

The National Career Guidance Awards 2016

Compendium
of competition
contributions from the
Czech Republic
Hungary
Slovak Republic
Republic of Serbia



euro | guidance



The National Career Guidance Awards 2016

Compendium
of competition
contributions from the
Czech Republic
Hungary
Slovak Republic
Republic of Serbia

THE NATIONAL CAREER GUIDANCE AWARDS 2016

Compendium of competition contributions from the **Czech Republic, Hungary, Slovak Republic and Republic of Serbia**



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

www.euroguidance.eu

Identifying examples of good practice belongs to those activities, which have the highest potential to inspire others. With this aim Euroguidance centres from Czech Republic, Hungary, Slovakia and Republic of Serbia decided to prepare a booklet presenting examples of good practice – winning contributions in National Career Guidance Awards contests organised in above mentioned countries in 2016.



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



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



Euroguidance centre Hungary is hosted by National Office of Vocational Education and Training and Adult Learning (NSZFH).



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

ISBN 978-80-89517-25-1



9 788089 517251

© Slovak Academic Association for International Cooperation (SAAIC), Euroguidance, Bratislava 2016



Erasmus+

This document has been published with the financial support of the European Commission and the Ministry of Education, Science, Research and Sport of the Slovak Republic. Any views expressed in this publication are those of the authors alone, and neither the European Commission nor the Ministry of Education, Science, Research and Sport can be held responsible for any use which may be made of the information contained therein.

CONTENT

FOREWORD	5
CZECH REPUBLIC	7
The National Career Guidance Award in the Czech Republic	7
Awards	10
Silent world: Job portal Neslysimpracuji.cz	10
Wheelchair league: To work with disability? Have you gone mad?	10
Labour Office of the Czech Republic, Regional Office in Příbram, Contact Office in Mělník: Back to Education – counselling for job applicants	11
INFO KARIÉRA - Educational info centre of the Plzeň region: Group career counselling for pupils of elementary schools and students of secondary schools – Who am I? Where to go after elementary school?	11
GYMNÁZIUM JANA PALACHA PRAHA 1, Ltd.: Who am I? Where I go? Self-experience course for secondary school students	12
PhDr. Petra Drahoňovská, self-employer: Career Diary	12
Elementary school, Prague, Londýnská Street: Fire-ball (a class project of the eight grade pupils)	13
POINTe, z.s.: Voluntary activity to support unemployed – counselling and coaching	13
HUNGARY	15
Hungarian National Guidance Award 2016	15
Awards	18
Association of Hungarian Women in Science: Career orientation for making STEM and ICT/CS professions more attractive for young girls	18
Mr Dávid Rozványi, National Office of Vocational Education and Training and Adult Learning Budapest, Hungary: Night of Professions – vocational orientation from a new perspective	18
Dr. Miklós Kenderfi: Worksheet, as a new methodology in career guidance	19

SLOVAK REPUBLIC 21

The National Career Guidance Award 2016 21

Awards and Honourable mentions 24

Elementary school, Pri Podlužianke, Levice: Award for strengthening career education for elementary school pupils and an introduction of the subject „Career choice“ in school curriculum 24

Secondary vocational school, Košická 20, Prešov: Award for supporting career education and career guidance for students of secondary vocational school 25

Civic association Future Generation Europe: Award for an innovative approach to provision of career guidance for students of upper secondary schools 26

Office of Labour, Social Affairs and Family in Martin: Award for providing career guidance services for adults above standard 27

Henrieta Holúbeková – LEADERSHIP & YOUTH SPEAKER INSTITUTE: Special Award for supporting talent development in secondary school students 28

Centre for the Research of Ethnicity and Culture (CVEK): Honourable mention for publication “Ensuring Equal Opportunities: Handbook on Study Selection and Career Counselling for Socially Disadvantaged Youth” (author: Peter Drál) 29

Faculty of Education, Comenius University in Bratislava: Honourable mention for new Bachelor study programme “Psychological and Career Counselling for Individuals with Disabilities” 30

Profesia, Ltd.: Honourable mention for various continuous activities and especially their impact on improving the situation of young people entering the labour market 31

REPUBLIC OF SERBIA 33

National Career Guidance Awards in Serbia 34

FOREWORD

Dear readers,

Following pages offer a continuation of something we are keen to refer to as a never-ending story of examples of good practice in career guidance.

This publication is another in the series of compendia of the NATIONAL CAREER GUIDANCE AWARD, an increasingly popular project organised since 2009 by the Euroguidance centres in Czech Republic and Slovakia.

The main goal of the National Career Guidance Award is to map, identify and award good practice in career guidance and counselling, but also to support and inspire guidance and counselling providers.

