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European Network to Support
Guidance and Counselling

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Interview with Phil Jarvis: “Effective networking is required to harmonize the efforts of a whole community”



Phil Jarvis is Director of Global Partnerships at [Career Cruising](#) where he supports communities, states and countries implementing “whole-community” career and workforce development solutions. Career Cruising is Canada’s premier provider of career exploration and planning resources used in over 75% of Canada’s secondary and post-secondary schools, libraries and employment support centres, and in over 50,000 sites across the United States and around the world. As the author of CHOICES in the late 1970’s, Phil was an early pioneer of computer-based career exploration and planning. He also co-authored Canada’s Blueprint for Life/Work Designs, co-created The Real Game Series, and has trained thousands of educators and workforce development personnel across North America and beyond. Programs that he authored or co-authored have helped several million students and adults in 15 countries transition from school or unemployment to success.”

What, from your point of view, are the benefits of networking for career guidance practitioners and organisations providing career counselling services?

I understand that career guidance practitioners with heavy caseloads have little time to develop networks beyond their own organisation. At the same time, I believe it takes a community working harmoniously to help its citizens discover their best possible career paths and employment opportunities. When the whole community collaborates, everyone benefits. Career guidance too often takes place behind closed doors, invisible to much of the community. We need community planners, chambers of commerce, workforce and economic development specialist, business leaders, parent groups, community agencies, service clubs, legislators and policy-makers all understanding the vital role of, and enthusiastically supporting, career counselling services for students and adults. Effective networking is required to harmonise the efforts of a whole community. Here’s an example of a whole-community collaboration in [Rock County, Wisconsin](#).
How is networking advantageous for people trying to manage their careers?

“It’s not what you know but who you know.” This expression is popular in my world. Most people are where they are now not through deliberate long-term research and strategic planning, but through serendipity, happenstance, and chance meetings. Good networking skills are an important tool in a career manager’s toolkit. One never knows when a chance encounter will open

unimagined doors of opportunity. In your paper you had at the conference in Budapest in March 2000, you mentioned that “career and life choices, in an age of unprecedented technological and economical change, with global competition for both markets and productive capacity, presents greater challenges than ever before. Freedom of choice is limited by one’s knowledge of contemporary and emerging life/work alternatives, thus good information is essential.” We have now moved even further, nearly everybody is or can be on the net 24 hours a day. New technologies provide us a new dimension of networking, so how do you think career guidance should or could benefit from this boom? Since I made that presentation in Budapest, web-based applications for all ages, accessed through mobile devices connected to global knowledge databases, have become ubiquitous. This includes guidance and career development applications. Students and adult career seekers can now access more comprehensive and accurate information than ever on learning, career, and lifestyle opportunities. They can build and maintain comprehensive ePortfolios, and identify and explore more learning, career and employment opportunities than ever, anywhere in the world, using a handheld device. What they can’t access is better information about their authentic self and life purpose, and their story, past, present and future. Thus, despite the technology, personal career counselling services may be more needed than ever.

And our last question, how did networking help you to be where you are now? Every success in my life, and some mistakes, were the result of networking. That’s how I met the love of my life and was blessed with my family. On the professional side, in every project I have lead in the past 30 years, career development leaders from every province and territory in Canada have been involved. I truly believe that by bringing the best people from across the country together to collaborate on project, instead of competing or working in a fragmented fashion, results “beyond the sum of the parts” are produced. Indeed, the results in many cases were so positive that other countries chose to join the partnership. For example, 12 countries are now part of The Real Game international partnership. I attribute my professional successes to networking with and engaging people smarter than me.

The interview was conducted by Lenka Bekova and Stefan Grajcar, Euroguidance Slovakia, and first published in the 2013/2 issue of the e-journal Career Guidance in Theory and Practice (in Slovak language www.saaic.sk/casopiskp.html), the key topic of which was NETWORKING.

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As professionals in career counselling, we should be philosophers: A Czech seminar links two disciplines in an innovative way.



