programme is based on the following elements:

- Mapping students' career interests and knowledge
- Self-awareness sessions in small groups
- Education and career guidance with individual or small group work on specific topics
- Project work for groups of 3-5 students
- Thematic round tables, one-to-one discussions, presentations and workshops
- A synthesising final workshop for all students to help them clarify the information they have heard during the program, an impact assessment to measure their career interest and knowledge, and suggestions for summer camps or volunteering and student work.

The strength of the programme is that it takes a complex approach to career guidance, contains elements of self-awareness and career knowledge, and can be integrated into the everyday life of education.

3rd AWARD for Youth

Title of the practice:

Career guidance advent calendar

Author of the practice:

Székesfehérvár Vocational Training Centre (Székesfehérvári Szakképzési Centrum)

Target group:

students in the final year of elementary school (8th graders)

Description:

The Vocational Training Centre considers it important that career guidance work promotes cooperation its schools, so the tool developed is not aimed at one school but at all the professions of the Centre.

One of the main reasons for choosing the advent calendar form was that its topicality coincides with the school selection period. In the Advent period, the topic of school choice is already at the centre of the attention of the interested parties, and the need for advice also increases. Therefore, an asynchronous online tool has been developed that can be accessed regardless of time and place.

An IT platform and application were developed to make important career information available on any internet application. It shows the training places, forms, and levels of training available in the Centre, and provides information linked to the main characteristics of the different careers. The small information packs are not overwhelming but highlight the importance of career awareness and related information. The serious subject matter is accompanied by a playful format, keeping the activity light and enjoyable.

The asynchronous application works well and, importantly for sustainability, the technical system developed allows the content to be updated and adapted to events and campaigns.

1st AWARD for Adults

Title of the practice:

Test drive for professions

Author of the practice:

Kispest Community Welfare Association for Security (Kispest Biztonságáért Közösségi Jóléti Egyesület)

Target group:

secondary school pupils or young adults who have dropped out of education

Description:

In this program, 17 young people were involved, who were secondary school students or young people who had dropped out of public education. The main objective was to help them make informed career choices with the help of mentors and to support them in entering or re-entering the labour market.

First, the participants were assessed with the help of two career guidance experts to identify their interests and values. Together, they identified the professions they would like to learn more about.

Once the professions had been selected, professionals were sought who were not only knowledgeable in their field, but also open to mentoring. These professionals welcomed the young people for a day at their workplaces and, in addition to giving them a behind-the-scenes tour of the profession, talked about their career progression and gave them feedback on their competencies and strengths. At the end of the project, the participants shared their experiences in an informal debriefing session.

The project is innovative in that it includes several elements of complex career guidance while supporting and empowering local communities.



2nd AWARD for Adults

Title of the practice:

Career Switch Programme - It's never too late to change

Author of the practice:

Konnekt Association (Konnekt Egyesület)

Target group:

adults changing career

Description:

The Career Switch Programme is a self-awareness focused programme for career changers, which helps participants to plan and get started in their new careers through group meetings and individual consultations. The programme believes that it is never too late to change careers and that by assessing skills and needs, learning about the psychology of change, sharing stories of some successful career changers, and providing practical knowledge, participants can be prepared for the process of a career change, resulting in a more fulfilling life overall.

The programme is structured around 3 elements: self-awareness, change management, and action planning. During the program, participants can experience a self-discovery process that helps them to better understand their strengths, skills, and values and how they can transform and apply them in new work situations. They also have the opportunity to meet successful career changers, gain knowledge about different professions and the goal-setting process and finally, they can make their personal career switch action plan.

In the year following the programme, follow-up group meetings take place every three months to monitor the career change process and to build a supportive community.