Euroguidance centres in Czech Republic and Slovakia have published joint bilingual compendia (in Czech and Slovak language) and separately also compendia of award contributions in English language since 2012. English versions were produced together with Euroguidance centre Bulgaria in 2012 and together with centres in Bulgaria and Lithuania in 2013. In 2014 and 2015 English compendium was published only in cooperation of centres in Czech Republic and Slovakia. In 2016 Euroguidance centre Hungary realized the Hungarian National Guidance Award based on Slovak and Czech good practice for the first time and subsequently has cooperated on preparation of this compendium. This is a matter of great pleasure for us and we fully appreciate those who have decided (and who will decide at any time in the future) to join this competition.

We are looking forward to further cooperation in organising this competition or in preparation of common compendia.

Euroguidance centres in the Czech Republic, Hungary, Slovakia
and Republic of Serbia
December 2016

CZECH REPUBLIC

The National Career
Guidance Award
in the Czech Republic

We would like to introduce the National Career Guidance Award 2016 held in the Czech Republic. The eighth year of the contest was as in the past years organised in cooperation with the Slovak Euroguidance centre.

The main goal of the National Career Guidance Award is to identify good practice in career counselling, to disseminate it and to inspire other counselling providers.

In today's world full of changes, we perceive career counselling as an important service that helps people with orientation in lifelong learning, on the labour market and supports fulfilment of every person's potential.

This year, 31 contributions from the field of counselling services, projects, tools and other various activities have signed up for the contest. Applicants included representatives of labour offices, schools, not-for-profit organisations, career counsellors and others. This year, we have welcomed an increase in entries of contributions sent by all types of schools, labour offices, regional guidance and counselling centres. We believe that the new bodies applied to the contest also thanks to intensive information

and education activities of the Euroguidance Centre carried out in 2016.

Importance of career counselling, its diversity and spreading awareness of it across different sectors demonstrate how career counselling is emerging here and how its professionalization is progressing.

The conference joined with the solemn proclamation of the National Career Guidance Awards' winners took place in the National Library of Technology in Prague on 20 September 2016, where results of the 8th year of the National Career Guidance Award contest were proclaimed by representatives of the Ministry of Education, Youth and Sports and the Ministry of Labour and Social Affairs. In the framework of the conference, there was an expo where all the participants presented their contest contributions. It boosted networking of different kinds of counsellors and allowed exchange of experience across sectors. The participants at the conference had also an opportunity to listen to winning presentations and to take active part in voting on the "Audience Award".

The conference offered space to discussion supporting coordination

and networking in the field of career counselling in the Czech Republic and Europe in connection with the New skills agenda for Europe.

Examples of best practices in career counselling are also spread by Czech version of National Career Guidance Award compendium and further promoted in the media.

The winning contributions are further described in this compendium.

Team of the Euroguidance Centre,
Czech Republic.



AWARDS

Silent world

Job portal Neslysimpracuji.cz

Silent world launched a new internet portal in January 2015. It is a source of handy information and job offers for deaf from all the regions of the Czech Republic. Deaf job seekers find there more than one hundred of current job offers from all over the Czech Republic, a catalogue of employers, that offer jobs to deaf, a dictionary of important terms in sign language, practical advice and videos in sign language, references to translating and on-line transcription services, job consultants and an overview of the most frequent job positions for deaf. Employers can insert job offers in the portal. Employment office officials may use practical instructions, how to deal with a deaf client. The portal is interconnected with two biggest Czech job portals. It is available for free. It facilitates self-reliance of deaf and their advancement in use of internet and electronic sources.

More information (in English): <http://www.deafworking.eu/>

Wheelchair league

To work with disability? Have you gone mad?

In the Wheelchair League, we provide persons with disabilities with a complex assistance in job seeking in close relationship to an actual labour market situation. Multi-professional team composed of social workers, a psychologist and an employment coordinator of persons with disabilities conveniently combines different techniques and work methods which are selected in a flexible and individual way according to a particular situation of each client. We know how to provide our mix of counselling, education, training, psychological support, diagnostics, motivation and work assistance to persons with acquired or congenital disabilities in Brno, Znojmo, Jihlava and Velké Meziříčí. We also provide counselling, auditing job opportunities for persons with disabilities, organising selection procedures, training or activities for companies to improve a situation of persons with disabilities and to create new job opportunities for them.

More information (in Czech): <http://www.ligavozic.cz/>

**Labour Office of the Czech Republic,
Regional Office in Příbram, Contact Office in Mělník
Back to Education – counselling for job applicants**

Information and Counselling Centres (ICC) of the Labour Office of the Czech Republic play an important role in provision of career counselling. The target group including pupils and students of basic and secondary schools is provided with counselling aimed at decision support on vocational orientation and choice of educational path. This contribution describes one of the counselling activities called Back to Education, that is offered to job seekers. Job seekers are a target group, for who a return to studies could be a prosperous solution to their situation. It is about combination of group and individual counselling aimed at informing on possibilities and advantages of return to formal education and getting qualification, counselling support for decision-making on vocational orientation and an approach related to selection procedures.

