



euro | guidance

HIGHLIGHTS 2019



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Foreword

The turbulent times we are currently experiencing due to Covid-19 are putting a spotlight on the need to invest in skills and guidance. And one key to success in addressing this common challenge is through exchanging experiences and approaches across borders, be it face-to-face or virtual in times of social distancing.

This new Highlights publication is testimony of the work of the Euroguidance Network, the national centres and their stakeholders in the area of guidance and mobility. 2019 saw further work on the competence development of guidance practitioners, as well as their Europe-wide learning mobility, cross network co-operation, the exchange of good practices and information and the promotion of the European dimension of lifelong guidance.

As we look ahead to recovery from the economic and social impacts of Covid-19, (online) guidance and digital skills throughout the workforce will be more needed than ever. Fresh thinking and cooperation on e-guidance and on digital approaches to guidance can be part of the answer, helping people reflect on and communicate their skills as they look for new opportunities in a very challenging labour market.

One milestone on the long path to recovery will be the launch of the new Europass, planned to go live in July 2020. In light of the current crisis, the Commission wants to ensure that Europass is available to support the many people who will face new labour market challenges, and will increasingly be turning to online tools such as Europass. Euroguidance centres have an important role in publishing learning opportunities on Europass and in the provision of guidance information at national level.

Euroguidance centres have also contributed to the recent Commission study on lifelong guidance policy and practice in the EU, exploring trends, challenges and opportunities. As guidance and learning take place in increasingly diverse settings, often with ICT becoming more embedded, the study suggests that a single practitioner, professional group or organisation will no longer be able to respond to the increasing need for support among very diverse user groups. More multi-professional and cross-sectoral networks will be needed, and Euroguidance centres are well placed to use their expertise to help create such networks.

The European Commission welcomes the commitment and expertise of the Euroguidance network. As a key actor in the area of lifelong guidance, actively developing and sharing good practices on the competence development of guidance professionals, Euroguidance is well placed to contribute to Europe's path to recovery. We look forward to continued close collaboration and good results in 2020 and beyond.



Alison Crabb, Head of Unit Skills and Qualifications, DG Employment, Social Affairs and Inclusion, European Commission

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Introduction

The Euroguidance network is co-funded through the Erasmus+ programme and coordinated by the European Commission (DG EMPL). The network consists of Euroguidance Centres in 34 European countries whose mission is to promote the European dimension in lifelong guidance as well as to foster international learning mobility by means of guidance services. Its key target group is guidance practitioners in education and employment among them counsellors who provide information and guidance on international mobility to end-users seeking studying and training opportunities abroad.

In 2019, the Euroguidance network implemented its "New Ways of Working" which had been adopted by all member states in 2018. The goal and the benefits of the new structure are addressed in the first chapters of this edition.

The Highlights 2019 delivers insight into some of the most important activities the individual Euroguidance Centres carried out at national as well as at network level during the course of the year.

We hope that you, the reader, will truly benefit from the information provided and the examples of the work undertaken.

*Thank you for opening
'Euroguidance Highlights 2019'
and enjoy the read!*

1

EUROGUIDANCE – NETWORK LEVEL ACTIVITIES

1.1 Euroguidance network meetings



The biannual Euroguidance network meetings are a valuable forum for national Euroguidance experts to engage both with each other and with representatives of the European Commission (DG EMPL). Euroguidance colleagues share information on national and pan European policy and strategy level developments in the fields of lifelong learning, career guidance, employment and the promotion of international mobility. The meetings also provide a means for discussion and agreement upon issues that are relevant for the whole Euroguidance network. Frequently, these meetings are used to prepare joint initiatives and to exchange ideas based on the work carried out by the Euroguidance working groups.

Euroguidance Network Meeting April 2019, Bucharest, Romania

In April 2019, Euroguidance Romania and the Institute of Educational Sciences hosted the Euroguidance Network meeting in Bucharest. The event took place in ARCUB – The Bucharest Cultural Centre and it was attended by 63 participants from 34 countries (network representatives, European Commission representatives, Romanian decision makers and experts in the field of guidance). Mr. Ioan Stefan Groza, State Secretary to the Ministry of National Education presented the mandate and the sectoral priorities of the Romanian Presidency of the Council of the European Union; Mrs. Aline Jürges, Policy Officer, EMPL-E2 Skills & Qualifications, presented the priorities in the area of lifelong guidance and Mr. Mihai Iacob researcher at the Institute of Educational Sciences Bucharest analysed the impact of the digital technologies in career counselling. The main focus of the meeting was on the transition to a new way of working within the network, by establishing a new



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working mechanism (a coordination fora - the Steering committee and new three main tasks groups) in order to better respond to the needs and priorities in the field. Countries decided upon their membership and responsibilities in different main task groups and specific working plans were drafted. The whole event was a great opportunity to reflect upon the achievements of the network so far, to think forward in order to reach the full potential of the partnership after 2020, along with discovering the Romanian cultural richness during memorable informal events.

Euroguidance Network Meeting October 2019, Helsinki, Finland

The second Euroguidance Network meeting of 2019 was held in Helsinki in October and the meeting was a part of the European Vocational Skills Week. 50 participants from Network member countries attended the two-day meeting which was held at the Finnish National Agency for Education. Most of the topics and themes of the meeting concerned the next Erasmus+ Programme. At this meeting, information was provided to the Network regarding the development of the New

Europass by Mr Mika Launikari and updates about the new Erasmus+ Programme (2021-2027) by Mr Carlo Scatoli of DG Employment, Social Affairs and Inclusion. Mr Jukka-Pekka Heikkilä facilitated working on the topic "How to coordinate sustainable development and green values with international mobility" with Warm Data Lab method. The Euroguidance Network's Main Task Groups and Steering Group convened, and two peer learning sessions were undertaken. The Euroguidance Network members also visited the new Helsinki Central Library Oodi and explored the variety of services and facilities the library offers for visitors.



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1.2 Euroguidance task groups

The three main tasks groups and steering group of the Euroguidance network work on topics and issues that are of relevance and strategic importance to the whole network. These groups were formed in April 2019 and deal with **strategy; information provision and communication; mobility and european dimension in guidance activities, developing tools for guidance professionals and competence development**. In the following sections there are short summaries of the main activities and outcomes of these task groups over 2019.

Steering Group

A new way of working at network level was introduced within the Euroguidance (EG) Network in 2019. The new system built on a structure with a Steering Group and three Main Task Groups, corresponding to the main tasks that the EG Network received from the European Commission, in the call for the present contract period. Through a voting procedure within the EG Network, **Euroguidance Sweden and Euroguidance Estonia were elected leaders of the new Steering Group (SG)**. The other persons in the election round were appointed as chairs and co-chairs of the Main Task Groups (MTG). All TG chairs became Steering Group members. Additionally, the SG consists of a non-EU country representative and an EU-presidency country representative. **The first SG was represented by the Austrian, Czech, Estonian, Finnish, French, Icelandic, Romanian and Swedish Euroguidance Centres.**

The new Steering Group formulated visions for its work:

- Internal: High-level engagement of network members
- External: Euroguidance as a well-known player in the national and international guidance community

Additionally, the following development areas were identified:

- Sustainable development of the Network
- Coordination of network level activities
- Proactive communication with international guidance community and relevant policy makers on European level

To contribute to the coordination of network level activities, the SG introduced joint action plans, with follow up between Network meetings. In this way, duplication of activities between the groups can be avoided. The plan also serves as basis for more strategical planning of network level activities, such as the evaluation activities within the network and the planning of Network meetings.

During 2019 the Steering Group was an active player within the international guidance community by participating in and contributing to the Europass Advisory Group meetings, the ICCDPP symposium, the Cedefop CareersNet meeting and the IAEVG conference. **One of the most important activities was the impact assessment of the network's activities. To evaluate the Euroguidance activities, the Steering group launched several surveys, including a member's survey, a stakeholder survey and a network-level review of Euroguidance evaluation and impact measures.** Furthermore, the Steering Group contributed to the European Guidance Study by focusing on messages regarding the need for international dimension in guidance.

Mobility and European dimension in guidance activities, developing tools for guidance professionals

The Main Task Group (MTG 1) productions aim at developing the professional skills of guidance practitioners by providing them with information, training and tools useful for their daily practice with end users.

The group mainly revised a booklet on mobility that includes a list of articles or research on mobility themes. It will be made available on the network's website in 2020. Further, it was in charge of the Academia Exchange programme for guidance professionals in Europe (see chapter 6) which aims at developing the skills of professionals through mobility experiences.

Lastly, a presentation of the online course DINAMO (www.euroguidance-formation.org) developed by Euroguidance France, was presented at the Euroguidance network meeting in Helsinki. It was launched last year to support and train guidance professionals working on mobility issues. The idea was to share these practices with network members to get feedback and a possible translation into English. NCGE in Ireland has developed Euro-Quest, (<https://euro-quest.ie>), a free to use programme for Irish post-primary schools promoting educational mobility. The Euroguidance Nordic Baltic group is reflecting on a common tool on this subject, too.

The Euroguidance centres of France and Belgium (FR) have acted as leaders of the group. The other members involved are the Euroguidance centres in Austria, Croatia, Germany, Ireland, Italy, Latvia, Luxembourg, North Macedonia, Slovenia and Spain.

Competence Development

The MTG2 supports knowledge, peer learning and skills development within the Euroguidance Network as well as in the European guidance community.

In 2019, the group facilitated the exchange of information within the Euroguidance Network during network meetings and other events in relation to competence development of guidance practitioners and good guidance practices.

Furthermore, webinars on career guidance and counselling were opened to the whole guidance community at European level. These give participants the opportunity to become familiar with projects, initiatives, policies and practices in schools and other institutions and organisations across Europe. It also enables participants to network with colleagues from other countries. Presenters were Euroguidance Network members and other guests from the European guidance community. The structure for each webinar was designed to be interactive, incorporating a 30-45 minutes' presentation, followed by a Q&A session and open discussion. Webinars have all been recorded and are available at <https://www.euroguidance.eu/resources/video-gallery/recorded-webinars>.

The webinars covered the following topics: "Phases of adjustment as part of the mobility process", "Night of professions" and "Guidance in school education for young newcomers".

The Euroguidance centres of Czech Republic and Serbia have acted as leaders of the group. The other members involved are the Euroguidance centres in Belgium (FL), Bulgaria, Cyprus, Greece, Hungary, Malta, North Macedonia, Poland, Portugal, Romania and Slovakia.

Information provision and communication

Following the "New Ways of Working" the MTG3 "Information provision and Communication" was formed in April 2019.

Assuming similar responsibilities to the previous established 'Communications and Promotions Working Group'; over the course of 2019 the Group supported network-level actions with the aim of enhancing and promoting the overall visibility of the Euroguidance Network towards its primary target group; **the European Community of Guidance Practice.**

As well as assuming responsibility for 'external' communications MTG3 took ownership of internal communications processes and provided support and guidance to Network members in this regard.

Network Website

The Euroguidance Network website (www.euroguidance.eu) is the central platform through which the Euroguidance Network provides access to information and the main leverage point for the dissemination of European guidance related resources to the wider guidance community. In 2019, through MTG3, all Euroguidance Centres were provided with the ability to individually populate relevant content to this platform. Additional work undertaken in 2019 included changes to the layout and structure of the site, promoting enhanced navigability.

Network Publications

In addition to the (previous) 2018 'Highlights' publication, MTG3 coordinated the publication of two issues of the Euroguidance Network's 'Insight' Magazine in 2019.

In December 2019, a third communication channel was established, the 'Euroguidance Network 'Newsletter' - a monthly e-mail communication highlighting up to date and relevant news from

the Network. Subscription to this communication will be encouraged over the course of 2020.

Social Media

Throughout 2019 the Euroguidance Network's Facebook Page continued to be used for the posting of updates and news about international mobility and guidance related topics as well as for showcasing the activities and achievements of the Network.

For statistical information in relation to www.euroguidance.eu and the Network Facebook Page go to the **Facts and Figures** section.

The Euroguidance centres of Austria and Norway have acted as leaders of the group. The other members involved are the Euroguidance centres in Czech Republic, Denmark, Finland, Germany, Ireland, Lithuania, Montenegro, Netherlands, Turkey and the United Kingdom.