3rd AWARD for Adults

Title of the practice:

Expanding career guidance services at the Békés County Government Office

Author of the practice:

Employment Labour and Labour Protection Department (Békés County Government Office)

Target group:

students, job seekers, job changers

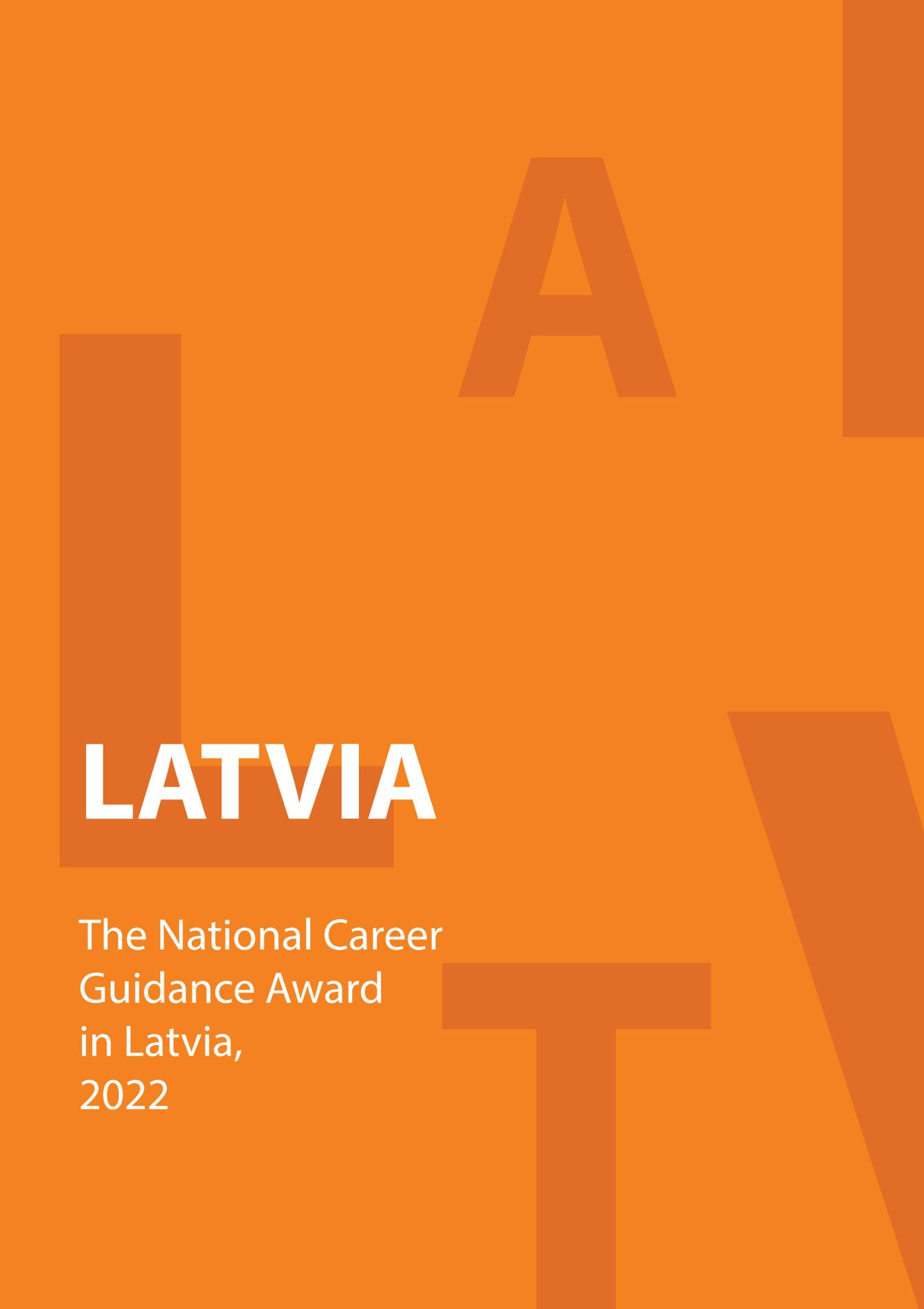
Description:

Békés county's unfavourable demographic characteristics and the high level of inward emigration is a serious challenge in the region, which results in attracting the county's workers to other parts of the country. A key issue has become the retention of the region's workers and creating an attractive future for young people, in which career guidance is of particular importance.

