

Guidance of Adults in the EU

A catalogue of European co-operation
projects on Guidance of Adults



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Introduction

This catalogue offers examples of European co-operation projects, which have developed new methods and materials for adult guidance. It features short descriptions of the contents and results of the projects that might inspire the reader to search for further information on the projects' websites where more detailed information can be found. Furthermore, it is possible to contact the managers of the projects.

The aim of the catalogue is to provide European guidance counsellors with information about developmental activities on the area of adult guidance in Europe during recent years and hereby inspire guidance counsellors in their daily work. We hope this catalogue provides inspiration for new European collaborations and projects with many participants.

CIRIUS can always be contacted for guidance or a piece of advice in connection with new European projects for practitioners in the field of adult guidance. In this context it is particularly relevant to look at the European Leonardo programme and the Grundtvig programme, which address guidance practitioners in the field of adult education.

The catalogue is produced by the Euroguidance unit at CIRIUS, supporting the international dimension of guidance. If you know of other European co-operation projects, please forward them to euroguidance@ciriusmail.dk

August 2009

CIRIUS, Euroguidance

**A Gateway to Guidance
- A model for regional career guidance systems**

Programme: Leonardo da Vinci

Year: 2005 – 2007

Responsible organisation:

Norway: The Competence Forum of Telemark

Partners:

Denmark: VIA University College

Ireland: Tipperary Institute

Slovak Republic: Central Office of labour, Social Affairs and Family

UK: Careers Europe

Project Description:

The main aim of the project is to create a model for a comprehensive regional system for vocational lifelong guidance and counselling that focuses on lifelong learning. The project is based on close cooperation between public employment services, public administration, the Confederation of Business and Industry, the Labour Union and other public and private actors. As a part of the project, the five partner countries have developed regional career guidance. Within this framework a new system for upskilling and reskilling of both employed and unemployed workers is developed and tested.

Furthermore, the countries have carried out a two step method concerning unregistered unemployed, which consists of a new process of approaching and identifying the target group and a new method for career guidance.

Consequently a book has been produced: *A Gateway for Guidance*, which can be found at the project's website.

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Career Counselling in Lifelong Learning Using New ICT Approach and Tools - A virtual tool for individual career counselling

Programme: Leonardo da Vinci

Year: 2000 – 2006

Responsible organisation:

Italy: Istituto Superior Tecnico

Partners:

Austria: FO – Forum zur Förderung der Selbständigkeit

Lithuania: Viesoji Istaiga Vilniaus Teisės ir Verslo Kolegija

Romania: DJUG – Universitatea

UK: PACIFICSTREAM COM

Greece: WEGRE – Western Greece Development Center

Poland: Centrum Badan I Analiz Rynku

Portugal: EWF – European federation for welding, joining and cutting; ISQ

Project Description:

Recognising the need for improved access and information in the field of career counselling, this project has developed and tested a prototype virtual tool in career counselling. The counsellor tool (VIRCOUNS) focuses on individual career counselling and is designed to take the form of an interactive CD-Rom package, which has been developed and piloted amongst the project partners.

The project focuses on the concept and practice of virtual career counselling and on how the use of new ICT approaches and tools can encourage lifelong learning. Piloting of the tool has allowed for further development and improvement by considering feedback from partners in the pilot phase. Given that a 'virtual counsellor' is not able to meet the needs of all persons seeking career advice, actual guidance counsellors are also featured in the project's development; the CD-Rom is accompanied and complemented by the new European curricula for the training of career counsellors.

The European Association for Welding, Joining and Cutting is involved in the project as the test-bed organisation.

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Website: www.montesca.it/flow/Download/Abstract_VIRCOUNS.doc

Competence Assessment Across Borders - A model for assessment of non-formal competencies of unskilled workers

Programme: Leonardo da Vinci

Year: 2007 – 2009

Responsible organisation:

Denmark: JobInVest

Partners:

Denmark: The University of Southern Denmark, Grindsted Vocational College, Jobcenter Billund

Germany: The Kolping Training Institution Wuerttemberg

Italy: LAMORO

Martinique: G.I.P.-F.C.I.P. de l'Académie de la Martinique)

Spain: Confederación Española de Centros de Enseñanza

Project Description:

The project transfers, fits and implements a competence assessment model, which has been developed by among others JobInVest under a previous social fund project "From industry to service". The competence assessment model is used extensively today in order to identify and assess the vocational and personal competences of LEGO employees who are at risk of getting fired as a result of the company moving the production abroad. The model has now been transferred to vocational colleges, public services for unemployment and vocational training centres and is used in their everyday work with training and guidance of low-skilled workers in the partner countries. This way, the project contributes to the validation of non-formal learning on a local, regional and national level in the five participating countries.