More information (in Czech): <http://portal.mpsv.cz/upcr>

**INFO KARIÉRA - Educational info centre of the Plzeň region
Group career counselling for pupils of basic schools and students of
secondary schools – Who am I? Where to go after basic school?**

A main goal of the counselling programme is to bring pupils to self-reflection, to exploration of their educational and career orientation and to help them realize strong sides and competences on which they can build and which can be a basis for future decisions and a further career path. Starting point is to reason the concept of career and the exploration of external influences (a family, a school, friends, personalities) and internal influences (a talent, abilities, interest, motivation) on a career choice. A central activity of the programme is to map competences/pupils' strong sides, their personal values and motives. This activity works with pupils' intrinsic motivation. During the workshop, we work with the concept of a personal portfolio (as a systematic approach to evidencing and monitoring own knowledge, skills and considering it as a part of CV) and its use on a career path. Last but not least, we offer a review of available information sources to pupils that can be used when deciding a career path.

More information (in Czech): <http://www.infokariera.cz/>

GYMNÁZIUM JANA PALACHA PRAHA 1, Ltd.

Who am I? Where I go? Self-experience course for secondary school students!

The goal of the course was to back up first-third year students of general secondary schools in finding their strong sides, defining their so far acquired abilities and skills, to help them orientate in their own ambitions and dreams and to learn them how to think about important moments of their life, thanks to which they have gained competences, that can be used when considering further education and vocational destination. The output of the course is to create an own portfolio including all what students have learned so far and identify first three steps, that can forward young students further in their reflection on their own future. No fewer important goal was to try out own abilities and skills and to demonstrate them to others. The course was conceived as a combination of lively group meetings (twice a month) and e-learning using on-line school platform (GJP information system). Thanks to on-line platform, students could at their discretion share assignments, communicate with lectors and other participants, work with electronic materials (also videos, references at al.).

More information (in English): <http://www.gjp1.cz/new/index2.php?l=60>

PhDr. Petra Drahoňovská, self-employer

Career Diary

Career Diary is a tool that helps people in managing their own careers. It is a „paper couch“ that includes a set of worksheets. Half of these sheets enable reflection of the last year and the other half gives space to work with visions of the coming year. The Diary does not only aim at mapping work domains, but also at all those related: people around me, health, finance, advancement. To boost creativity, a pencil and stickers are included in the kit. The Diary is at the same time designed as a folder that can become a portfolio evidencing a given year on paper. In a methodological way, the Diary relies on my practice and at the same time I have drawn from the CHQ approach, coaching, an appreciative inquiry. The goal was to provide a client with a maximum space at worksheets and to influence her/him by directions at least.

Based on work with clients, I see as very important, that people who work on their career development in the long term, show much greater self-confidence in their key career decisions. They can make their career decisions, also thanks to the Diary, with a greater intrinsic serenity and self-consciousness.

More information (in English): <http://www.careerdiary.com/>

Elementary school, Prague, Londýnská Street Fire-ball (a class project of the eight grade pupils)

In the project framework, pupils were divided into several groups. During project days, each group devoted itself to some of occupations (e.g. a news moderator, teacher in the kindergarten, flight attendant, etc.) under supervision of head lectors or it undertook a skill course (medical, beekeeping, etc.). An occasion of acquiring new experience and perceptions with a practical aspect of participation was emphasized in the course. Based on that, essential values of well-done job can be appreciated in the current period of a consumer society. During next project days, groups were moving from a site to a site the way that everybody had the opportunity to try out various activities (connection of this organisational point to organisation of moving in the movie the Fire-ball gave a name to the whole project). In this part of the project, many pupils' parents got involved in management and organisation, the cooperation with external experts on given professions and organisations was established.

More information (in Czech): <http://www.londynska.cz/>

POINTE, z.s.

Voluntary activity to support unemployed – counselling and coaching

We are a not-for-profit organisation that proposes to support vulnerable families and persons at risk on the labour market. The main idea joining us together is a competent approach perceived as a basic pillar of the work with our clients regardless the situation, domain or a support method. We are guides towards solution where our clients are those who resolve.

Our experts are volunteers working pro bono. We started in August 2015, but establishment of the entity dates to April 2016. In the framework of activities supporting families, we plan family and case conferences, we do mediations and counselling. We offer career counselling and career or transformation coaching to persons at risk on the labour market to enable their potential development.

More information (in Czech): <https://www.pointe.cz/>



HUNGARY

Hungarian
National
Guidance
Award 2016

Based on Slovakian and Czech good practice, the Hungarian National Guidance Award was organised for the first time in 2016. The aim of the award was to collect good practices from the field of orientation and guidance, and provide opportunity for the guidance services to present themselves and highlight the importance of their activities.

It was our intention to address as many types of guidance services as possible from the field of education and labour as well, so the call was open for services and guidance related activities without any categories or limitations.

The number of applications received shows that there is a strong desire from the part of guidance providers to promote their activities: 30 applications were received from all over the country and basically all guidance service providers, such as chambers of commerce, higher education institutions, pedagogical services or government offices, were represented among the projects. However, the highest number of projects was sent in by NGOs and individual guidance counsellors.