For this reason, a Career Guidance Counselling and Methodology Centre was established with 4 additional Information Points in different districts of the county, and also a minibus was bought to provide a mobile counselling service.

The Career Guidance Centre is a place where people can receive a wide range of career guidance services with the help of professionals. The main function of the Information Points is to share information on the labour market, identify the clients' individual needs, and find appropriate services. The Mobile Guidance Bus operates as a mobile office: its main advantage is making the service available in the place where individuals live. Typical events at which the bus has been deployed include job fairs, and employer forums, while in education typical activities are thematic days, and participation in various community events like festivals, and summer camps.



The background features large, stylized letters 'L', 'A', and 'T' in a dark orange color. The 'L' is on the left, the 'A' is in the upper center, and the 'T' is in the lower center. The word 'LATVIA' is written in white, bold, uppercase letters across the middle of the 'L' and 'A'.

LATVIA

The National Career
Guidance Award
in Latvia,
2022

The National Career Guidance Award in Latvia, 2022

The National Career Guidance Awards competition was from 2 until 31 May 2022 organised by Euroguidance Latvia to increase the visibility of the career guidance profession and to spotlight good practices within the Latvian guidance community. The competition was open to natural and legal persons involved in the career guidance field. A standardized application form was used to submit descriptions of applicants' own achievements or those of their colleagues. Components of the Latvian national guidance system formed the basis for award nominations: (i) careers education, (ii) career guidance, and (iii) careers information. Eligible activities were completed during the 2021 calendar year or the 2021/2022 academic year.

Twelve applications were submitted and evaluated against the criteria: significance of practice, innovative aspect of the practice, and scope of impact of the practice. The selection panel was nominated by the Latvian National Guidance Forum from among their members, ensuring high-level expertise.

In addition to three awards, the selection panel nominated three recipients for special Certificates

of Recognition:

- Ilze Rūtenberga, a teacher and school career counsellor at Mārupe State Gymnasium, for her contribution to and promotion of the activities of the European Social Fund project "Career support in general and vocational education institutions".
- Ramona Kočāne, a career counsellor at Limbaži Customer Service Centre of the Cēsis branch of the State Employment Agency, for her contribution to the development of career counselling for adults.
- Una Vormā, the former chair of the board of the Latvian Career Development Support Association, for her contribution to fostering cooperation in the career guidance development system during the time of her chairmanship.

The awards ceremony took place during the 2022 National Career Guidance Conference which was held on 8-9 August 2022 at Jelgava Palace. The celebration of the accomplishments by career guidance professionals in Latvia was regarded as a significant event in the guidance field in the country.



AWARDS

Title of the practice:

Shadow to Shadow - a new format for reflecting on experience acquired during job shadowing

Author of the practice:

Agnese Čīče, School career counsellor, Kuldīga County Children's and Youth Centre

Target group:

Secondary school pupils, grades 10-12

Description:

The national job shadowing event coordinated by Junior Achievement Latvia is popular among students, employers, and educators, providing deeper insight into the world of work. While Shadow Day is valuable and motivating, the main beneficiary of the experience is usually just the individual who has shadowed a representative of a particular occupation. The event has lacked a reflection process, sharing and evaluation of experience gained.

To address this challenge, Agnese Čīče, a school career counsellor with over six years of practical experience, designed a new attractive format for a careers information event called: "Shadow to Shadow", which involved young people on a deeper level, motivated and encouraged them to reflect and share what they had learned during Shadow Day, to tell their peers about the profession they had shadowed, and do it from their point of view. Agnese Čīče offered her advice and assistance to pupils preparing video materials and presentations that the "Shadows" used to reflect on their experience and to discuss the gains with their peers. "Shadow to Shadow" encouraged active engagement, fostering curiosity about how to access job shadowing opportunities, and creating a space for young people to share their questions on career opportunities in the county and surrounding region.