1.3 International conferences and cross border cooperation

Several international seminars and conferences are organised and attended by the Euroguidance Centres every year. These bring guidance experts together to support knowledge sharing and networking. Guidance professionals who participate in these international conferences are also looking for new potential partners for EU-funded project cooperation and exploring possibilities to go on study visits to other countries.

IAEVG Conference and Symposium 2019

On September 11-13, more than 500 scientists, practitioners and policy makers in career guidance and social inclusion from 46 countries gathered in Bratislava for the 2019 Conference of the International Association for Study and Vocational Guidance. The congress entitled "Career Counselling for an Inclusive Society" was co-organised by the

Slovak Euroguidance Centre. A rich programme consisting of more than 200 presentations, posters and workshops provided inspiration for everyday practice. See conference proceedings [here](#). The



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conference programme included a presentation of the Euroguidance network services. One part of the event, the IAEVG Global Symposium together with study visits, took place in Brno, **Czech Republic**. The Mobility symposium was considered to be a success, as it was the first time an IAEVG plenary symposium was dedicated to this theme. The session included presentations by Prof. Dr. Bernd-Joachim Ertelt, Prof. Dr. Michael Scharpf, and Prof. Dr. Eva Brüning, Rebeca García Murias, PhD, and Prof. Dr. Peter Weber from HdBA in Germany. **Euroguidance Estonia** moderated the symposium and **Euroguidance Norway and Sweden** provided a presentation on the competences needed to provide high-quality mobility guidance. As an output from the symposium the presenters came up with some joint mobility-related conclusions for the future, see in the box below.

Recommendations on international dimension in guidance globally from the Mobility Symposium:

QUALIFICATION: Include international dimension and mobility into standards for competencies for guidance.

INTERCULTURAL COMPETENCIES: Develop intercultural competencies – this is needed in the ever-changing global world.

SOCIAL JUSTICE: Include social justice as an ethical standard when dealing with migration and immigration.

EARLY INTERVENTION: Present and integrate transition and mobility at an early stage.

SYSTEMIC NETWORKING: Encourage systemic networking within guidance community including practitioners, policy makers, researchers, educators and relevant organisations.

EXCHANGE OF PRACTICES: Create mechanisms for sharing and learning from international practice.

MOBILITY GUIDANCE: Establish guidance services that are specialised in mobility guidance in existing organisations that are specialised in mobility guidance.

RESEARCH: Build empirical evidence on mobility related knowledge in the field of guidance.

International Learning by Leaving Conference

The Learning by Leaving Conference 2019, jointly organised by **Euroguidance Italy** along with the Italian EURES, Eurodesk and Europass teams took place in Cagliari, in Italy in October 2019. The Event

represented the second of a series of Learning by Leaving Conferences to be organised over a three-year period.

The Cagliari Event welcomed more than 100 experts of the four mobility networks from 31 countries. The aim of the event – built upon the results of the Learning by Leaving Conference held in Cologne in November 2018 – was to strengthen the cooperation between the networks while, at the same time, focusing on the +2020 EU-funded mobility schemes and programmes.



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The opening session gave participants the opportunity to learn from the European Commission key speakers about the latest news in learning mobility and the New Europass online platform and about the role and services of the EURES network for labour mobility. The presentation of the main outcomes from the Cologne Conference closed the first day.

During Day 2, the following themes were proposed to stimulate discussion across Networks:

- Reaching end users: new ways to reach target groups, but also different options to get the employers on board
- Capacity building: skills to be further developed, as well as the best tools and initiatives to improve practitioners' capacity
- Competences visibility: how to transfer skills acquired abroad and the role that digitalization can play in the process

Facilitated by the Open Space Technology (OST) method adopted by the Italian Team, participants came up with a variety of other themes, ranging from networks' capacity building to the new Europass platform, from the role of ICT as information and training tools to a greener approach to support the environmentally friendly activities.

These themes were addressed in 18 self-organized groups; the main results of the discussions were summarised in instant reports drafted by participants. The reports are available in the special issue of the December 2019 Italy [Euroguidance magazine](#).

On Day 3 participants browsed through the exhibition area and reflected upon the key achievements of the Conference. Participants especially appreciated the unique opportunity to learn across Networks, by exchanging ideas, sharing innovative practices and tools and getting inputs for new transnational projects.

To wrap up, the Italian Team handed over to the Austrian Team in charge of organising the next LbyL Conference in Vienna (3-4 June 2020) on the topic "Inclusion in mobility".

To know more please consult:

- the Conference website: <https://www.learningbyleaving.it/>

14th "Cross Border Seminar" focussed on Skills for the future

The *Cross Border Seminar (CBS)* is an initiative that started in 2005 by three Euroguidance centres (Austria, Czech Republic and Slovakia), which decided to organise an event dedicated to practitioners, experts and decision makers in the field of career guidance in order to discuss current trends and to share good practices and innovation in the field.

In May 2019, **Euroguidance Slovenia** hosted the Seminar for the second time since 2012.

Around 80 guidance practitioners, experts and Euroguidance centres from 11 participating countries as well as some national representatives of the Employment Service of Slovenia, the European Commission, Representation Office in Slovenia, the Centre for Vocational Education (EQF NCP and Europass Slovenia) and some international guests from Euroguidance Belgium (FL), Euroguidance North Macedonia and Euroguidance Switzerland joined as well.

The seminar (http://english.ess.gov.si/vicc_ncc/cbs-2019) presented different views about skills for the future needed in the labour market as the current fast technological development changes the nature of careers and occupations. There were 16 parallel workshops which enabled participants to share good experiences in the field of career guidance as well as to discuss national contexts and initiatives for guidance practitioners that help them discover and improve their present and future skills. The participating Euroguidance centres also prepared a compendium with a national survey about skills for the future and a compendium including articles of participating experts. Both are available at <https://www.euroguidance.eu/resources/publications/other-publications/compendia-of-results-from-euroguidance-cross-border-seminars>.

The participating countries were Austria, Czech Republic, Croatia, Germany, Hungary, Poland, Portugal, Romania, Serbia, Slovakia and Slovenia.

The participating countries were Austria, Czech Republic, Croatia, Germany, Hungary, Poland, Portugal, Romania, Serbia, Slovakia and Slovenia.



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Other cross border activities

Cross border mobility seminar – Czech Republic, Slovakia and Poland

Euroguidance centres from the Czech Republic, Slovakia and Poland organised the seminar „Guidance crossing borders“ for counsellors who are interested in mobility guidance from the border regions near Ostrava where the seminar took place. Participants discussed why mobility and cross border cooperation in guidance is important, how experiences from abroad influence their respective border regions, whether an experience from abroad is important for counsellors themselves and how to support their clients in mobility. Throughout the day, the five pillars of the seminar were established following the main topics of the seminar and were debated over in the format of a World Café: mobility as a chance for the youth, mobility as a chance for counsellors, skills for future, engagement of clients and finally networking and cross border cooperation. Outcomes from each group were then shared with everyone and were followed by workshops where mobility guidance and good examples from the border regions were presented.

Nordic and Baltic cooperation

In 2019 cooperation among Euroguidance centres in the Nordic and Baltic countries was aimed at improving the competences of both career guidance



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practitioners and Euroguidance staff. Cooperation involved different groups of centres, depending on the objective and scope of the activity, and took several forms – seminars, study visits, peer learning and peer review.

Nordic and Baltic universities peer-learning brings new inspiration



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To share the latest developments in training for career guidance practitioners in the Nordic and Baltic countries and, more specifically, to inspire Estonian universities and other stakeholders with the experience on academic training, **Euroguidance Estonia** hosted the VALA network of higher education institutions in Tallinn in August 2019.

Originally planned as Nordplus teacher mobility, the event provided a significant added value to the partnership by bringing many new stakeholders around the table. At first, the **Euroguidance Latvia** facilitated the participation of Latvian universities and as a result a clear national vision was identified for academic training in Latvia. Secondly, the event was also a unique in Estonian context where all national guidance community representatives, including the policy makers, professional associations, academic and other training providers and public employment services as the main employer in the field, shared their views and prioritized the professionalism of career guidance professionals.

To share the value of international co-operation in the field of guidance, to value the expertise in the use of technology and openness to share in the Nordic-Baltic region and to promote the importance of competence building of guidance professionals partners also recorded some videos that are accessible to everybody in the international guidance community. Watch the videos here: <http://haridus.archimedes.ee/en/videos-euroguidance>.

Career guidance, the use of technology and internationalization are the three key-words that describe common aims for VALA and Euroguidance. The Nordplus funded [VALA is a network](#) of higher education institutions, in the Nordic and Baltic countries and focuses on academic training in the field of lifelong guidance. The members of Erasmus+ funded [Euroguidance network](#) support the competence development of guidance professionals through information sharing, peer-learning, further training and facilitating international exchange.

Nordic seminar on mobility guidance

Mobility guidance with a Nordic "twist" was in focus in November when the Nordic Council of Ministers invited Nordic guidance practitioners to a work seminar to Copenhagen. The seminar was arranged together with the **Euroguidance centres of Denmark, Finland, Iceland, Norway and Sweden** and Info Norden. The day included information about the various opportunities that help facilitate mobility in the Nordic countries, and discussions on how to reach young Nordic citizens and motivate them to take part.

Euroguidance network study visit

The **Danish and Swedish Euroguidance centres** arranged a study visit to Copenhagen and Malmö in June for 11 Euroguidance colleagues from 7 countries. The objective was to learn about the guidance systems in two countries and discuss different aspects of the Euroguidance work. The study visit was particularly recommended for new colleagues in the network as a peer learning activity and an opportunity to exchange experiences.

Improving e-learning competences of Nordic and Baltic Euroguidance centres

With the goal of developing a common online course to support internationalization among

guidance professionals, **all eight Nordic and Baltic centres** have undergone a peer learning process in 2019 through joint staff training seminars in Tallinn and Helsinki with the input of experts from universities in online training, e-course development and educational technologies. Between the joint training activities, centres were involved in self-learning about practices (E-ways for competence development of guidance professionals in Sweden and Estonia, e-learning examples in Finland and globally), and also design and training development models (the ADDIE model).

Peer review to support quality of small Euroguidance centres

Peer review activities involving the **Euroguidance centres of Norway, Denmark and Sweden** are integrated into the ongoing three-year work programme. Each of these centres employs only one full-time designated staff member. Working alone can be challenging and input from colleagues is therefore valuable.

Peer Review is a form of external evaluation with the aim of supporting quality assurance and impact assessment. The Peer Review among the above-mentioned Euroguidance centres focused on two of the main tasks – information provision and competence development of guidance practitioners – and the review was performed by Europass and Euroguidance colleagues.

The peer review took place in the Norwegian centre hosted by DIKU – the Norwegian Agency for International Cooperation and Quality Enhancement in Higher Education. One preliminary result is that Euroguidance Norway has fruitful collaboration with other stakeholders and government agencies relevant for guidance. However, there is great potential for improvement for the national Euroguidance website. Euroguidance Sweden and Euroguidance Denmark will be assessed later in 2020.

1.4

Academia



Since 1992, Euroguidance centres in different countries have carried out learning mobility projects, the most substantial of which is Academia. It is coordinated by the French Euroguidance Centre and the partner countries in the Academia 2019 exchanges were: **Belgium (FR), Czech Republic, Denmark, Estonia, France, Germany, Slovenia, Spain, Sweden, and the United Kingdom.** The national Euroguidance Centres are involved in hosting guidance counsellors from other countries on one-week long thematic study visits as well as sending their own guidance professionals on such study visits to partner countries.

To date, over 2 000 guidance professionals from all over Europe have taken part in the study exchanges. The main aim is to develop competencies of guidance practitioners and to offer participants the opportunity to understand learning in a multicultural environment.

Learning outcomes expected for the guidance professionals after Academia exchanges are to:

- have an overview on lifelong guidance in Europe;
- be able to understand a specific guidance theme, to make comparison, to understand practices and challenges;
- deepen knowledge about the host guidance service;

- be able to understand learning in multicultural environment;
- be able to practice professional language and participate in discussions;
- widen the professional network.