The competence assessment model has been translated, adjusted and tested in the participating countries and the project partners will jointly design the most operational way to use the model and develop a training programme for future users. Furthermore, a strategy for the implementation and recognition of the model will be developed.

The cross-national collaboration is an important precondition for the collection of various experiences and input that can be employed at an European level.

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Competence Coach - Further training for career counsellors

Programme: Leonardo da Vinci

Year: 2008 – 2010

Responsible organisation:

Germany: Ttg team training GmbH

Partners:

Czech Republic: ATHENA – Spolenost pro vzdělávání a rozvoj žen

France: Institut pour le Développement et la formation

Germany: Forschungsinstitut Betriebliche Bildung f-bb

Greece: IEKEP – Institute of Training and Vocational Guidance

Lithuania: Telsio svietimo centras/Telsiai Education Centre

UK: Yale College of Wrexham

Project Description:

When providing guidance to low-skilled workers and others at risk of unemployment, it is important that career guidance practitioners are able to use a holistic approach that focuses on the empowerment of the client through identifying the strengths of his/her skills and qualifications. In this respect it is particularly important to be able to clarify the competencies of the low-skilled worker. The project therefore focuses on the training of career guidance practitioners and aims to:

- improve the professional performance of guidance workers within the **vocational education and training system** by teaching them competence assessment techniques and coaching methods
- develop and test a training process for career guidance practitioners comprised of several parts focusing on client coaching (especially workers at risk of unemployment)
- translate, adjust and gain national recognition of the training programme within the participating countries

The trained guidance workers will also be able to support their clients in developing their learning skills, make them aware of their learning process, enable them to identify available opportunities, and overcome obstacles in order to learn successfully. Clients will through this process become capable of searching for available education and training opportunities themselves. The goal is that the clients build up a positive attitude towards learning including the motivation and confidence to pursue and succeed at lifelong learning.

Contact: Friederike Schröder, projektassistenz@team-training.de

Website: <http://www.competence-coach.eu/>

Development of Networks for active Career Guidance, DROA - Regional and inter-regional career counselling networks

Programme: Leonardo da Vinci

Year: 2003 – 2006

Responsible organisation:

France: Région Rhône-Alpes

Partners:

Germany: BWHT, LVA BW, Landearbeitsamt BW, IHKT, DGB BW, Bundesministerium für Wirtschaft zu Baden Württemberg – Referat Berufliche Bildung, KM BW

Italy: Scuola Superiore del Commercio, Del Turismo e dei Servizi, Provincia de Milano, Apilombardia, CGIL, Confindustria Feder-Lombardia, Ministera dell Istruzian, CISL Regione Lombardia, Agenzia Regionale Lavoro

Spain: Generalitat de Catalunya – Departament D’ensenyament, Direccio General de Formacio Professional & Servei D’ocupacio de Catalunya;

Project Description:

The DROA project aims to improve career guidance and advice as a means of improving lifelong learning and employment through the collaboration and coordination between participants in the field and by setting up a network at two levels; an intra-regional network of local career guidance counsellors and advisors in a given region, and an institutional inter-regional network comprising the four regional driving forces in Europe (Catalonia, Lombardy, Rhône-Alpes, Baden-Württemberg).

The aim is also to ensure that the network, which is both human and technical in nature, provides information on occupations, training courses and other measures, which can be adapted to the requirements and expectations of individuals as well as facilitating access to information and guidance. The networks have conducted a comparative analysis between areas and regions of the way in which those involved are organised at a local level, and of local practice in the field of career guidance and career advice on the basis of three specific subjects: 1) supervision and support to encourage individuals to stay in the profession, 2) recruitment problems and 3) equal opportunities issues.

The project has established norms and standards on quality, which serves as a common frame of reference to promote better career guidance for all. The reference guide is published on the website.

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Website: www.droa-eu.org/fr/index.php

European Guidance and Counselling Research Forum, EGCRF
- A research forum for guidance counsellors and scholars with an ITC-platform

Programme: Leonardo da Vinci

Year: 2003 – 2006

Responsible organisation:

UK: University of Warwick

Partners:

Denmark: DPU, Danmarks Pædagogiske Universitetsskole

Finland: Koulutuksen Tutkimuslaitos Jyväskylän Yliopisto
Studies

Greece: National & Kapodistrian University of Athens; Centre for Guidance

Slovenia: Kadis Doo

UK: The Knownet

Project Description:

The project has established a network of scholars and guidance counsellors, a research forum EGCRF, in order to create dialogue and collaboration between research work and practice. The aims of the network are to strengthen innovations within the area of guidance and thereby improve services to clients, particularly through promoting equal opportunities in guidance and counselling. The network's information targets practitioners, managers, researchers, trainers, students and policy makers in a range of settings, from educational establishments to public authorities, where guidance and counselling services are employed.