The event was organised on April 22, 2022 at the Kuldīga County Children's and Youth Centre within the framework of the informal education programme "All About Career" and has been recommended as good practice for use in other municipalities.

More information: www.kuldigasbjc.lv

Title of the practice:

Use of QR codes to diversify career lessons (in the daily life of a school career counsellor)

Author of the practice:

Dace Alksne, School career counsellor, Alūksne County Secondary School

Target group:

Primary school pupils, grades 7-9

Description:

As the learning process was mainly organised remotely by schools in 2021 due to restrictions imposed by the COVID-19 pandemic, the school career counsellor Dace Alksne had actively been searching for new effective ways to be able to reach out to pupils and their parents to inform and to provide support in matters related to careers education.

A variety of information materials for pupils and their parents was compiled by Dace Alksne, which she made accessible by creating QR codes to be scanned either during or after classes, as well as during meetings with pupils' parents. Dace had chosen the approach of diversifying career lessons by using a QR code and applying differentiated lesson materials to make lessons more interesting and to give pupils the opportunity to choose an activity matching their abilities. Interactive walls were created in padlet.com and updated on a regular basis with the latest and the most relevant information to provide for individual and group career guidance counselling. QR codes were also placed on careers education information stands, enabling students to access information during breaks or free time.

Dace Alksne shared her experience in creating and applying QR codes to careers materials with peers from around the country in a masterclass held during a seminar by the Latvian Career Development Support Association in March 2022. Colleagues also learned about applying QR codes in the daily life of a school career counsellor in May 2022 during a regional seminar in Cēsis, as well as during "Careers Week 2021".

More information: https://padlet.com/alksne_dace/kqel-w0aqmy97ibq9



REPUBLIC OF SERBIA

The National Career
Guidance Award
in the Republic of Serbia
2022

The National Career Guidance Award in the Republic of Serbia 2022

In 2022, the Euroguidance Centre in the Republic of Serbia organised the 7th National Career Guidance Awards for collecting good guidance practices. The purpose of the National Career Guidance Awards is the promotion of organisations and individuals who have developed career guidance services, tools and methods. Organisations and practitioners from all relevant sectors (education, youth work, employment and social services, etc.) were invited to submit their practices for the competition. The Call for applications was open from May to September 2022. There were a total of 16 applications from individuals and organisations such as primary and secondary schools, higher education institutions and nonprofit organisations.

The Selection Committee comprised representatives of the Ministry of Youth and Sports, Qualification Agency, NGO "Belgrade Open School", as well as the Euroguidance centres from Croatia, Montenegro and Serbia.

As in the previous year, the quality of practices 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;
- The potential for replication by other stakeholders or in other sectors (for example, whether a good practice from one school can be implemented in other schools in the country or across Europe).

The Committee decided to give three awards and two acknowledgements, as well as to honourably mention two practices for their contribution to the improvement of the quality of 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", held in a hybrid form (onsite in Belgrade and online) in October 2022. The participants of the conference had the chance to hear about the awarded examples of good practice in a panel discussion and to learn about other examples described in a separate short publication.



1st AWARD

Title of the practice:

Employment Skills Training for Women in Safe Shelters

Author of the practice:

Caritas Zrenjanin

Target group:

women who are victims of domestic violence and trafficking, accommodated in the safe shelters

Description:

Employment Skills Training for Women in Safe Shelters is a career guidance and counselling service specially developed for the victims of domestic violence and trafficking accommodated in the safe shelters.

A series of workshops are delivered to empower women accommodated in the safe shelters for developing skills for individual job-seeking so they can build independence after leaving a safe space and return to everyday activities. Workshops focus on understanding the importance of recognizing personal traits, qualifications and skills for professional development, exploring the labour market opportunities, connecting with possible employers, understanding the importance of retaining employment and exploring the resources of additional support.