The projects sent for evaluation addressed different topics, the most popular of which were the

presentation of services or events organised to support VET choices. This implies that in Hungary making vocational education popular with young people is of great importance. Providing guidance for a particular target group, such as students of primary, secondary and higher education, or disadvantaged groups, was an equally popular topic.

The evaluating committee of the projects consisted of independent professionals - all experts on orientation and guidance - who assessed the projects according to 5 given criteria: service, client focus, method, originality and the quality of supporting documents. So strong was the competition that not only the first three project owners but also several others were awarded.

In order for the participants to get to know each other a good practice seminar was organised together with the award ceremony. The event hosted more than 70 guidance practitioners from Hungary and offered the opportunity for 18 project owners to present their guidance activities and methods described in their applications.

The best projects of the Hungarian National Guidance Award were

collected in a compendium and distributed to guidance practitioners in the country. Some of the awarded counsellors could participate in the seminar “Supporting and Developing Talents” organised in Bratislava, Slovakia, where one of the winning projects was also presented in the plenary session.

According to feedback received from the participants, both the Hungarian National Guidance Award

as well as the Award Ceremony and Good Practice Seminar proved to be a valuable experience for the Hungarian guidance community in terms of networking and knowledge sharing. The enthusiasm of the participants implies that there is a strong need for similar initiatives in Hungary.

Ágnes Cserkúti, Euroguidance centre Hungary



AWARDS

The top three awarded projects of the Hungarian National Guidance Award are the following:

Project name: Career orientation for making STEM and ICT/CS professions more attractive for young girls

Project owner: Association of Hungarian Women in Science

The Association of Hungarian Women in Science is a national network of female and male scientists, who are committed to gender equality within the fields of science and research.

The association focuses on career guidance for secondary school girls with the aim of making technology oriented professions attractive for this target group. The most important programme is the “Girls’ Day” campaign, which has been organised annually since 2012. “Girls’ Day” is an open day when girls studying in secondary education are invited to visit tech companies or universities where they can participate in interactive programmes. Since 2012 the “Girls Day” has reached almost 7000 girls with different programmes organised in 16 towns and more than 150 venues.

“Teachers’ Day” is also offered as an accompanying event, where special emphasis is placed on addressing the teachers who play an essential role in the career guidance processes of students. Teachers can also participate in open days and meet the representatives of tech companies.

The success of such programmes as well as other activities of the Association can contribute to the long-term increase of high skilled workforce in the sector.

More information: <http://nokatud.hu/>

Project name: Night of Professions – vocational orientation from a new perspective

Project owner: Mr Dávid Rozványi, National Office of Vocational Education and Training and Adult Learning Budapest, Hungary

The programme “Night of Professions” was the biggest career guidance event organised in Hungary in 2016 to boost the popularity of vocational education and training.

The idea of the event came from an 8-year old boy, who, after participating in a Researchers' Night, concluded that a similar programme should be organised to get familiar with different professions.

It was the Szeged Centre of Vocational Training which began the realisation of such a programme. The original aim of the "Night of Professions" was to organise an open school night for vocational schools and training institutions in Szeged and offer the visitors first-hand experience about the different kinds of professions and training offers. So many institutions wanted to join the programme that finally the organisers decided to make the "Night of Professions" a national event instead of a local one.

On 15 April 2016, 341 participating vocational institutions in 121 towns and all 44 Centres of Vocational Training in the country remained open after dark and offered various interactive programmes to promote vocational education and training. Altogether 43 572 visitors and 8096 teachers participated, and even 8 vocational schools joined the initiative from across the Hungarian border.

The „Night of Professions" used already existing resources in a concentrated and well-promoted form.

More information: <http://szakmakejszakaja.hu/>, <https://www.facebook.com/szakmakejszakaja/>

Project name: Worksheet, as a new methodology in career guidance

Project owner: Miklós Kenderfi, Dr

Miklós Kenderfi, professor at Szent István University, Faculty of Economics and Social Sciences, has developed a worksheet which can be used in all career guidance settings to document the results of the guidance session according to the personal needs and skills of the client.

The worksheet does not contain verbal instructions, but it offers space for drawings and key words which would help summarise the conclusions made during or after the guidance session. The worksheet this way becomes the intellectual product of each participant, its content can be easily recalled and reused while making a synthesis of the information and experiences gained during the guidance intervention.

This tool can be used during guidance sessions at schools or at extra-

curricular activities, but in all cases the presence of a career guidance professional is required. The worksheet can especially be useful for those disadvantaged young people who have difficulties in accessing and processing quality information. For them finding a reasonable career is essential for improving their disadvantageous situations. In order to develop the worksheet, Mr. Kenderfi built on the experience of hundreds of guidance sessions.

More information: kenderfim@gmail.com



SLOVAKIA

The National
Career
Guidance
Award 2016

The National Career Guidance Award achievements they describe. has been organised in Slovakia since 2009. Since 2012 the award has been realized in close cooperation with the Czech Euroguidance centre and in partnership with Representation of the European Commission in Slovakia.