In 2019, 12 learning mobility programmes were offered to 136 participants. Guidance professionals valued highly learning from colleagues in diverse group of countries, job-shadowing, networking and acquisition of new practices. The feedback provides clear evidence about the improvement of competencies and implementation of new practices in career guidance.

Academia is also a valuable exchange for partnership itself. In 2019, the German partner at the University of Applied Labour Studies hosted the annual meeting in Mannheim. The aim was to evaluate the 2019 exchanges, plan for 2020, to share learning mobility management experiences and reflect on the future themes of the exchanges.



Furthermore, a new initiative, Academia+, was launched by the partners in Germany, Portugal, Luxembourg and the UK in 2019 with the aim to support and consolidate the exchange and transnational training



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of counsellors in Europe and to focus on the development of training programmes to address current key challenges in labour market and counselling. More information can be found here: <https://academiaplus.eu/project/about/>.

In 2019, the Academia programme was especially a highlight for the Euroguidance Centre in Germany as a total of 42 participants were selected out of 80 applicants – a record number to this day. Since 2018 - in addition to a compulsory experience report - participation on a one-day follow-up workshop has been a fixed component for German Academia participants. During the 2019 follow-up workshop at the Euroguidance Centre in Bonn

participants reflected on the results of their stays abroad, got to know each other, passed on what they had learned and shared new experiences. The participants agreed that they returned to their jobs with new motivation and knowledge, improved their language skills and learned new methods for their daily work. Moreover, it was suggested to establish an Academia Alumni Network in Germany and to propose this idea to the entire Academia Network.

The catalogue of Academia training opportunities for spring 2021 will be published in October 2020 at www.euroguidance.eu/international-mobility/academia

1.5 Online facts and figures



The Euroguidance website is the main platform by which the network spreads information and provides all relevant resources on European guidance and mobility topics. All Euroguidance centres are responsible for providing content to this website and further disseminate it to the wider guidance community. Centres often communicate through their national website and social media platforms as well which further supports the network's online presence.

www.euroguidance.eu

In 2019 there were around 42,500 visitors to the Euroguidance Network website. This is an increase of 32% from 2018. There was also a 26% increase in the number of sessions on the website. The top 5 countries with most visitors to the website were the US, Italy, the UK and Sweden. This differs slightly from 2018 where Spain was the most popular, followed by the US, Italy, France and Sweden. The most popular web pages, after the home page, were international mobility, training

opportunities, forthcoming events, national guidance systems and about us.

The predominant form of traffic to the website is now equally split between direct and organic search, accounting for 41% of traffic each. In the first half of 2019 organic search was the most popular source of traffic, similar to 2018, whereas the second half of 2019 saw direct search as most popular. This shift may see 2020's most popular traffic source come from direct search. Traffic via referrals had decreased from 23.5% in 2018 to 13.7% in 2019. Social media saw a small increase from 4.3% in 2018 to 4.6% in 2019.

www.facebook.com/Euroguidance/

The social media channel that Euroguidance uses is Facebook. Its followers rose from 2800 in 2018 to the current 3 440 followers. The Facebook page focuses on displaying the networks activities, publications, good examples of practice, events and other relevant information such as academic papers, articles and videos.

2

EUROGUIDANCE – NATIONAL LEVEL ACTIVITIES

2.1 National cross network cooperation



The Euroguidance network cooperates with networks such as Europass, the EQF-NCP, Eures, Eurodesk, NARIC, Europe Direct and Eurydice that all promote tools that support common policy goals on European level. Using joint efforts and synergies across the networks is key to the successful outreach to European citizens.

Time to Move Campaign

Time to Move (TTM) is a collection of events for young people organised across Europe during October of each year. These activities introduce young people to the hundreds of possibilities through which they can go abroad and take part in an international project, explore Europe and gain experience they need for their future. All the activities are run by [Eurodesk](#) information experts.

Working in collaboration with [Eurodesk Ireland](#), **Euroguidance Ireland's** previous support of the TTM events (of 2017 and 2018) had a particular emphasis – to bring guidance counsellors, youth information workers and other professionals working with young people at local/regional level together to enable/enhance personal contacts and encourage/plan future cooperation at local level for the benefit of young people.

The focus for TTM '19 returned to **facilitating programme participants and young people directly**. Euroguidance Ireland continued its collaboration by encouraging engagement at regional events; sending information and registration links to all our VET Guidance providers and contacts, many of whom participated. We also communicated with other service providers to promote & encourage engagement with the events organised.

These TTM events were great opportunities to exchange information, forge and enhance relationships and meaningful cooperation between



Eurodesk multipliers, adult and school guidance counsellors, youth officers and relevant information networks.

The collaboration of Euroguidance Ireland with Eurodesk Ireland and [Europe Direct](#) for the TTM events gave a very useful and tangible focus to the development of support and cooperation across VET related information and guidance providers.

For more about Time to Move see - <https://timetomove.eurodesk.eu/>

Meeting of 10 European programmes and networks based in Luxembourg

In June 2019 the **National Euroguidance Centre Luxembourg** initiated a cooperation between 10 European programmes and networks based in Luxembourg to strengthen strategic cooperation at national and European levels and to promote the European dimension of lifelong guidance.

A working group brought together 10 European programmes and networks: Euroguidance, Erasmus+,



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Europass, The European Social Fund, EURES, Eurodesk, EURAXESS, EPALE, Creative Europe and Europe for Citizens. This networking opportunity enabled the representatives to present their respective activities, objectives and perspectives for 2020 and beyond with the aim of sharing existing European opportunities for Luxembourg citizens. Synergies had been identified, including the need to continue the regular exchange of information, a closer cooperation and attendance in the frame of national events and the reissue in 2020 of a joint publication 'Destination Europe – study, training, work, volunteering and engagement abroad'.

Contextualising the NEW Europass in The Netherlands

The new Europass will take a broader course, ultimately developing into a digital platform that supports 'life-long development' for everyone learning or working. Given the scope, versatility and possibilities of the new Europass and ongoing developments within the Dutch context, the Dutch Europass, EQF and Euroguidance centres considered it important to consider how these two issues could be positioned and linked. To this end, they joined forces and organised several meetings.

On the 22nd of May 2019, a policy session on the [New Europass Decision](#) was organised. Representatives of relevant ministries, sector councils, employers' and employees' organisations met to draw up the outlines of a new policy at strategic and management level. Important points that were

brought to attention: the importance of discussion with (national) employers; recognition of short training courses and competences; learning from and linking to sectoral approaches working internationally; the importance of support/guidance for e.g. the development of hard-to-reach groups.

This policy session was followed up on the 30th of October 2019 with a working session. The aim of the working session was to draw up an action agenda around this new Europass Decision. After a general plenary session, five individual working sessions explored how the new Europass can be positioned so that it contributes optimally to lifelong development in the Netherlands. Concrete actions included: involve social partners and intermediaries (libraries, trade unions, schools), link to developments such as 'Competent NL' and the 'Skills Passport', bring together and build on databases that already exist such as electoral college and study choice¹²³; use the volunteer certificate; link with programmes concerning basic skills.



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It is intended to present the result of these joint sessions and the follow-up steps resulting from them during a large conference with participants from all parties involved in lifelong development. This conference will take place in the context of the formal launch of the new Europass platform by the European Commission in early 2020.

More information (in Dutch): www.euroguidance.nl/7_1957_Herziening-Europass-voor-betere-toegankelijkheid-en-meer-inclusie.aspx

Navigator Conference

Euroguidance Hungary held a national conference in cooperation with its European mobility partner networks (Europass, Eurodesk, Eures and the EQF-NCP). It was the fourth time that these networks joined efforts in organising this large-scale national event for stakeholders in the field of education, labour and counselling. This year, the practice oriented thematic day focused on career transitions, and proved to be an excellent opportunity for sharing experience, building knowledge on practices and gaining insight into the current labour market trends and the activities of the organising networks.

Workshops for students with physical disabilities

Finding a career can be a daunting task for many students, but it can be especially challenging for students with disabilities. In 2019, the Slovak



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Euroguidance centre expanded its cooperation with the National Agency Erasmus+, Europass and Eurodesk national coordination units and hosted a series of workshops for students with physical disabilities. The workshops took place in March and May 2019, their aim was to raise young people's awareness of their skills and competencies and improve their self-knowledge. Each unit - Euroguidance, National Agency Erasmus+, Europass, Eurodesk - led their own workshop activity. All activities were complementary to each other, formed a bigger picture together. The Euroguidance centre prepared a workshop on "superpowers" and thus addressed the issue of strengths, skills and competencies.



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Joint seminars for guidance practitioners from education and employment in Slovenia

Euroguidance Slovenia in cooperation with Europass Slovenia and EQF NCP Slovenia organised two joint seminars for guidance practitioners from education and employment. The format has existed since 2016 and takes place twice a year. The focus is a personal presentation to the employers with respect to the use of EU tools and helping the youth in transition from education to labour market. As part of the programme guidance practitioners learnt about services offered by the information centre of the European Union, the information points Europe Direct, as well as the use of Europass, the European Qualification framework and the Slovenian Qualification Framework in practice. Additionally, services of career centres of the Employment Service of Slovenia that are coordinated by Euroguidance Slovenia were presented. HR experts were also included in the seminar to provide insights into how employers read CVs and select candidates for their vacancies. One part of the seminar was a practical workshop regarding the use of the Europass system including its functionalities and a round table discussion about volunteering experiences.



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Euroguidance-Europass Study Day in Brussels, Belgium

For the first time, Euroguidance Belgium (FL) and Europass Belgium (FL) organised a joint study day, which took place on May 13th 2019. Initiated by Euroguidance Belgium (FL), 'Across borders: Working with (education/learning) careers and competences' was certainly a success. We welcomed more than 80 participants, working in various sectors (education, employment, youth, integration, ...) Prof. Dr. Marinka Kuijpers gave a highly engaging key note on the development of career competences and decision making processes. AHOVOKS - the Agency for Higher Education, Adult Education, Qualifications and Study Grants - presented the new required learning outcomes regarding (education) career guidance in the secondary school curriculum. Participants could select from a series of interesting workshops and engaging presentations, ranging from 'Studying abroad' 'Eures and the Europass CV', to 'Presentation of GTB : Specialised pathway guidance' and 'Recognition of foreign diploma's and experience'. During the event, the new Euroguidance brochure Erasmus+ supports guidance projects was presented.



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2.2 Ongoing policy developments and their implications to national guidance systems

On the Euroguidance Network website the section on national guidance systems and practices offers a complete overview on national guidance systems in all European countries that are part of the Erasmus+ programme. This chapter shows some of the ongoing policy developments and their implications to national guidance systems in the past year.

Integrating Career learning in the New National Education Standard of Latvia

During the 2016–2021 European Social Fund programming period, Latvia is undergoing wide-spread reforms in the education sector implemented through ESF funded projects based in various national agencies. One of the most far-reaching reforms is aimed at refocussing the school curriculum from subject-based teaching to competence-based teaching. This project is being implemented by the National Curriculum Authority and it impacts primary through upper secondary education, including VET. At the same time, a parallel ESF project on Career support in general and vocational education institutions is being led by the State Education Development Agency which hosts **Euroguidance Latvia**. In its 2018-2020 work programme Euroguidance Latvia identified the need to facilitate coordination between these two projects to support the integration of careers management skills in the new competence-based curriculum. This is in line with the ELGPN recommendations on mainstreaming careers management skills.

One of the challenges of the curriculum reform project has been to erase the borders between traditional subjects in order to achieve a paradigm shift in the thinking of teachers and school leaders, while at the same time communicating to learners and parents the new objectives of learning. Key outcomes of the curriculum reform project are new curriculum standards for primary and upper secondary education. In 2019 Euroguidance Latvia has been involved in coordinating discussions between project experts of the National Curriculum Authority and the State Education Development Agency and consulting the curriculum reform project on the integration of career learning in the new upper secondary curriculum standard. The outcome is that the newly formulated Social and Civic competence now includes the ability to make career decisions that can have a positive impact on personal, local and global welfare with identifiable career learning objectives for students at a basic, intermediate and advanced level. The Standard also outlines conditions that should be met by schools in order to achieve the new competences. In relation to career development the following condition has been set: "the educational institution encourages students to identify their interests, directions and opportunities for further study and professional development in a timely and purposeful manner, offering diverse activities and career education experiences in the study process, high quality and comprehensive information on further study and professional opportunities, personalised counselling and support".