At the end of the programme, the participants filled out the evaluation questionnaire that is related to the content of the programme, the methods used, the working material and the trainers, as well as the participants' motivation and further interests in the field of employment skills training.

A Facilitator's Guide, which has been developed during the programme, provides detailed instructions, tools and activities, so the programme can be easily replicated in other organisations working with similar target groups.

More information: <https://caritas.rs/your-job/?lang=en>

2nd AWARD

Title of the practice:

Internal Employment Fair

Author of the practice:

Secondary Vocational School Kragujevac

Target group:

secondary school students

Description:

Internal Employment Fair is the programme developed by the school career guidance and counselling team to empower the final year students to explore employment opportunities in the local community (Kragujevac municipality) and enhance the transition from education to the labour market.

Through a series of workshops, students developed important job-seeking skills such as creating a resume and presenting qualifications and skills to possible employers who participated in the Internal Employment Fair organised in the Secondary Vocational School Kragujevac. The school career guidance and counselling team conducted individual counselling sessions with students and organised workshops for students on creating the resume and presenting qualifications and skills to possible employers. After the workshops with students, an invitation letter for participating in the employment fair was sent to social partners and to students to inform them about the schedule and venue of the fair.

The event was evaluated based on the number of social partners who participated in it, the number of CVs created and the number of students who got employment after the event.

More information: http://rbcentar.org/sr_RS/interni-sa-jam-zaposljavanja-srednje-structne-skole/

3rd AWARD

Title of the practice:

Promoting Youth Employability through Internships

Author of the practice:

UNICEF Serbia

Target group:

NEET youngsters

Description:

Promoting Youth Employability through Internships programme entails offering internships to young people up to 30 years of age who are not in employment, education or training and who finished either primary, secondary or higher education, thus fostering social and economic inclusion of youth, especially those from the vulnerable groups.

The programme envisages establishing liaisons between young people and possible employers to connect via the online platform www.biramuspeh.com ("Biram uspeh" | Choose Success) and represents an opportunity for young people to acquire the skills necessary for career development through engagement in training on an online learning platform and serving internships in a work environment.

Through the programme, employers assign trainees a mentor from among the employees, who undergoes the training for mentors and sets guidelines and tasks necessary for the trainees. The participants' progress in the programme is evaluated through the information about the number of practitioners who have undergone the training and the number of trainings that have been completed. The trainees' competences are evaluated by the mentor before and after the internship.

More information:

<https://www.unicef.org/serbia/en/press-releases/unicef-gathers-chamber-commerce-leaders-serbia-jointly-enhance-employment>



ACKNOWLEDGEMENTS

Based on the quality of individual applications and the special quality of a particular aspect, the following acknowledgments are given:

- For mentoring talented students – to **Career 4.0, Organization “Digital Serbia Initiative”**.
- For recognizing the opportunities of eTwinning platform for developing career guidance activities – to **MY JOB, MY FUTURE (“Moj posao, moja budućnost”)**, Vocational Secondary School for Chemistry and Food Technologies in Belgrade.

HONOURABLY MENTIONED PRACTICES

Whilst evaluating applications, the selection committee wanted to highlight specific quality in certain practices and therefore following applications have been honourably mentioned:

- For creativity in developing activities to support career development of elementary school students: **My Company, Elementary School “Petar Petrović Njegoš” from Zrenjanin**
- For connecting different resources for developing the CGC activities: **“Find your career code”**

Technical School from Knjaževac



Euroguidance is a European network of national resource and information centres for lifelong guidance and counselling established in 1992.