The main goals of the National Career Guidance Award in Slovakia are:

- map, highlight and award examples of good practice in career guidance and counselling;
- support providers of career guidance and counselling services;
- inspire other providers of guidance and counselling;
- connect providers of career guidance and counselling services across different sectors;
- open wider discussion about career guidance and spread awareness about it.

This eighth year of the competition was again exceptional. The biggest number of entrants joined in this year– 32 organisations, institutions and individuals have sent in competition applications. As in the last years we have again noticed a major improvement in the quality of competition applications and quality of services, activities and

The organisation of this year's competition proceeded in a standard timeframe and content framework (May – June: collecting, July – August: evaluating, September: awarding, October – December: preparing compendium). Special topic of the competition was one of the Slovak Presidency topics „Supporting and developing talents“. We believe that „career guidance supports the discovery and development of talent that is in all of us.“

As mentioned above, there were 32 competition applications in all, which were evaluated over the summer by the competition jury, who reached a final decision at their meeting on 16 August 2016. One application was excluded. Applicants included representatives of schools, counselling centres, labour offices, non-profit and private organisations and others.

The conference which served as a platform for the official announcement of the competition



results and for awarding of the winning contributions' representatives was held in Bratislava on 29 September 2016 and almost 100 experts and practitioners from various corners of the sector attended. The participants at the conference had an opportunity to take active part in voting on the "Audience Award". The prizes were awarded in cooperation with representatives of the Ministry of Labour, Social Affairs and Family and the Representation of the European Commission in Slovakia.

Several of the winning contributions in the Czech Republic's 2016 National Career Guidance Award were presented at our conference and representatives of Slovak winning contributions had the opportunity to attend and present at the Czech conference in Prague.

Examples of best practices in career counselling are also disseminated by Czech and Slovak version of National Career Guidance Award compendium. Descriptions of Slovak winning contributions can be found on following pages in this compendium.

Team of the Euroguidance Centre Slovakia

AWARDS AND HONOURABLE MENTIONS

Award for strengthening career education for elementary school pupils and an introduction of the subject „ Career choice” in the school curriculum

Elementary school, Pri Podlužianke, Levice

Subject “Career choice” is a response to neglected career education of students in primary schools and a need to prepare pupils for successful implementation of their first important career choices. It has been taught as a subject for pupils of 8th grade since 2008 – at the beginning in the form of extracurricular activity and later through optional lessons within the school curriculum. The school has prepared a separate curriculum inspired by the example of good practice from the Czech Republic, which was innovated and upgraded according to their needs. Curriculum has a thematic focus on self-knowledge, decision-making, action planning, adaptation to life changes, possible steps of graduates after school, searching, sorting and using information in the world of work. Subject “Choosing a career” strengthens the possibility of later success on the labour market through proper choice of upper secondary school due to personal potential, skills and abilities. It provides space for learning about self – the talent and strengths, supports critical thinking, proactivity and personal responsibility for decision making about future career, etc. At the same time it extends pupils’ knowledge about the world of work, familiarize them with the characteristics of a specific occupations, existing jobs and real opportunities for graduates of different schools in the labour market. Subject is taught by educational counsellor Mrs. Štofková Dianovská. The school is active and encourages discussion on the teaching of the subject “Choosing a career”. The jury appreciates the voluntary efforts of the school in implementing this subject and would also like to support efforts promoting the teaching of this subject in primary schools. The curriculum of the subject “Career choice” (in Slovak language) is available at

<https://www.komposyt.sk/pre-odbornikov/cinnost-vychovneho-poradcu/preview-file/1-5-3na-portal-esf-projekty-502.pdf>

School website: <http://zspodlelv.edupage.org/> (in Slovak language only)

Award for supporting career education and career guidance for students of secondary vocational school

Secondary vocational school, Košická 20, Prešov

Secondary vocational school in Prešov was awarded for contribution "School Centre for Career Guidance (SCCG). SCCG was created as a part of the project "Comprehensive development of personality – effective teaching process – successfully on the labour market". Aim of this project was to upgrade the curriculum of different subjects and career guidance resources. Goal of SCCG is to improve the learning process by enriching it with digital content and also to customize individual educational modules to the needs of current practice and employers. Specific objectives: to ensure and develop the necessary competences for career preparation of students; to shorten time of students' adaptation in actual practice; to increase the ability of students to actively participate in the business environment and to ensure equal opportunities in acquiring skills for developing a successful career. SCCG links information technologies with innovative practices of individual and group counselling, and is also based on cooperation with the external environment. Activities are focused on methods of personal marketing and information management (CV, Europass, cover letter, etc.) and inform students (through materials such as: What to do after school, Where to look for work, How to search for information, How to start business, Recruitment agencies, Work abroad, etc.). Activities also include group activities of career guidance (within the lessons of Psychology and Introduction to the world of work), interactive sessions with experts from Office of Labour, Social Affairs and Family (information on the possibilities and responsibilities of graduates of secondary vocational school, practical examples of the use of ISTP – internet guide for labour market, ...), counselling activities aimed at exploring the labour market, presentations about collective activities of career guidance (scenarios, online systems, portals with current job offers in Slovakia and abroad). Activities are implemented by Mrs. Bujňáková, psychology teacher and Mrs. Hermanovská, teacher of vocational subjects dealing with labour, other teachers of vocational and general education subjects and professional staff of regional Office of Labour, Social Affairs and Family. SCCG is an important element of career education and career guidance; it contributes to improvement of the preparation of students for the profession and improves their transition to practice. The jury decided to award this school for the improvement of career education and career counselling support, as well as for sophisticated system interconnecting guidance and education in several subjects.