Google translation of new upper secondary education standard: <https://translate.google.lv/translate?hl=en&tab=rT1&sl=auto&tl=en&u=https%3A%2F%2Flikumi.lv%2Fta%2Fid%2F309597>

Exploring European examples to enrich and inspire Dutch policy developments

The Netherlands would like to achieve a breakthrough when it comes to Lifelong Development. In the past year, a feasibility study for a national training portal was carried out and a scheme for individual learning budgets is being developed. **Euroguidance Netherlands** carried out a European study to inspire and strengthen these developments. In this study, we looked at digital overviews for learning opportunities within various educational sectors and financial support for lifelong learning (LLL) development in various European countries. We looked at the associated career services and guidance involved. The findings on (regional) career support around these portals and budgets for a wide audience (such as learners, employed and non-employed) and its broader context (policy, quality assurance etc.), were highlighted in factsheets, a brochure and during various meetings. For example, during an expert meeting of December 4th, 2019.

The focus of this meeting was on facilitating lifelong learning/development for sustainable employability and an inclusive society. In the Netherlands, there are several places where you can turn to for career or development questions. However, the supply is fragmented and not accessible to everyone. Many people do not (yet) know which questions they can turn to and where. How can we reach and support people in lifelong development? What is needed for recognisable, impartial, qualified and accessible career guidance for everyone? Together with the participants, we wanted to come to a shared vision and take a



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step forward. Participants included representatives of organisations and stakeholders who play a role and/or are engaged in either direct service provision and / or the support structure around career guidance and LLL. Together we formulated a shared vision and principles for recognisable and accessible services for LLL and we made an inventory of concrete opportunities for cooperation.

Global dialogue in the area of lifelong guidance promotes policy development

Supporting the development of the European dimension of lifelong guidance within national guidance systems through strategic cooperation with relevant national and EU authorities, services and networks is one of the main tasks for the Euroguidance Network. Accordingly, **Euroguidance Estonia** focuses a lot on international exchange in the area of lifelong guidance with the aim to raise the awareness of guidance community on innovative guidance practices and lifelong guidance policy development in Europe.

One of the best occasions to introduce national policies and practices, and to learn from other countries across the World was the 9th International Symposium on Career Development and Public Policy, which brought together policy makers, career development professionals, researchers and employer and workplace representatives. The symposium was organised in June 2019 by the International Centre for Career Development and Public Policy (ICCDPP) and Skills Norway in Tromsø, Norway.

Six Euroguidance centres were represented at the event, including Estonia, France, Ireland, Norway, the Netherlands and Serbia. It was also a joint effort together with Ms Alison Crabb from the European Commission to introduce the commitments and expertise which Euroguidance contributes when it comes to internationalization and professionalization in career guidance. The Euroguidance Highlights publication has been a valuable source to introduce the network globally.

From the national perspective, this was also an excellent opportunity to involve national stakeholders – Euroguidance Estonia acted as the team leader for the national stakeholder group, involving representatives both from employment and education sector. One of the very valuable tangible results is the country paper prepared by the members of the team following the themes of the symposium. Furthermore, the event inspired



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several national initiatives, including the major conference “Bold Jump into the Unknown?” organised in January 2020.

Sharing and learning in this format is an efficient initiative for all participants and an excellent opportunity for Euroguidance Estonia to introduce national and international policies and practices to experts and decision-makers. The Estonian country report is available among the other 34 countries across the World at the conference website at www.kompetansenorge.no/iccdpp2019/.

European Quality framework for Internships

Because internships are major experiences in the construction of a training programme and professional integration, the SPRINT project is of great interest.

The French ministry of higher education and research is associated with **SPRINT project** – *Standardize best PRactices about INTernships* – which aims at improving young people’s integration into the labour market by creating a European Quality framework for Internships. This three-year Erasmus+ project started in 2017 as a strategic partnership project (KA2).

FROM PROJECT OBJECTIVES...

1. Create a European Quality framework for Internships that will be recognized and accepted by employers in Europe;
2. Establish a strong partnership among organizations that work in this field and join expertise in order to improve the quality of internships;

3. Raise stakeholders’ (youth, universities, employers) collective awareness about quality internships;
4. Analyze, report, disseminate and further build upon data collected to steer policy debate and incentivize employers to improve their practices;
5. Prepare training of the different stakeholders, thus ensuring the correct application of the new standard and ensuring the sustainability of the outcomes of the project.

...TOWARDS THE MAIN GOAL

The end goal of this project is to work on a unique Quality Framework for Internships valid for the whole of Europe. These quality criteria should support students and graduates in transition from education to the labour market. The first results of the SPRINT project are three very important documents used for the CEN* workshop agreement: a general report about European legislations about internships, a survey about the needs and barriers for internships and a good practices tool.

EUROPEAN PARTNER ORGANIZATIONS INVOLVED

- Université Paul-Valéry Montpellier III, France (coordinator institution) - InternsGoPro ASBL, Belgium - Association Française de Normalisation (AFNOR), France - Sindikat studentov, dijakov in mladih brezposelnih (Trade Union Youth Plus), Slovenia - uniser soc. Coop. Onlus, Italy - association europeenne d'institutions de l'enseignement supérieur (eurashe), Belgium - the adecco group, ag, Switzerland

* A CEN Workshop Agreement is a reference document from the European Committee for Standardization. It is, by definition, not an official standard from the member organizations.

More information about SPRINT project: www.sprint-erasmusplus.fr/



2.3 National professional development – seminars, workshops and tools



All the Euroguidance centres across Europe have taken active measures to support the professional development of guidance professionals in their countries. In this chapter, several concrete examples of different types of activities to improve the competences of guidance practitioners on international learning mobility will be demonstrated. These training activities take many forms such as seminars, conferences and courses.

Competence development

Competence development is a key pillar of the Euroguidance strategy in Italy. **The Italian Euroguidance team** successfully tested an innovative blended training package for mobility advisors which is being scaled up in the current year.

In June 2019 Euroguidance Italy and Eurodesk delivered a state-of-the-art blended training course on *"Mobility opportunities for learning and job purposes in Europe"* in Rome. The two-day course covered the EU transparency tools (EG, EUP and, EQF) and relevant mobility programmes (Erasmus +, Eures, ESF-funded schemes), including next Programming Period changes. The course brought together senior officials from the Erasmus+ National Agencies and the NCPs and Eures Teams, as well as national experts in the EU-level Advisory Groups and Erasmus+ National Authorities Committee.

A total of 22 Eurodesk Mobility Advisors (EMAs) successfully completed the training: as a result, they became aware of recent changes in the tools and post-2020 novelties and the implications for their work as guidance experts.

A promising practice

- The training action proved innovative both process and content-wise on several levels.
- A pilot initiative: a Euroguidance-funded training course was delivered for the very first time in Italy.
- A unique mix of learning objects: a comprehensive overview of transparency tools and main EU mobility schemes was provided.
- A state-of-the-art picture: senior experts from the key agencies and ministries presented the most recent policy and practice developments in the field of mobility
- A duplicable action: the course was designed and is being scaled up in two 2020 editions
- Cross-fertilization: the trained EMAs committed to act as Euroguidance multipliers at local level.

What's next

Two optimised editions will be delivered in March and May 2020, so to meet the upskilling needs of the remaining Italian EMAs.

More information:

Course description:
https://www.eurodesk.it/2019/EUG-TCxEUK_Roma
 Course materials:
<https://www.eurodesk.it/anpal-pcn/doc>
 Information:
euroguidance_italia@anpal.gov.it

The Annual Day of the Counsellor

The Annual Day of the Counsellor was celebrated in **Iceland** with a conference, where the attendants shared various tools and methods which have



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proved to be useful in their daily work. One of the workshops was on useful tools for international mobility, held by Dóra Stefánsdóttir from the Icelandic Euroguidance centre. She presented various tools developed by the Euroguidance centre:

- an online tool chest, where short and precise information is given on the preparation before the mobility, guidance during it and debriefing once the student has returned home
- a handbook for counsellors working with people who are planning a mobility and
- a brochure in English on educational and vocational guidance in Iceland, which is handy for international visits or when needing to send information to colleagues overseas.

She also showed them the information web for students who plan studies abroad (www.farabara.is) and the web for foreign students planning studies in Iceland (www.studyiniceland.is).

Networking-training seminar for new career guidance services of the Ministry of Education & Religious Affairs

The National Organization for the Certification of Qualifications & Vocational Guidance (EOPPEP) - Euroguidance **Centre of Greece**, implement actions in order to strengthen the competences of the career guidance counsellors and enhance the cooperation and networking between the guidance community and the stakeholders. These actions include seminars, trainings, meetings and conferences.

EOPPEP - Euroguidance Centre of Greece, organized a one-day Networking - Training seminar in May 2019 at the premises of the Ministry of Education and Religious Affairs with the staff of the new career guidance structures of the Ministry of Education.

The purpose of this event was both to exchange information about the organization and operation of these new structures and to present the actions and tools developed by EOPPEP - Euroguidance Centre of Greece focusing to the support of the guidance community and end users. The content of the event was:

1. The role and operation of the new structures: KESY (Centers of Educational and Counselling Support) and PE.K.E.S. (Regional Educational Planning Centers)
2. The role of EOPPEP - Euroguidance Centre of Greece in Lifelong Career Guidance
3. EOPPEP's tools to support professional development, transparency of qualifications and citizens' mobility:
 - Lifelong Career Development Portals for Adolescents & Adults
 - Greek database for learning opportunities Ploigos
 - The Europass documents and the new European Europass Portal
 - The National Qualifications Framework and its correspondence with the European Qualifications Framework
 - The online database "National Qualifications Register"



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About a hundred career guidance counsellors, managers of the KESY and training coordinators of the PEKES, from all over the country met each other face to face for the first time and exchanged information and proposals on the improvement of the services provided and the fields of cooperation among EOPPEP – Euroguidance Centre of Greece and their structures. After the seminar, the participants filled in and sent to EOPPEP a questionnaire about the "Application of quality criteria to KESY and PEKES and the opportunities for cooperation with EOPPEP" highlighting by category and quality criterion the indicators – desired improvements that need to be made for their structures to offer high quality services to end users.

The interaction of the participants facilitated the networking between KESY, PEKES and EOPPEP as well as the homogenization of knowledge among professionals who have already attended similar training activities of EOPPEP and the staff of the new structures, in order to be able to propose concrete measures on how to improve the services provided in the field of career guidance.

“Future-proof your Career” Seminar

New unemployment rates suggest that recent graduates who have focused on their career during their studies find employment faster than those who have not. Based on the idea that students

should be encouraged to develop a mindset that enables them to translate what they learn at university into relevant transversal skills they can use in the present and future labour markets, a career seminar for university career counsellors was organised in November 2019 by **Euroguidance Croatia**.

Organised under the name “Future-proof your Career”, the event was a continuation of a several-year-long competence development programme developed by Euroguidance Croatia aimed at university career counsellors. The objective of the programme is to equip counsellors with the knowledge and methods they can use in their daily work with students by showing them different developments at national and EU levels and fostering their cooperation with relevant stakeholders in the guidance process (businesses, national and international peers, university management, etc.).

The 2019 event was organised with the support of Europass Croatia as a two-day intensive training on methods to develop students’ future skills. The event featured targeted workshops, tasks, panel discussions and presentations, as well as team building activities and informal networking opportunities for Croatian and international career counsellors, experts in human resources from Croatian companies and leading Croatian futurists. It was also an opportunity to build upon a fruitful



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study visit to the University of Southern Denmark - SDU, organised with the support of the Danish Euroguidance Centre earlier in 2019, by including an international guest lecturer who presented the methods in career counselling done at SDU.

To make the training more learning-intensive and to direct participants' attention to the fact that future jobs will also require an extensive set of “green” skills, i.e. environmental concerns will need to be taken into account when making business decisions, the training was organised in Plitvice Lakes, Croatia's oldest national park. A short video from the seminar is available [here](#).