When searching for possible solutions, it can be useful to look beyond our previous experience, examine connections between our actions and learn the art of asking questions. Career counsellors have some knowledge of this type of change. This was one of the main conclusions of a seminar held in the Czech Euroguidance Centre in September, 2013. The Inspiration for this focus of the Czech Euroguidance Centre's activities in 2013 came from the IAEVG conference – Career guidance for Social Justice, Prosperity and Sustainable Employment – Challenges for the 21st Century, which was held in October 2012 in Mannheim. The highlight was a seminar, which would address career counselling in a broader context. The seminar was launched by the Czech philosopher, Anna Hogenová. She defined her lecture as a philosophical letter, in which she anchored today's performance-based society in a philosophical context. As people join the rat race, trying to achieve higher and higher levels of performance, they fail to wonder why performance is so important for them, and who determines its focus.

For a person to identify his/her own merits, (s)he must ask him/herself questions that are troubling and frightening. A similar form of interrogation should also come into play when people try to understand society as a whole; we must look on the problems of our age - such as high levels of unemployment- as responses to hidden questions to which these phenomena are the answers. The Czech philosopher Josef Šmajš talked about the topic of changes in our contemporary society, which lead to man's detachment from traditional forms of work. Since the beginning of human existence, work has linked people with nature, providing them with fulfilment and harmony. Current forms of work do not benefit either man or nature. The fields in which we work are divorced from basic needs and human understanding. Our work is increasingly more efficient and more perfect, but we are less and less aware of what its purpose is. Education and career counselling must bring an understanding of what people are doing in this world we have created and where we are heading together. The last paper was given by the publicist, Alena Wagnerová. She presented a European initiative for the introduction of an unconditional basic income. This means "giving each resident of a given state or another society, regularly, the same sum of money, which is not a reward for work done and whose purpose is to secure existential needs, ensuring an existence worthy of human dignity, as is enshrined in the Universal Declaration of Human Rights". The greatest obstacle to its introduction can be seen in our own ideas about the world of work. In our minds, any income is associated with the sale of labour on the labour market. This conviction is well captured in the saying – "(s)he who does not work, shall not eat". In summary, when searching for possible solutions, people have to be willing to think beyond ideas derived from their experience, to look for connections between their actions and learn the art of asking questions. Career counsellors have an insight into this type of change.

Alice Müllerová, Euroguidance Czech Republic

'Diagnosis' of competences is an essential tool

Cross Border Seminar in Warsaw, Poland

Every career counsellor knows the importance of an appropriate 'diagnosis'. Although the aim of counselling is to be the contact with the client, 'diagnosis' is the tool a counsellor's work needs to be based on. For this reason the Euroguidance Centre Poland organised a seminar on "Competences, methods, techniques and diagnostic tools" which took place in Warsaw in May, 2013.

It is extremely difficult to analyse the potential of a client. Nevertheless, it is an important stage during a counselling process. First of all, the specialist must know the competences he wants to explore, and thereafter try to choose the appropriate method(s). Being aware of this challenge, which the counsellors face nearly every day, the Cross Border Working Group initiated a seminar on "Competences, methods, techniques and diagnostic tools" which was organized and carried out by the Euroguidance Centre Poland.

The main aim of the seminar was to explain the meaning and importance of competences as well as to debate the available techniques and tools which may be appropriate.

Almost a hundred counsellors from 10 countries (Austria, Croatia, Czech Republic, Germany, Hungary, Poland, Romania, Slovakia, Slovenia and Switzerland) participated in the seminar.

At the beginning of the opening session, Poland's educational and guidance system was introduced, followed by a discussion on competences and an exchange of views. The career guidance service in Poland's Public Employment Services was subsequently presented. In the aftermath, participants had the opportunity to learn from good practices presented by experts from the 10 countries in 20 workshops. Further information about these can be found at <http://www.euroguidance.pl/cbs/index.php?id=materials>.

It was generally agreed that an appropriate 'diagnosis' of competences is an important tool in modern labour markets. It has also been acknowledged that there is a need to broaden this topic, especially on soft skills. There is consensus that the better the 'diagnosis', the easier it is for a client to create own career. We hope that Cross Border Seminar in Warsaw was fruitful and inspiring for further work. How will it turn out next year? We'll know soon.

Anna Sowińska, Euroguidance Poland (education sector)

Show the way! – European networks for youth employment

Joint conference in Hungary



Show the way! – European Networks for Youth Employment was the title of a conference organised by Eurodesk, EURES, Euroguidance and Europass networks which took place in Budapest, 28 November 2013. The idea of organising a joint conference of the Hungarian Eurodesk, EURES, Euroguidance and Europass networks arose during the Learning by Leaving II conference in Uppsala in 2012. The event linked the theory and practice from the fields of employment, youth and education with the primary objective of sharing those supporting and development tools, methods, programmes and information already available at the EU networks.