School website: www.zsssluz.edupage.org (in Slovak language only)

Award for an innovative approach to the provision of career guidance for students of upper secondary schools

Civic association Future Generation Europe (Budúca Generácia Európy)

Future Generation Europe has joined the competition with Mini-Erasmus project, which allows students of upper secondary schools to experience university studies. Involved students have the opportunity to spend a week at a chosen university, where they participate in lectures, meet with teachers and communicate with university students. Accompanying programme provides variety of workshops, discussions and other activities. Students acquire information useful in choosing higher education and at the same time they build up competencies that can be applied during university studies and professional career. Mini-Erasmus is attractive also to less active students, thus it gives a unique opportunity to reach a large number of those who need information and advice the most. It engages less active students who are at risk of inappropriate choice of university studies by leading them to self-help and mutual support. They will learn about the ways and methods of higher education in (so far) ten universities in Slovakia and obtain some information from practitioners (successful graduates of the schools engaged in the field). Mini-Erasmus brings information about the system of higher education and reality of college life through experiential methods to students. Discussions should improve pupils' motivation and encourage them to participate in civil society. Workshops are focused on pragmatic issues. Very valuable is the possibility of networking with potential employers. Mini-Erasmus was implemented in November 2014. Number of participants per one round of project is 500 to 600 students from all regions of Slovakia. Jury awarded this contribution for supporting upper secondary school students who are facing challenging choices. Experience in project Mini-Erasmus makes their decision making about university studies easier. It is a unique event that connects upper secondary schools, higher education institutions and labour market.

Information about organization and project: <http://futuregenerationeurope.eu/en/mini-erasmus-2/>

Award for providing career guidance services for adults above standard

Office of Labour, Social Affairs and Family in Martin

Office of Labour, Social Affairs and Family (ÚPSVaR) in Martin submitted a contribution titled "Coaching as an interactive and effective tool in the process of re-integration of unemployed in the labour market". ÚPSVaR Martin decided in 2013 to transform the counselling process with a use of coaching approach. During the year 2013 it was necessary to prepare counsellors. Counsellors (under the supervision of a professional coach) mastered the philosophy of coaching, attitudes and skills necessary for the application of coaching approach. In years 2014 - 2015 these skills were continuously improved under the supervision. The system of work with job seekers has been set up so that a counsellor would work with job seekers individually already in the early months of registration at labour office and thus prevent job seeker from "falling" into long-term unemployment. In 2013, counsellors worked with a client in a standard way for 13 weeks and the success of placing a client into the labour market afterwards was 33%. In 2015, when counsellors have fully grasped and used coaching approach in work with a client, time has been shortened to three weeks and the success of placing the client into the labour market has increased to an average of 75%. In 2013 only 9% of jobseekers were placed again into the labour market within 3-5 months after the work with a counsellor, whilst in 2015 it was already 74%. Coaching increases self-reliance, courage to make decisions, self-confidence and productivity, but also improves communication skills of client. Within the employment services in Slovakia it is a very innovative approach, not only in terms of counselling methods used (coaching), but also in terms of organizational system of professional counselling services. ÚPSVaR Martin significantly stands out in quality of services (in comparison with other labour offices in the Slovak Republic). Counsellors from other offices also use many innovative approaches in their work, but not in a such systematic and targeted-form (coaching) and not in a such complex organizational base. The jury awarded the efforts of the Office of Labour, Social Affairs and Family (ÚPSVaR), which has chosen to work with unemployed by using innovative coaching approach and also due to the very good results achieved and the outstanding quality of its services.

The website of ÚPSVR Martin http://www.upsvar.sk/mt.html?page_id=240199&lang=en

Special Award for supporting talent development in secondary school students

Henrieta Holúbeková – LEADERSHIP & YOUTH SPEAKER INSTITUTE

Mgr. Henrieta Holúbeková – LEADERSHIP & YOUTH SPEAKER INSTITUTE have joined the competition with programme Lifeology. Lifeology is a one-year education programme with accreditation for secondary school students which is taught in secondary schools by trained volunteers, so called teen mentors (professionals of different age and fields of action). This programme is complementary to classic school education and its knowledge as it pays attention to practical competences necessary for managing daily challenges and challenging situations in the area of relationships, self-knowledge and life direction successfully. With a help of mentors young people learn in a playful way how to develop their self-knowledge, communication, leadership and social skills. Programme is aimed at four life areas, whereby one is directly focused on career development of students.