Cité des métiers in Belgium

Throughout 2019, the **Belgian Euroguidance Centre (FR)** welcomed more than 170 career guidance counsellors from various institutions at the “Cité des métiers” in Brussels. The practitioners came to discover the concept of the “Cité des métiers” and to exchange thoughts on the role of guidance counsellors in a multi-partner one-stop information and advice centre. The “Cité des métiers” is a concept developed in Paris, France in 1993, which rapidly became an international network. In French-speaking Belgium new “Cités des métiers” opened in Namur and Brussels and will open within the next few years (Charleroi and Liège).



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National conference for career guidance counsellors

Joint conference "How to talk to students about career choices?", organized in cooperation with [Europass](#) and [Lithuanian career specialists association](#) was held in Vilnius on May of 2019. The Conference was attended by one hundred national guidance counsellors, working in the secondary schools and gymnasiums in **Lithuania**.

The topics of the conference were as followed:

- Future professions, which do not exist yet;
- “Difficult” children and how to guide them;
- When and how the answer “What to be?” is found;
- What do students expect from career counsellors;
- How to use higher education tool, created by Government strategic analysis centre;
- Europass CV and how to use it in career guidance activities;
- Guiding students into the technological field.

The main success of the event was professional speakers from various career guidance fields, in-

teractive and attractive content, the event [website](#) with all the presentations in video format uploaded after the conference. A survey was conducted during the event and the conclusions led to finding out, which challenges are the most important for career guidance counsellors while working with students and what kind of information would be useful for their professional development.

Training for guidance professionals

Euroguidance Belgium (FL) organised several training sessions for guidance professionals. Topics included: ‘Going abroad’, ‘The Lifeology Programme: Empowering clients in a changing world’, ‘Guidance in Denmark: Systems, tools and practices’, and - in collaboration with Europass - ‘Across borders: Working with (education/learning) careers and competences’ (see 2.1.). The ‘Going abroad’ sessions focused on learning mobility - providing insight in the many opportunities for learning mobility within and outside the Erasmus+ programme. We also trained participants in the guidance process before, during and after learning mobility, and hosted guest speakers from the Erasmus+ NAs (Education & Training, as well as



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Youth), the National Europass Centre and NARIC Flanders. The sessions 'The Lifeology Programme: Empowering clients in a changing world' and 'Guidance in Denmark: Systems, tools and practices' were delivered by guidance experts from respectively Slovakia and Denmark.

The brand new Euroguidance brochure Erasmus+ supports guidance projects was developed and presented during our study days and other events we participated in (eTwinning events and the yearly EPOS event Grensverleggers. With the brochure we want to raise awareness on Erasmus+ possibilities within the guidance community and support the development of new guidance-related Erasmus+ projects.

Guidance breakfast: a Euroguidance get together between guidance professionals in Luxembourg

Over 2019 the National Euroguidance Centre Luxembourg regularly organised meetings we called "Guidance breakfasts". These brought together stakeholders from different educational and vocational guidance sectors in Luxembourg; encouraging discussions and stimulating cooperation between national guidance actors and presenting a good opportunity to integrate the European dimension of Guidance. During these networking events, participants were informed of European training opportunities, Euroguidance conferences



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and study visits, European news in the field of guidance and about European guidance tools.

Training Programme for Increasing Counsellors' Competencies

Competence is one of the key elements in order to achieve successful results especially in the field related to human relations. Individuals' employment expectation and career goals can be extremely varied, depending on their willingness, relevancy and interest. It is very important to keep in consideration the recent developments and future anticipation about the labour market in order to give suitable guidance to a client who needs advice from a counsellor.

Thus, counsellors have a significant impact on most of the people who are looking for a new job, changing their job or entering the labour market. In this context, it is very important that the guidance practitioners have knowledge of the current needs. That is why it is important to increase the competence of vocational counsellors and to ensure that we have the necessary equipment in today's career guidance and counselling field. In 2019, Euroguidance Turkey organized training for counsellors in order to increase their knowledge and competence, especially in the context of career management and skills assessment.

Before the training was given to counsellors, field and questionnaire studies were conducted

in provincial directorates and an analysis of the training needs was conducted. On the basis of the results of training needs analysis, an extensive training programme has been arranged specifically for the vocational counsellors who mostly engage with the career guidance related issues both with students as well as with people who are seeking to change their career. The expected results of the training are that they will increase the competence of guidance practitioners and that they will offer better services.

As a result of the studies on increasing the quality of counselling services, it is necessary to examine the client's social status, labour market and demographic situation and whether they are physically and mentally ready for working life. The model of providing quality consulting services in accordance with the profiles of people with an approach that takes into consideration the characteristics of the labour market has become an important need in today's labour market.

After the training needs analysis, an extensive training was provided to the vocational counsellors in 2019. Altogether 123 counsellors from 29 provinces in different parts of Turkey attended the training. The training lasted for 5 days for each group and 5 weeks in total. An expected result of the training is that it will increase the quality of career guidance services of İŞKUR, the public employment services of Turkey.

Regional Meetings for Cooperation

The Euroguidance Centre in Hungary organised Regional Meetings in seven Hungarian regions to



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meet the needs of guidance professionals, who had wished for a stronger cooperation within the guidance community both at local and at regional level. The need arose as in some regions the target groups of institutions which carry out career orientation differ notably with respect to their aims, motivations and ambitions.

Furthermore, the aim of the meetings was to generate dialogue, interactivity, networking and cooperation between the parties, to collect and disseminate existing good practices and to collect suggestions for professional improvement. Lastly, presentations about current activities in career orientation were held for the target audience and a national timetable of local career guidance and counselling events was set up.

Educational and professional guidance course in educational centers

The first edition of the course "Orientación educativa y profesional en centros educativos" – organised by Euroguidance Spain – took place between March 12 and May 14, 2019 and was meant for Guidance practitioners who develop their work in public centres of all levels before University. This course is part of the online teacher training courses of the INTEF: National Institute for IT in Education and Teacher Training.

This 70-hour course tries to promote the reflection about the guidance practice through an active methodology based on learning by doing and the interaction among the participants, as well as giving useful strategies and resources, which can be implemented in the daily work of counselling. This is thought to be the way to achieve the elimination of the early school leaving and the success of all the students, trying to delete the barriers and discriminatory factors that could arise in the learning process. In order to promote the reflection of the guidance practitioners, this course is divided in to four modules:

- Framework, characteristics and challenges of the educational and professional guidance nowadays.
- Guidance for an inclusive education: from the individual requests to the intersectorial view.
- Vocational guidance in pre-university studies.
- Guidance resources

The participants of the course, who were mainly educational guidance practitioners in secondary schools from all the regions of Spain gave a very



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positive feedback about the course on the comments and the quality evaluation test that they submitted. Due to this feedback and the success of the course a second edition will be organised in 2020.

Link to the course:
<https://intef.es/Noticias/curso-orientacion-educativa/>

Evaluation of informal competences through ELD cards

As part of the on-line course in mobility guidance, organised every year, **the Swedish Euroguidance centre** offered ELD competency cards to the participating guidance professionals. ELD is an acronym for Experience Learning Description and it is a conversation method for recognizing competences and making learning visible.

Since many of the competencies that are associated with personal development are informal and more general, they do not belong to any specific subject area. The challenges and everyday hassles that are often associated with a stay in another country, is part of the informal learning, which helps to develop the individual.

ELD helps to put competency words on actions carried out in concrete situations, and the cards are intended to support the processing of experiences and the identification of skills, after studies or practical training abroad.

Competency words

The ELD cards suggest a range of relevant words of competences in six different areas;

- Self-awareness and personal development
- Creativity and entrepreneurship
- Communication and active participation
- Collaboration and organization
- Global surrounding and sustainability
- Digital skills and digitalisation

About a third of the cards have a globe in the upper right corner. These are skills that are more often identified in connection with a stay abroad. A manual with suggested exercises and questions is included in the package, to help the guidance professionals get started with using the ELD cards together with their clients.



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2.4 National innovative digital approaches



European countries are discussing online guidance services and how they can be best applied to providing information, advice and guidance. Euroguidance Centres are supporting the development of digital skills and competences of guidance professionals and are developing innovative digital solutions, including labour market information tools and digital tools to support learning mobility.

“Jopsy – or how do you find the job of your dreams?”

Euroguidance Austria contributed to the Cross Border Seminar 2019 “Skills for the Future” by facilitating a workshop held by Martina Aicher and Heike Angerer (both Viennese Chamber of Labour), where Jopsy, a picture-based app for students aged 13 to 15, was presented. Since young people at that age already use their smartphones to search for all kinds of information, the new app can be used either within a learning environment or students can use it on their own, no matter the time or place.

Jopsy provides easy access to around 60 images relating to occupations and a wide range of possible jobs from the national job centre database. This picture-based interface is well-suited to this specific age group. Jopsy is easily accessible (App Store and Google Play), free of charge and has no need to store personal data. Jopsy acts as a basis for students to carry out more profound research regarding their educational decisions. Beyond that, it is a basis for labour market research to find out more about job opportunities associated with the specific educational background.

Lifelong Guidance in Finland website

Lifelong learning has become increasingly important as society is changing and evolving. Guidance related to lifelong learning helps individuals to identify their abilities, competence and interests in the different stages of their life.

In Finland, information on guidance and counselling can be found on several websites and information



AK Jopsy

sources. In 2019, all this information gathered on one platform. **Euroguidance Finland** together with experts in guidance at the Finnish National Agency for Education (EDUFI) have gathered a [Lifelong Guidance in Finland section](#) on the website of the Finnish National Agency for Education. Lifelong Guidance in Finland website is aimed at anyone who is interested in knowing more about lifelong guidance and guidance services in Finland.

On this website, we have compiled information on guidance at different levels on education in Finland: guidance and counselling in basic education, in upper secondary education and in vocational education and training. The website also has information on guidance services and guidance operators in Finland and across the world. In Finland, information, guidance and counselling services are offered by several operators. In addition to public services, the third sector and private operators also offer guidance services. Public employment services in Finland provide career guidance and support in finding employment. One-Stop Guidance Centres offer information, support and guidance in matters related to education, training and employment to people under 30.

On the website, guidance practitioners can also find information sources and material on recognition of qualifications completed abroad to support their guidance work. This section on the website is especially aimed at Finnish guidance professionals who increasingly need information in their daily work about other countries' education systems and the recognition of qualifications completed abroad.

In addition, the website has information on guidance counsellor training and on the national strategic objectives for lifelong guidance in Finland.



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Information on guidance services in higher education and on career counselling will be compiled on the website later on. The main aim of the website is to have permanent information on guidance and guidance services in Finland, but the website also has articles on current guidance-related topics.

In Finland, guidance is not coordinated by one Ministry. Therefore, a group of experts from the Finnish National Agency for Education and from both Ministries (Ministry of Education and Culture and Ministry of Economic Affairs and Employment of Finland) will be invited to form an editorial board to develop the Lifelong Guidance in Finland website.

DINAMO

DINAMO, a new tool for the professionalisation of guidance practitioners working in the field of mobility. This acronym means DISCOVER, INFORM, ACCOMPANY, MOBILITY IN GUIDANCE

The Euroguidance centres in France have been training guidance professionals in the European dimension of guidance for many years. These face-to-face trainings take place in information and guidance centres or in training centres for career guidance students or by distance training. In 2019, the Euroguidance France network developed an online training platform called DINAMO for increased dissemination. DINAMO is a cooperative, self-training platform for guidance professionals who advise on international mobility issues.

DINAMO includes 4 modules available to support and train guidance professionals in their daily practices:

1. Presentation of the challenges of mobility,
2. Use of European tools that promote mobility (ECTS, the Erasmus+ programme, Europass, etc.)
3. Presentation of the various forms that mobility can take throughout life
4. Development of mobility advice for the guidance professionals

Each module includes both theoretical and more practical parts with illustrations, concrete cases, varied resources and tests that allow the awarding of a badge at the end of the training course.

Navigation is flexible without any restriction to allow all modules to be tracked at the user's convenience.



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A discussion forum is offered to allow exchanges between peers and with Euroguidance experts.