Around 180 people, from both the public and the private sectors, participated, most of them professionals assisting young people who intend and plan to enter the labour market. The opening speech was held by Róbert Komáromi, the General Director of the National Labour Office, who emphasised the importance of the conference as it provided an opportunity for the experts of the four networks to discuss common topics and also to find ways of future cooperation. Common work and constructive partnerships would be necessary, particularly during the implementation of the Youth Guarantee Programme in the convergence regions(*). László Andor, the European Commissioner for Employment, Social Affairs and Inclusion, expressed that the youth unemployment situation in Europe was a crucial issue and had been a top priority for the EU for a number of years. The Youth Guarantee schemes come at a price but the cost of doing nothing would be far higher. The discussion part of the conference dealt with target groups of youngsters entering the labour market in the near future, youngsters studying in secondary and tertiary education and unemployed youngsters. Topics such as career orientation and guidance for the youngsters, national and European-level measures on the fields of youth employment and young entrepreneurs and start-ups were very prominent in the programme.

(*). Regions where the GDP is less than 75% of the average GDP of EU-25).

The topics were discussed in the framework of presentations, panel discussions and methodology workshops based on the good practices available from the contributing networks. The organisers also integrated the methodology of graphic facilitation so the results became also visual (see picture).



During the discussions the participants seemed to agree that young job-seekers need to change their approach. In order to find a good workplace they have to be well aware of their own competences and strengths and they also have to set up aims for themselves. Top-down initiatives are still necessary because these can support a youngster in finding a job. However, young people need to be aware of their opportunities and be firm and creative in order to find their way in the labour market.

In the spring of 2014 the four networks appeared with a common stand as 'European Networks for Youth Employment' at the biggest job fairs in Hungary and managed to reach the youth target group with a more comprehensive approach.

Summary and more information about the conference can be found [here](#).

University Contact Point

University Contact Point will be the facilitator for the transition from education to working life

Economic development is the main focal point of all modern societies and governments have been paying more attention to it over the past few decades. Particularly, they are looking for a way to safeguard employment and to create new jobs by enhancing labour force participation, especially in young people. As many young people have graduated from high school, at minimum, the close relationship between universities and the labour market is the major component of the transition from education to the working life. In this regard, the importance of counselling to these young people has become more prominent. The Turkish Employment Organization (İŞKUR) is the national employment institution and, since 2009, the national representative of Euroguidance. İŞKUR implements guidance and counselling services in an effort to safeguard employment and increase the number of jobs available. Turkey has a large young population which constitutes a large part of the labour force. Euroguidance Turkey reaches these young people through İŞKUR's employment and vocational counsellors approximately 3900 all over the Turkey- with some activities and promotion materials. Euroguidance Turkey held its first International Career Guidance and Counselling Congress on the 28th and 29th of November, 2013. The congress took place in Ankara and some 40 papers were presented in 11 sessions. Approximately 500 people participated, from the career guidance field, universities, stakeholder institutions and guidance practitioners. The main aims of the Congress were to:

- share and promote academic studies in the field of career guidance and counselling ;
- support the career guidance and counselling field in terms of learning from scientific studies; and
- build the resource-pool for developing career guidance and counselling services based on academic studies.



The congress had seven topics:

1. Career decision making: learning and working pathways/selection processes/career development within or outside of the workplace;
2. Development of career management skills;
3. Factors that have an impact on career development;
4. Individual attitudes/preferences and labour force needs;
5. Resources, methods and practitioner qualifications and competencies in career guidance and counselling;
6. Quality management systems, standards and evidence-based policies and practices in lifelong guidance;
7. Specific target groups

One of the main outputs of the congress was to build a close relationship between guidance practitioners and university career centres, which is required in order to improve and increase youth employment and youth entrepreneurship. It was decided that the University Contact Point will be a facilitator for the transition from education to working life. By giving young people proper guidance and counselling, the young Turkish labour force will make an easy transition from education to working life. According to recent statistics, there were nearly 5.5 million university students in Turkey at the end of March of 2014. If the country utilises this potential, it can make a big contribution to its economic development. Therefore, University Contact Points have been set up in 68 universities and their number is growing.



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Scripts are very welcome and should be sent to the following email address:
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