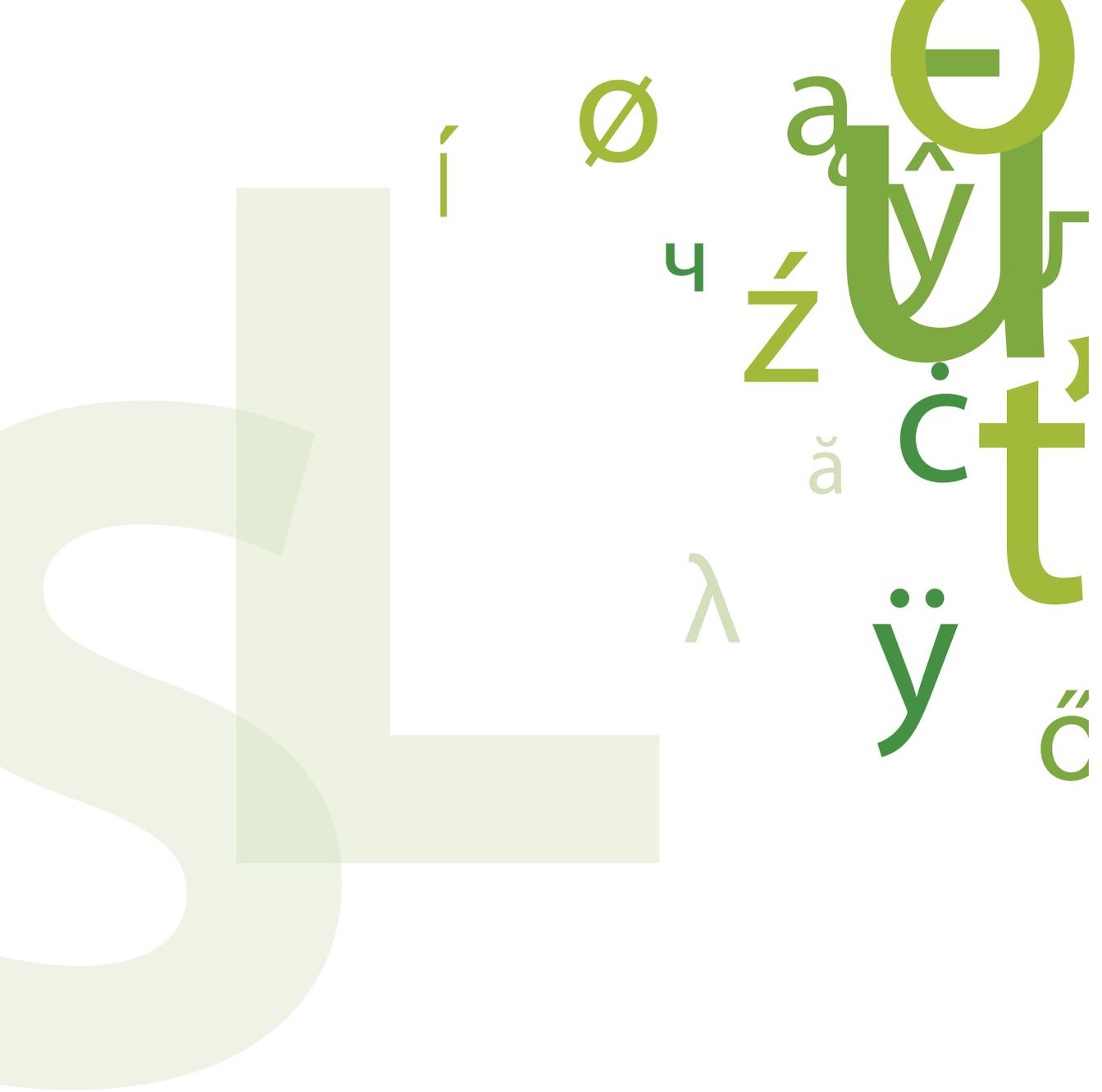
The objective of the network is to support the development of the European dimension of lifelong guidance.

The main target group of the Euroguidance network are career guidance practitioners and professionals from both the educational and employment sectors in all European countries.

www.euroguidance.eu



euro | guidance



Slovak Academic Association for International
Cooperation (SAAIC)
Euroguidance centre
Bratislava 2022