DINAMO is available:
www.euroguidance-formation.org

Practical tool for career guidance counsellors

The Conference "How to talk to students about career choices?", held in May 2019 in Vilnius, inspired Euroguidance and Europass teams to collaborate and create a new practical tool for career guidance counsellors, working with 15-18 years old students as at this age, students often make the most important decisions about their future. The content of the tool consists of:

- Europass CV integration in the career guidance activities;

- Euroguidance tool "Mobility guide" for those students, who are going to study or volunteer abroad;
- Explanation how to use higher education tool, created by Government strategic analysis centre;
- Volunteering opportunities suggesting organizations;
- Information, how to compare quality of different study programmes;
- Example of a career plan, made by [Lithuanian career specialists association](#).

Several practical tasks were suggested after each chapter for students. A practical tool was published in **Euroguidance Lithuania website** and disseminated for career guidance counsellors by emails.

2.5 National career promotion and developing mobility for specific target groups



Euroguidance Centres often address and support various target groups within their national activities. In this chapter, you can read about projects working with clients and counsellors both online and offline on the topic of educational mobility.

'Euro-Quest' resource for Irish Secondary Schools

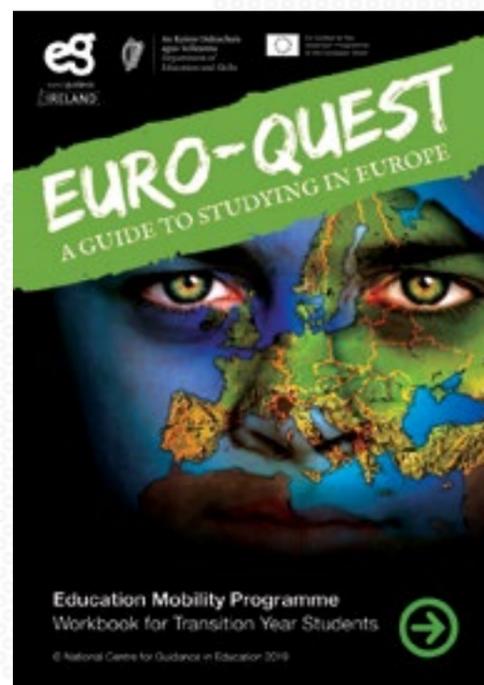
'Euro-Quest' is a free to use online programme that promotes educational mobility to students in secondary schools in Ireland. It can be completed in or out of the classroom.

Why was it developed?

Increasingly, there is demand for students with language skills and greater international awareness. The opportunity to look beyond home shores and 'internationalise' one's education is now more valuable than ever.

The 2020 EU target was that, by then, at least 20 % of all graduates should have spent a period studying or training abroad. The budget for the next Erasmus programme period, 2021-2027, will be over €3bn, evidencing the value placed on educational mobility at EU level. It also emphasises the need to make the Erasmus programme more inclusive. It recognises that 'investing in people, their skills, and their knowledge will help respond to global challenges, maintain social fairness and drive Europe's competitiveness'.

It can be a challenge for students considering 'mobility' opportunities in Europe to find out what's there and to know where to start looking. Indeed, many are completely unaware of the wide spectrum of opportunities that exist. Knowing how



to support learners through this process can be a challenge for Guidance Counsellors and support staff too.

So, what exactly is Euro-quest?

'Euro-Quest' is a blended learning programme, targeted at 'Transition Year' students in Ireland (learners aged between 14 and 16). It comprises of four online modules and is accompanied by a Student Workbook and a Whole School Guidebook for Guidance Counsellors and teaching staff.

Designed to meet the needs of Guidance Counsellors and learners looking to explore mobility opportunities in Europe; it is a practical tool that aims to plant the seed of curiosity in students regarding mobility in Europe, equip them with the necessary skills to conduct independent research and bust some common misconceptions that exist around the topic.

Euro-Quest can be delivered by the Guidance Counsellor or as part of a team of teachers who work together with Europe as a cross-curricular theme.

How has it been received so far?

Between February 2018 and May 2019, Euroguidance Ireland completed a pilot of the programme with 15 schools across Ireland. Feedback from guidance counsellors, teachers and students was extremely positive. The final version was made available to all secondary schools in Ireland in January 2020.

To learn more about Euro-Quest visit www.euroguidance.ie/euro-quest

You can contact Euroguidance Ireland at euroguidance@ncge.ie

Training on learning mobility for guidance counsellor students

Euroguidance Finland offers training on guidance for learning mobility for guidance counsellor students. The aim of this training is to make sure that the international dimension is integrated in the guidance services provided to pupils, students and other clients. In Finland, five universities of

applied sciences and two universities offer guidance counsellor training: Oulu University of Applied Sciences (OAMK), Tampere University of Applied Sciences (TAMK), Haaga-Helia University of Applied Sciences, Häme University of Applied Sciences (HAMK), Jyväskylä University of Applied Sciences (JAMK), University of Eastern Finland (UEF) and University of Jyväskylä (JYU).

The aim of the training Euroguidance Finland offers to guidance counsellor students is to provide students with competence concerning guidance to learning mobility, information on studying and working abroad, tools for guidance on internationalisation, information on future skills needs and statistics on international mobility. The content of the training is agreed with the trainers from the guidance counsellor degree programmes.

In 2019, Euroguidance Finland invited the trainers from all the guidance counsellor training units at universities of applied sciences and universities for a two-day meeting. One of the main aims of the meeting was to develop the content of the training Euroguidance Finland provides for guidance counsellor students. The trainers had several suggestions on how to develop the training on international mobility. According to them, the benefits of international mobility and the skills one gains from international experience could be highlighted more in the trainings. We also received feedback that topics such as green mobility and international opportunities for those who are not in education could be emphasised more.

In the meeting, we also discussed what kind of expertise the teachers at guidance counsellor training units have and how this expertise could be shared between the units and Euroguidance Finland. The teachers at the training units have all kinds of expertise on for example career guidance, ethnicized educational paths, gender-conscious guidance and student welfare issues.

The feedback Euroguidance Finland received on the training on guidance for learning mobility was valuable. The meeting gave us ideas on how to develop the trainings so that the trainings would support the future guidance practitioners' competence concerning guidance to learning mobility.

2.6 National conferences, fairs and recognition events (including awards)



Every year several international seminars and conferences are organized by the Euroguidance Centres. Bringing guidance experts together from abroad at such events is an attractive way to support knowledge sharing and active networking. Often those guidance professionals who participate in these international conferences are also looking for new potential partners for EU-funded project cooperation and exploring possibilities to go on study visits to other countries and starting international cooperation.

First Latvian Career Award

The first National Career Awards competition in Latvia was held in spring of 2019 by the **Latvian Euroguidance centre**, hosted by the State Education Development Agency (VIAA). The Latvian competition was inspired by the national career awards of the Czech and Slovak Euroguidance centres, and adapted to the Latvian context in cooperation with the Information and Guidance Department of VIAA.

The 2019 competition in Latvia was a piloting activity limited to the school and upper secondary VET sector. Award nominees were guidance professionals of general and vocational education institutions and other organizations who had implemented outstanding career guidance activities or events or prepared unique information or methodological materials for work with school and VET students in 2018.



From left: Material of the Year winner Anita Laurena, Person of the Year Diāna Šķēle © State Education Development Agency of Latvia

Career guidance coordinators at municipal boards of education and national VET competence centre directors were invited to nominate candidates for the award. A total of 38 applications were received in three nominations: Person of the Year, Activity of the Year, and Material of the Year. The award ceremony was held at the National Careers Education Conference in Liepāja on April 12, 2019. Award recipients received free entrance to the annual Conference, a certificate of accomplishment and a commemorative vase. Information about the Award competition process and the achievements of the winners were also reflected in the Latvian Career News (see http://viaa.gov.lv/library/files/original/VIAA_KarjerasZinas_2019_1.pdf).

With this first award, Euroguidance Latvia aimed to shine a spotlight on the achievements of Latvian careers practitioners. It is our hope that by increasing the visibility of career guidance and recognizing professional contributions we will enhance the professional identity of guidance practitioners. In the future, it is intended to expand the scope of the Latvian National Career Guidance Award competition by addressing not only the school and vocational education sector, but also higher education, the public employment service, and private providers.

In a continued spirit of synergy, input from the Latvian National Career Guidance Award competition was provided by Euroguidance Latvia at the Slovak National Career Guidance Award ceremony on 24 October 2019 and has been submitted for inclusion in a compendium of all award-winning contributions from the National Career Guidance Awards in Europe.

National Career Guidance Award 2019 in Slovakia

The 'National Career Guidance Award 2019' Conference took place on 24 October 2019 in Bratislava, organised by **Euroguidance Slovakia**. Five out of twenty entries were recognised and awarded by the board of experts. Most of them emphasised the social dimension of guidance by focusing on socially disadvantaged people in the labour market. More than 100 professionals and practitioners in career guidance, policy makers, business leaders, educational organisations and recruitment agencies attended the conference. The awards were handed out by the Slovak Minister of Education and the ceremony was covered by nationwide TV stations and by the press. In addition to presenting examples of good practice from Slovakia, the Euroguidance centre provided



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the opportunity for promoting the European dimension in guidance by inviting the recognised participants of national awards from the Czech Republic, Hungary, Serbia and Latvia.

National Career Guidance Award 2019 in the Czech Republic

The National Career Guidance Award 2019 organised by **Euroguidance Czech Republic** was once again a space for dissemination of new guidance projects and activities to the community and afterwards to the wider public. This year 26 projects were submitted to the contest from various sectors, such as schools, labour offices, NGOs, regional career centres and youth organisations. During the 2019 award ceremony, which included presentations of the award-winning organisations, representatives of the Ministry of Education, Youth and Sports announced results of the contest. The award ceremony was traditionally accompanied by an expo of all contributions to the competitions, which provided an opportunity for extensive networking and exchange of ideas.

All winners of the Czech National Career Guidance Award were granted an 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 as well as the international one. Among winners is a group of young people and their mentoring programme **INVENTA** for secondary school students with the intention to support the mobility and increase their awareness of study, work and volunteering opportunities abroad. With personal mentoring, the programme inspires young people to travel abroad and makes them think about their future careers and education in a broader context that extends beyond the borders. Graduates who



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have gained study and work experience abroad are sharing gained experience via the INVENTA platform with current students at the secondary grammar school. A mentor not only inspires others through his/her experience, but also helps a student to choose the right mobility, supports him/ or her during the university admission process or during their enrolment into international projects.

National competition for presenting successful practices as a result of career counselling and guidance in Bulgaria

In 2019 **Euroguidance Bulgaria** announced a National Contest for presenting successful stories of career counselling and guidance in Bulgaria. The competition aimed at collecting, distinguishing and promoting successful stories as a result of various forms of career counselling in educational institutions, career centres or information and career guidance centres. The competition targeted specialists in career counselling and guidance in all fields of education and training as well as successfully consulted people.

The applications submitted were evaluated on the basis of the following criteria:

- Innovation of the tool used - introduction of innovative, authorial, original practices that did not currently exist in the specific region, context or target group;
- Applicability and Impact - the innovative tool used qualitatively, met the needs of the target group and had proven impact;

- Sustainability - the application of the tool in daily practice;
- Opportunity for dissemination of results - the obtained results could be used by other career advisers in the respective field.

16 proposals were received; three of them were awarded the best of the best. The methods of counselling and guidance used by the awarded participants were as follows:

- Trust
- Finding strengths and self-knowledge
- Discovering our strengths
- Showing creativity
- Adapting to the specific situation
- Providing up-to-date information on labour market trends, etc.

Awarded practices were recorded. For more information, please follow the link: <https://drive.google.com/file/d/1Q40FTs5SXox7xPAAVGTh4cKkuGYxa31e/view>

Romanian National Euroguidance Conference

The 20th Euroguidance National Conference "Social and emotional learning - dimensions and impact in the development of students; careers. Challenges and solutions for school counsellors and teachers" was organised by **Euroguidance Romania** and the Institute of Educational Sciences (IES) in Bucharest on 15th November 2019. In total, 60 school counsellors and directors of school counselling centres from across the country participated and discussed challenges school counsellors and teachers



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encounter in developing students' social-emotional and career management skills. Professor Dr. V. Scott Solberg from Boston University, Wheelock College of Education and Human Development offered rich insights on the role, dimensions and impact of the social and emotional learning in students' career development in his keynote speech. Moreover, results of relevant international projects (SEL, Empaqt and Jobland) on the development of social and emotional skills as well as career management skills were presented during the plenary session and workshops were organized through the World Cafe methodology and based on the CASEL Model on the following five topics: Self-awareness, Personal management, Social awareness, Relationship and communication skills and Decision-making. The event was a rewarding learning experience for the participants who appreciated exchanging ideas among each other, working together by using interactive methods and receiving professional support from the Euroguidance network most. The conference presentations are available online at: <http://euroguidance.ise.ro/conferinta-nationala-euroguidance-2019/>

Info Day on Future Skills

In today's world, rapid economic and technological changes in which European and global businesses operate require a change of perspective from the "job-for-life" concept to the concept of "lifelong learning and employability". In such a context, quality lifelong guidance systems need to ensure individuals' access to lifelong learning possibilities that lead to the development of new and market-

relevant skills, and ultimately result in facilitated access to employment. Therefore, predicting trends in the future labour markets, anticipating the skills such labour markets will demand and prepare the future labour force to meet these demands has become an essential component of the modern education and employment systems.