“Insideology” (Vnútroveda) – know and better understand yourself, your strengths, weaknesses, what motivates you, what adopted behaviour patterns limit you and how to change them, how to love yourselves and others

“Relationology” (Vzťahológia) – theory of relationships, understand your relations with your parents, your first loves, learn to love yourself, boundaries in relationships

“Careerology” (Kariéristika) – find out what you like, learn the difference between being an employee and being an entrepreneur, find your passion, teen mentors will teach you how to be successful by employing it, learn how to present your thoughts effectively, to communicate clearly, learn the rules of leadership, how to learn effectively, to capture the core information in information age, to detect quality information on internet and use it for your future career, why lifelong learning is so important in current changing world

“Health” (Zdravíčko) – this topic blends with the whole programme – taking care of your body, spirit and reason. Sleep needs, physical activity, nutrition and mental health issues are discussed during the programme.

This programme is highly valid and beneficial, in that it enables young people to develop their strengths and employ their potential. Project supports talents also by choosing young people from schools who are motivated to work further as teen mentors in following years thereby multiplying effects of programme and developing human resources.

More information about the programme: www.zivotologia.sk (in Slovak language only)

Honourable mention for publication “Ensuring Equal Opportunities: Handbook on Study Selection and Career Counselling for Socially Disadvantaged Youth” (author: Peter Drál):

Centre for the Research of Ethnicity and Culture (CVEK)

Centre for the Research of Ethnicity and Culture applied for the competition with the publication “Ensuring Equal Opportunities: Handbook on Study Selection and Career Counselling for Socially Disadvantaged Youth” written by Peter Drál. The jury appreciated highly professional quality of the submitted material. This practical handbook is designed to help teachers and other professionals working with socially disadvantaged youth in career counselling. It includes numerous exercises and methods of working with children and youth from marginalized environment to ensure that they have access to quality education in particularly during transition to upper secondary education. Handbook is focused among other things on self-knowledge, self-valuation, motivation for further study, decision-making and planning. It employs methods of non-formal education. The author offers also inspiring examples of good practice exploiting cooperation of different organisations, institutions and other stakeholders thereby improving process of equalization of opportunities. Handbook was introduced to professional community together with one-day training in Skalica (Slovak town) in December 2015. The handbook was prepared in the project introducing affirmative action program in partnership with the Trnava Higher Regional Unit. Publication is both unique and necessary taking into account the acute shortage of literature concerning preparation of socially disadvantaged youth for labour market. Publication is available for free download (only in Slovak).

Website of organisation: <http://cvek.sk/en/home/>

Publication in Slovak language: <http://cvek.sk/wp-content/uploads/2015/12/Peter-Dral-Vyrovnavame-sance-web.pdf>.

Honourable mention for new Bachelor study programme “Psychological and Career Counselling for Individuals with Disabilities”

Faculty of Education, Comenius University in Bratislava

Faculty of Education, Comenius University in Bratislava entered the competition with new Bachelor study programme “Psychological and Career Counselling for Individuals with Disabilities”. This study programme has been launched both in full-time and external form and is very unique in its content. This programme addresses social needs of inclusion and is aimed at fighting prejudice and discrimination of individuals with disabilities. The essential goal of the Bachelor study programme is to bridge the gap between too narrow specialized and too general professional approach to children, youth and adults in need or with troubles adapting to implications of disability. At the same time the programme is aimed at professional training of career counsellors preparing them to execute professional care individually and in groups and for individuals of all ages and in all kinds of situation. Graduates of this programme can get employed everywhere where essential knowledge of psychology applied for counselling of clients with disabilities is needed. Graduates are employable as assistants of professionals in education, social, health and counselling services helping with conducting specialised activities to psychologists with higher degree. They can also take positions of career educators, career information providers and managers of career programmes and services. The programme is sustainable and there is an assumption of further development (Master and PhD. Study programmes). Content of the study reflects current knowledge in the area.

The jury considers this programme an exceptional initiative in the area of education for professionals working with individuals with disabilities.

School website: <https://www.fedu.uniba.sk/en>

Honourable mention for various continuous activities and especially their impact on improving the situation of young people entering the labour market

Profesia, Ltd.