Building on this, **Euroguidance Croatia** organised its sixth Info Day on EU Networks in Zagreb in September 2019. The Info Day is an annual information event providing news and information on the work of different EU networks relevant for the school guidance community. The networks participating in this year's event were Euroguidance, Europass, eTwinning, Eurodesk, ECVET, Eurydice and Youthpass, all operating as part of the Croatian National Agency for Erasmus+. The event was designed to primarily address Euroguidance's target audience – primary and secondary school counsellors, as well as teachers providing guidance to pupils.

The goal of the event was to inform and raise awareness on the opportunities that each of the networks involved offers to the target audience in terms of helping them enhance the "future" skills of pupils and students. The idea of the event was to encourage counsellors to recognize the labour market trends in the past few decades, become aware of the trends and skills that may emerge in the future and reflect on how they prepare students to develop those skills. As a result, each network participated with carefully tailored input to meet these goals – this strongly contributed to cooperation and creation of synergies among the above networks with the ultimate goal of ensuring



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a more comprehensive and effective outreach to audiences and stakeholders.

Special emphasis was put on the practicality of the information provided and an innovative approach in the delivery of this information to the attending participants. The Info day featured panel discussions, presentations, world café discussions, games and competitions, as well as informal peer networking. In order to increase its visibility, the event was well publicized in the media – it was reported on Croatian national television and a local radio station. A short video of the Info Day was also made for dissemination purposes – please see [here](#).

5th European Conference on Counselling and Career Guidance 2019 in Cyprus

This year's subject was "The relationship between early school leaving and unpredictable career pathways". It was held in [Nicosia, Cyprus, on 18/1/2019](#). The Conference is an annual activity between the **Euroguidance Centre Cyprus**, the University of Nicosia and the National Forum for Lifelong Guidance, with the full support of the Cypriot Ministry of Education, Culture, Sports and Youth. The aim of this conference was to raise awareness among employment and educationally orientated guidance counsellors regarding early school leavers, i.e. those who have dropped out of education, and are no longer attending formal or non-formal education or training. The conference was attended by 110 guidance and employment counsellors alongside other relevant professionals. In the keynote address of the event, Dr. Paul Downes, Assistant Professor in Education (Psychology and Director of the Educational Disadvantage Center, Dublin City University (Ireland), presented samples of modern strategies that could be followed by policy makers in order to assist in the prevention of early school leaving.



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European Networks Conference-ESCO and EUROPASS

This [two-day Conference](#) was held between the 26th and 27th of June 2019 in Nicosia, Cyprus. The conference was organised by **Euroguidance Cyprus**, EURES Cyprus, EUROPASS Cyprus, ESCO and the Career Counselling and Educational Services of the Ministry of Education, Culture, Sports and Youth. One of the main outcomes of the networks cooperation during the conference was the suggestion for the formation of an informal national Group on ESCO, EQF and EUROPASS to discuss, nationally, all developments around the Commission's Work in the Digital Labour Market. It was further concluded, that in order to enhance the transparency of qualifications from national to European level it is important to make sure that existing tools sufficiently interact. Similarly, ongoing communications among the Policy Groups (ESCO, EUROPASS, EURES, Euroguidance, EQF) should be established in order to share information and facilitate coordination at national level. The conference was attended by 80 guidance and employment counsellors and other relevant professionals.

„Opening Opportunities – Career guidance approaches through a social justice lens“ – takeaways from the Austrian Euroguidance Conference

How can fair and appreciative guidance create better access to vocational education and training as well as to the job market? How can guidance, especially through collaborations with companies, enhance the possibilities of those seeking advice? What additional value does cooperation in Europe create for the development of target-group-specific approaches and guidance tools? These questions formed the core of the **Austrian Euroguidance** national conference in November 2019.



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Bo Klindt Poulsen, VIA University College and Aarhus University Denmark, discussed key concepts of emancipatory career guidance in his [key note](#) (available on EPAL), and jointly held a workshop "Career Guidance Research Circle"; together with Filiz Keser Aschenberger, Danube University Krems and Margit Pichler, University College of Teacher Education Lower Austria.

Manuela Vollmann, ABZ*AUSTRIA, presented in her [key note](#) "New drive for social justice and economic benefits through innovative educational and labour market projects" the contribution that educational counselling can make to widen the range of possibilities for women in a dynamic labour market.

Benefits of Erasmus+ Adult Education for guidance counsellors were discussed on stage in an [interview](#) with Andrea Bernert-Bürkle, Volkshochschulverband Baden-Württemberg e.V.

In one of the workshops "Career Guidance for Inclusive Society – a follow up on the IAEVG conference 2019" a transfer of main output of the IAEVG conference 2019 "Career Guidance for Inclusive Society" was facilitated by Ladislav Ostroha (Euroguidance Slovakia), Tibor Bors Borbély-Pecze (Hungarian Ministry of Finance), who discussed the role of career counselling services in transitional economies and Peter Härtel (STVG), who demonstrated how the regional guidance system can contribute to the widening of opportunities in a changing labour market.

Mobility advice @ guidance fairs

During 2019, **Euroguidance Belgium (FL)** offered information, advice and guidance on learning mobility at a series of guidance fairs targeted at teachers, pupils, students, parents and guidance practitioners. During these fairs, the centre disseminated an updated handout on learning mobility as well as the brochure What after secondary school? - published by the Flemish Ministry of Education and Training - for which the centre produced the article 'Going abroad'.

Through the service at guidance fairs, over 1.100 visitors increased their knowledge of learning mobility opportunities and the mobility process (before, during, after). They also gained a better insight into the opportunities available to them and



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were referred to relevant contacts and services. The centre's work promoted Erasmus+ and the opportunities the programme offers, and it empowered many pupils and students to make their foreign hopes and dreams a reality.

During 2019, Euroguidance Belgium (FL) also took part in several mobility fairs including the Go Abroad Fair, a recently developed initiative aimed at guidance practitioners, young people and their parents. As part of Go Abroad Fair, the centre offered a presentation to an enthusiastic audience of over 80 participants.

National conference on: "How to give guidance to clients from abroad, wishing to enrol in Higher Education in Denmark?"

Every second year Euroguidance Denmark arranges a conference with an international perspective for the Career guidance counsellors at the regional guidance centres and eGuidance centres. The topic of the conference and the programme was arranged with a reference group from the Regional Guidance Centre and in 2019, they wanted the conference to focus on guidance of clients from abroad, wishing to enrol in Higher Education in Denmark. It was new to focus on the challenges of the counsellors in relation to incoming mobility and the reference group presented concrete cases from their daily work, which served as a basis for the presentation and discussion among the participants.

Many Danish experts were invited as keynote speakers on the following subjects: Representatives from the Ministry's office for assessment and recognition of foreign qualification gave a presentation based on the cases and created a lively discussion amongst the participants. A representative from the Ministry's office for State Educational Grants explained the rules and legislation for foreign students and two teachers presented Danish language courses for foreigners. The day ended with an overall conversation about "Guidance and Intercultural Communication". 70 guidance counsellors participated in the conference in Aarhus and gave very positive feedback of the day afterwards.

Design Thinking for Innovative Mobility Guidance

Between the 9th and 11th May 2019, in Bergen Norway, the National Agency for Erasmus+

(Diku) together with Europass and Euroguidance Norway hosted participants to a TCA workshop called "Guidance for Lifelong Learning Mobility - Standards, Methods and Outcomes"

The workshop was an opportunity to collaborate and learn from existing best practices of EU / EEA Member States.

Activity was undertaken using the 'Design Thinking' approach - a practical, human-centred, prototype-driven methodology for innovation that tackles organisational challenges in creative ways. Design thinking has been on the agenda for many years. The Design Thinking process can be divided into five phases; empathy, define, ideate, prototype and test. Despite first impressions, the process is iterative and non-linear.

27 participants from 14 different countries discussed - what standards one can expect from high quality mobility guidance? what methods are currently in use in Europe? and what are the expected outcomes from varying practices? The objective for the TCA was to identify and develop a tool kit for better tailored services to the ultimate beneficiary of all our activities, the people availing of learning and employment opportunities throughout Europe.

Outputs from the TCA included:

- Increased competence in designing tools for mobility guidance
- Increased awareness of possible ways of carrying out mobility guidance
- Established international network for competence building



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2.7 National publications and studies

Euroguidance centres continued to publish and update several publications, both for guidance professionals and end users. Next to the publications and reports connected to conferences already mentioned in previous sections, the following chapter showcases selected publications produced by national Euroguidance centres, such as a counselling guide, survey and further analysis of its results, reflective logbooks or scientific articles.

Career Education Guide

In 2019 the Euroguidance Centre of the Republic of North Macedonia at the National Agency for European Education Programmes and Mobility created a Career Education Guide. This guide is currently being translated into English and will soon be published on our website. The Guide will also be distributed to all vocational high schools and universities that have Career Centres, as well as to major events organized by the Euroguidance Centre. The guide describes career guidance and career counselling for pupils and students more clearly and in detail and provides examples of how to use various tools. The Euroguidance Centre has designed this Guide for easier and more effective career counselling and should help career counsellors as well as pupils/students.

Revised 'Career Exposure Reflective Logbook'

Over the past number of years, Euroguidance Malta has facilitated the design and print of dedicated reflective logbooks. These aids assist students with reflection during career guidance-related experiences within schools. One of these booklets - the 'Career Exposure Student's Reflective Logbook' - is aimed specifically at Year 10 students and contains several questions which the student reflects upon (and answers) as part of participation in the Career

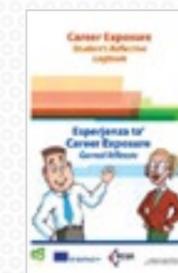
Exposure Experience (CEE). The CEE being a career guidance initiative whereby Year 10 students spend five (5) days at a place of work; shadowing a job/career to which they aspire, while at the same time beginning to understand and become acquainted with the world of work.

This logbook has been used successfully over a number of years, yet, career guidance practitioners have noted that while the majority of students were proceeding very well in their reflection (and the answering of associated questions), some with lesser standard academic abilities were struggling; finding it hard to understand and complete the detailed reflective journal. In view of this, the Malta Career Guidance Association (MCGA) proposed the creation of a simplified version.

MCGA, in collaboration with the National School Support Services (NSSS) coordinated the development, design and printing of a revised pictorial version of the 'Career Exposure Reflective Logbook'. This version is specifically targeted at students with lesser standard academic abilities.



Traditional 'Reflective Logbook'



Revised 'Reflective Logbook'

© Euroguidance Malta

Its pictorial representation means inherently less text. MCGA has finalised this booklet and it will be launched during the scholastic year 2020/21 to be used as a tool for both the student to facilitate his/her understanding during his/her experience, while also for the career guidance practitioner in order to reach students with different abilities within the mainstream schooling context. By means of this booklet, MCGA and NSSS have reached another goal in order to become even more inclusive in their day to day work and such ongoing projects and commitments.

Romanian contribution to CEG research

Members of **Euroguidance Romania** continued their efforts to bring forward the innovations in the field of guidance and counselling by publishing three scientific articles which they presented at the International Bucharest Scientific "eLearning and Software for Education" (ELSE) Conference (ELSE) and IAEVG in Bratislava.