Company Profesia, Ltd.'s contribution to the NCGA 2016 was an activity "Job fair Profesia Days". The job fair "Profesia days" is the favourite and most visited carrier event in Slovakia, where every year more than 20 000 job seekers gather together. Profesia, Ltd. offers also accompanying events that are aimed at helping individual job seekers with finding an employment. During the initial years this event started as a classic job fair but in the recent years it has developed a more counselling character. Meeting candidates and employers on one spot brings both sides the attractive possibility to present themselves, get an immediate feedback and get to know more about companies or about the job seekers themselves. There are specialized counselling and consulting rooms available for visitors with experienced lecturers and professionals providing lectures and counselling. Offered counselling services range from vocational choice, revealing talents and preparing career plans to coaching, legal services and practical competence training. Free services can be used by students, fresh graduates, parents on maternity leave, elderly job seekers, etc. There are also specialized sections for disadvantaged job seekers focused on their typical problems with entering the labour market. Motivational speeches and captivating lectures of successful professionals are also available. This job fair is also a big opportunity for primary and secondary school students to reveal their hidden talents and search for their dream job. In many cases this job fair is their first contact with the world of work in the context of their future life. During the event 25 volunteers (students of psychology, adult education or personal management) with acquired training move between visitors and are available for individual help and support. By means of CV screenings and active interviews they guide job seekers to appropriate lecture or to a suitable employer.

More information about the job fair: <http://www.profesiadays.sk/en/>

REPUBLIC OF SERBIA

National
Career
Guidance
Awards in Serbia

In 2016 Euroguidance centre in Serbia joined the initiative of Euroguidance centres in Czech Republic, Slovakia and Hungary and organized the first career guidance awards for the best practices in guidance on the national level.

The aim of this competition was to promote organizations and individuals who had developed new services, tools, and resources for career guidance, thus contributing to the development of the guidance system on the national level. A total of 12 applications were received and all of them represented good practice examples. The Selection Committee, consisting of the representatives of relevant ministries, educational institute, NGO sector, as well as Euroguidance centres from Serbia and Croatia decided to award four best practice examples as well as to award four acknowledgements for contributions in particular guidance areas. The award ceremony took place at the fourth national Euroguidance conference “Career Guidance and Counselling in the Republic of Serbia” on December 6, 2016.

First Award was given to “Career management skills” course, developed by the Centre for Career Development and Student Counselling of the University of Belgrade. This semester-long course aims to provide students of the University of Belgrade with skills to manage their career and prepare for taking an active role at the labour market.

Special Award was given to “BOŠ Karijera”, an online career guidance portal developed by Belgrade Open School (BOŠ). This award recognized the contribution of BOŠ to the development of online guidance services in Serbia.

Second Award was given to the program of professional orientation of the pupils with learning difficulties in School for primary and secondary education “Milan Petrović” in Novi Sad.

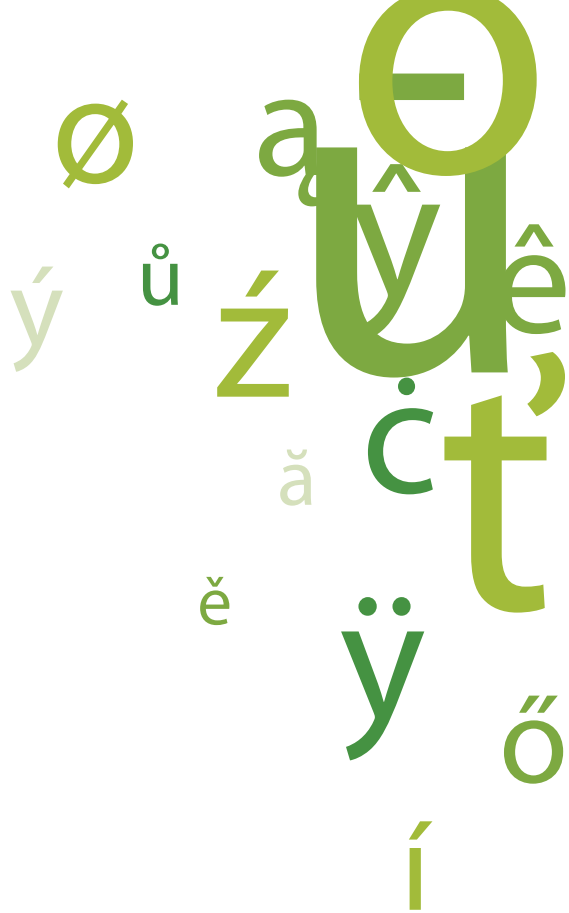
Third Award was given to the Medical school in Užice, for their guidance and career information activities, which include workshops, discussions, job-shadowing, as well as guidebooks for students, parents, and teachers.

Furthermore, four additional acknowledgements were awarded for the quality of best practices in certain areas:

- Acknowledgement for using specialized approach and ensuring accessibility of guidance activities to a target group for the activity "I want to work" of Roma Student Union from Niš.
- Acknowledgment for using new technologies in guidance for the web tool "Tesla's Step Ahead" by Electrotechnical school from Pančevo.
- Acknowledgement for innovative approach in realization of guidance activities for "Occupations show and education fair" by primary school "Petar Kočić" from Indjija.
- Acknowledgment for planning of guidance activities and work of the school guidance team for the high school "Dragačevo" from Guča.

In addition to receiving the awards at the conference, representatives of the awarded organizations participated in study visits to Euroguidance centres in Ireland and Portugal..





 euro|guidance
European Network to Support
Guidance and Counselling

SAAIC
Slovak Academic Association
for International Cooperation
Euroguidance centre
Bratislava 2016