The first article deals with the "Teachers' needs and readiness for employing OER". It presents the results of an analysis of the teachers' training needs, done by the Institute of Educational Sciences, regarding the use of Open Educational Resources (OER) and the implications for practice. The focal issues addressed were: teachers' prior experience in employing OER, the specific hindrances, digital environment or available infrastructure, specific knowledge and skills or target groups' implementation differences. The abstract is available at:

<https://proceedings.elseconference.eu/index.php?r=site/index&year=2019&index=authors>.

The two other articles were presented during the IAEVG conference in Bratislava in September 2019.

The first article is a result of a larger cross-cultural research programme referred to as "Connecting Social and Emotional Learning to Professional Development for Educators and Effective Teaching", which was formally recognized in May 2019 by the World Education Research Association as an International Research Network (2019-2022). The Year 1 results of the study were presented in terms of the cross-cultural coding themes that emerged with an emphasis on common themes as well as themes and descriptions that are unique to different countries.

The second article is a result of a Fulbright research scholarship undertaken by the Romanian author at Boston University from October 2018 till March

2019 on the topic "Evaluation of career guidance programs". The article discusses what it means to implement and evaluate a comprehensive school approach, named Academic and Career Planning (ACP) in middle and high school in the state of Wisconsin. The ACP is a personalised program that aims to prepare students for college, career, and life. It was elaborated based on research recommendations for incorporating career development throughout K12 for self-exploration, career exploration, and career planning and management.

The abstract are available here:

https://iaevgconference2019.sk/wp-content/uploads/2019/09/Book-of-abstracts_final-02.09.2019.pdf.

Career Learning and Development: A tool for professionals working in career guidance in Malta

How can we help students understand themselves and the environment in which they live so they are better equipped to decide on their education, training and/or work pathways?

Developed throughout 2019, this framework is intended to be a referral point for schools and colleges to help professionals support the planning, design and delivery of career education and career guidance. It aims to establish guidelines for career learning and development in compulsory schooling and achieve better co-ordination between all educators involved. It acknowledges and encourages a 'whole school approach' to career learning and aims to serve as a tool which helps evaluate and improve the quality of career learning in our schools.

The framework is based on different international models but also reflects the specific needs of Maltese schools and colleges. It adopts a student-centred approach to career learning, emphasising the importance of providing the right space where students can gain understanding, knowledge and skills but also opportunities for reflection and evaluation.

The framework identifies 9 competences within 3 areas of learning to facilitate learners' personal and career development, namely:

1. Personal exploration and management competences
2. Learning exploration and management competences
3. Career exploration and management competences

The 3 learning areas are applicable for the following learning cycles:

1. The Primary School Years (Year 3 – 6)
2. The Middle School Years (Year 7 – 8)
3. The Senior School Years (Year 9 – 11)

The framework also includes a set of benchmarks for effective career learning and development. It provides schools with a practical tool for self-assessing careers provision and opportunities for developing an action plan for improvement. The aim is that of assisting service providers to reflect and evaluate their work by adopting a 'reflective practitioner' approach.

The four categories that need to be reflected upon are:

1. The Career Education Programme
2. The Career Guidance Provision
3. The Whole School approach
4. The teachers and career guidance practitioners

Additional meetings have been held with stakeholders, Teachers' Unions, College Principals, Heads of Schools, teachers and career guidance practitioners - to brief them about the framework and explain their involvement in the process. The framework which is being financed by **Euroguidance Malta** will be published once all major feedback has been received.

Survey for Career counsellors in Bulgaria

The aim of the survey conducted by **Euroguidance Bulgaria** was to investigate the training and qualification needs of career counsellors in Bulgaria as participants in the career guidance system in the country and, on this basis, to analyze the possibil-

ities for improving the quality of career guidance, through engagement of the Euroguidance network. The overall activity of organizing and conducting the survey covered the period from May to November 2018. The questionnaire was created in accordance with the aims and objectives of the survey. It included as wide a group of participants as possible, in total 183 respondents completed the survey.

Summary data from the study showed that career counsellors had a high degree of sensitivity to the problems in their work. According to them career guidance system in Bulgaria was not functioning effectively enough. They stated that there are mostly separate components of the system, but they lack sufficient functional links between them to achieve the effect of a complete and effectively functioning system.

Focusing the research on the perspective of career counsellors and their specific professional development needs proved useful in describing the resource available at national level in the field of career guidance, but at the same time defining difficulties and problem areas, that needed improvement. The most urgent issues to solve in order to ensure a higher quality of career guidance were identified as: Clear definition of the status of career counsellor in the educational system; Access to advanced training and resources; Promotion of career counsellor activity, incl. among parents and teachers. Building a network, a professional community of career counsellors, to share information and provide support.

The analysis can be found on the following website: <http://euroguidance.hrdc.bg/>

2.8 Study visits



All Euroguidance Centres across Europe have taken active measures to support the professional development of guidance professionals regarding the international and intercultural dimension of their daily work practice. In this way internationally aspired clients and clients with a different cultural background can be better guided on their learning and career paths. As well as this, cross-border networking, active engagement in European project cooperation and participation in international events and study visits are having an increasing importance for guidance counsellors' ongoing professional development. The study visits in 2019 were centred around guidance in education, career management skills, NEETs, and guidance in multicultural context. Some study visits, especially those under the Erasmus+ Academia programme, were organized for participants from different countries, providing transnational exchange of experience and best practice within the study visit group itself.

Joint seminar for teachers from Czech Republic and Serbia in Belgrade

The Euroguidance Centres of Serbia and Czech Republic organized a study visit in Belgrade in April 2019. This event brought together 20 career guidance practitioners – Czech and Serbian teachers and professional associates from elementary and secondary schools - with the aim of exchanging experiences and ideas for improving career guid-



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ance and counselling in schools. Additionally, the study visit recognised good work that practitioners had been doing, since participants were selected through the open call in which they presented their experiences.

During the study visit, the participants had the opportunity to present their experience with the planning and implementation of activities in the context of career guidance and counselling. Moreover, they talked about the challenges and directions of the further development of those activities in interactive discussions and looked for ways to develop cooperation at European level through group work activities.

Participants reported that this helped them to become aware of common challenges in the field of career guidance and counselling, but also to try out some new ideas that they heard from others.

Event photos available at: <https://tinyurl.com/EGstudyvisitCZRS2019>

Exploring the challenges of providing meaningful guidance in a multicultural context

From 19 – 21 February 2019, Euroguidance Ireland hosted a study visit on 'Exploring the challenges of providing meaningful guidance in a multicultural context in the Further Education and Training (or VET) system in Ireland'. It was open to guidance practitioners across Europe and promoted discussions on the theme in a wider European context.

This study visit focused on the Further Education and Training (FET) system in Ireland (combining what is adult education and known as Vocational Education Training (VET) in Europe) with particular reference to upskilling and 'The New Skills Agenda'. Participants were from Estonia, Luxembourg, Belgium (FL), the Czech Republic and Romania. The study visit was based in the National Centre for Guidance in Education (NCGE) and included a



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number of site visits to guidance related services in the Dublin area.

There was an information sharing session where the participants offered their knowledge and experiences of multicultural guidance through short presentations on their guidance systems and practice in their countries. This provided an opportunity to reflect on the similarities and differences in guidance provision between European countries and some of the challenges which emerge.

There was a reflection workshop session on the final afternoon in NCGE for the visiting group to think about and evaluate the large range of presentations and site visits which they had experienced during their visit. They were invited to identify their own beliefs and assumptions. In their groups they shared their reflections on how they might work with the challenges and practice issues in providing guidance in a multicultural and upskilling context in their national contexts.

All the participants were impressed by the continuous references by staff and students alike to the National Framework of Qualifications and how embedded it is in the Irish education system. The ENIC-NARIC process was discussed at intervals throughout the study visit and how important it is as a supportive guidance tool for multicultural clients. The group felt that they received an excellent overview of guidance in the Further Education and Training area in the national context in Ireland. They commented that the presentations from NCGE, Euroguidance, QQI, AEGS and Community Education together with group discussion provided them with ideas and inspiration to continue the development of guidance practice in their countries.

More information and all presentations can be viewed at <https://euroguidance.ie/study-visits>

Study Visit "Inclusion through Education and Employment with the Focus on NEETs"

In October 2019, aspire-igen, the UK Euroguidance Centre, welcomed 5 Swedish career counsellors - based in Laholm and all working with NEETs - for the study visit "Inclusion through Education and Employment with the focus on NEETs". The contact between the Swedish participants and aspire-igen was established through the Euroguidance Network. Through the study visit the municipality of Laholm and 'Arbetsmarknadsinsatser' hoped to get a good insight into how aspire-igen works with issues relating to NEET.

The study visit included mutual exchange and learning, the presentation of projects as well as visits to different places such as the aspire2work (<https://www.aspire-igen.com/aspire2work>) Horticulture course in Wakefield where they were able to interact with students in attendance and to see the course allotment.

The visitors also met with the 'Accelerate' team - a programme for young people aged 15-24 who are at risk of disengaging from education, employment and training. The programme creates career pathways for young people through both regulated and non-regulated learning, employability skills, training and work experience. Aspire-igen delivers the Accelerate programme in schools and community settings throughout Yorkshire and the Humber. The Swedish visitors met face-to-face with the young learners and the Manager of the programme in Wakefield and were given a comprehensive overview of the programme. The visit was a great success, and fulfilled the criteria required and calls for further future cooperation.

<https://www.aspire-igen.com/accelerate>

Employability and Career Management Skills at the University of Southern Denmark (SDU)

Many recent graduates experience challenges, when they try to enter the labour market after their graduation. In order to address this and prepare the students for the future labour market while still studying, the career advisers at University of Southern Denmark (SDU) have for several years implemented career learning into teaching. The goal is to make students more career-conscious. The course is ECTS-based and is now a part



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of 42 programmes and several thousand students have taken it. Recent unemployment rates show that the SDU-graduates who have focused on their careers during their studies find employment faster than those who have not.

Knowledge about career learning is in demand at universities, not only in Denmark but also throughout Europe. Therefore, **Euroguidance Denmark** and SDU arranged a study visit in May 2019 to the University in Odense. 16 career advisers from a wide range of European Universities participated in the study visit, exchanged knowledge and learned about the Danish experience. All participants contributed to a Compendium of best practices, sent out before the visit and to a final evaluation, which was very constructive and positive. One of the Danish leaders of the course was invited by Euroguidance Croatia to be a key note speaker at a conference for Croatian career counsellors in Zagreb.

TCA Study Visit: “Career guidance in the lower secondary education - Insights and Outlooks”

Broadening the pupils’ knowledge and views on career choices and further education is a major challenge not only in Denmark, but in several

European countries. Therefore, **Euroguidance Denmark** and the Erasmus+ School team of the National Agency set up a 3 days TCA Study Visit in September 2019 in the city of Odense. The Transnational Cooperation Activity, was financed by Erasmus+ and Euroguidance and offered to European guidance counsellors, managers and teachers involved in guidance in lower secondary education in compulsory school. The study visit focused on the role of guidance and counselling in planning further education, training and career for pupils in secondary and upper secondary education.

32 European guidance counsellors from 15 different countries took part in the Study Visit in Odense with presentations and visits to Danish Primary Schools, discussions and exchange of experiences. National experts and policy makers presented the results of a major Danish research project called “Insights and Outlooks – career Learning in the Final Years of Compulsory School”. Furthermore, a presentation was given by an Erasmus+ VET project “Youth in transition” (YIT). The project wishes to improve the scaffolding of the most endangered sub-group of the NEETs on their pathways.

The topic of the visit was of high interest and priority in all countries, which gave an excellent background for mutual discussions of new initiatives and potential solutions. All participants



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contributed to a Handbook with presentations in order to prepare the visit and encourage the participants to continue their contact in future Erasmus+ projects. The final evaluation was very constructive and positive and some of the participants are expected to create networks for future Erasmus+ applications.

A TCA activity, arranged together with the National Erasmus+ Agency, is an excellent way to promote and finance the mobility and networking of European guidance counsellors. Hereby Euroguidance also contributes actively to the overall priorities of the Erasmus+ programme.

Thank you for reading the Euroguidance Highlights 2019. We hope you enjoyed it and we look forward to keeping you up to date as you continue this journey with us. You can further learn about us on our website www.euroguidance.eu or follow us on [FB](#).



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