The project has created a website comprising a comprehensive platform designed for interactive and focused knowledge sharing and transformation. Expert groups, selected from the target groups in each of the five participating countries, initially met to discuss issues of policy and practice related to equal opportunities. These discussions have continued online with summaries of discussions provided in English.

The website further contains subsections from the five partner countries and a library section as a reference resource for discussions. The project intends to ensure the evolution and transfer of innovative ideas, training and professional development to a wider community in the fields of guidance and counselling, beyond those initially involved in the project as expert groups.

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Website: www.guidance-europe.org

Guidance for Raising Aspirations, GRASP
- Guidance of unemployed and socially disadvantaged

Programme: Grundtvig

Year: 2007 – 2009

Responsible organisation:

Lithuania: Viesite Town and Surrounding Rural Territory Council

Partners:

Finland: Järvisente Adult Educational Center

Germany: Public School of District Sonneberg

Spain: Public School of Palencia

Turkey: Anatolia Technical and Vocational High School

UK (Scotland): Argyll College

Project Description:

The main aim of the project is to promote and strengthen the spreading of education in socially disadvantaged areas. The project is designed to be an aid to unemployed people and socially disadvantaged so that they are able to take part in general education, in spite of having financial and social difficulties. Participants learn new skills and improve already gained knowledge and skills, helping them to develop self-confidence and enhance their work motivation. With the help of this education and the cooperation with local groups and networks, new vistas are opened up to participants concerning job-related possibilities.

On the project's website the Scottish guidance-flyer "What now?" relating to the clarification of educational wishes and options can be found. The guidance-flyer is based on experiences and information collected and informs members of the target group about their possibilities ranging from professional development to apprenticeships. The key issues of the project are thus centred on how adults get started on a learning process and how they move on from there. In this context, public relations are necessary and it is indispensable to cooperate with partners pursuing similar goals.

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Guidance Merger

- Methods for collaboration between guidance counsellors and companies

Programme: Leonardo da Vinci

Year: 2002 - 2004

Responsible organisation:

Sweden: CFL, Center for Flexible Learning, Soderhamn

Partners:

Belgium: Euro-WEA

Czech Republic: Eurovision s.r.o

Italy: Divisione Risorse Orientamento e Lavoro di ASTER

Sweden: NIWL, National Institute for Working Life

UK: Careers Europe; Business Link; Employer Link, Bradford College

Project Description:

The Guidance Merger project has produced tools and methodologies to strengthen the links between the work of guidance counsellors and employers to ensure that guidance and counselling is not isolated from the everyday life of the employees. The aim is to improve the access to counselling for the employees, thereby enhancing their motivation for and access to further/supplementary training. The tools and methodologies also focus on linking the role of the social partners and other intermediate organisations in providing guidance and access to education and training.

A key part of the project has been to develop methods to promote the collaboration between guidance counsellors, employers and employees and to uncover which supplementary competencies the guidance counsellors must possess to be capable of achieving favourable results from this collaboration.

The project has produced summaries and recommendations for those involved in the process of offering advice and guidance to those in employment. The project has been continued with the Leonardo project *Guidance in the Workplace*:

www.guidanceintheworkplace.eu

Contact: Klas Tallvid, klas.tallvid@soderhamn.se

Website: <http://www.guidancemerger.org/>

Guidance in the Workplace

- New approaches to guidance of employees in the workplace

Programme: Leonardo da Vinci

Year: 2007 – 2009

Responsible organisation:

Sweden: CFL- Centre for Flexible Learning. Municipality of Söderhamn

Partners:

France: CIBC

Italy: ASTER

Romania: Soros

Slovenia: PIA; Slovenian Institute for Adult Education

Project Description:

The project is a continuation of a previous Leonardo project, *Guidance Merger* (<http://www.guidancemerger.org>), and aims at disseminating knowledge of various methods that are employed in guidance of employees. It builds on 3 assumptions:

- guidance is crucial in promoting lifelong learning for employees
- guidance is not always easily accessible for employees
- guidance must not be offered isolated, but has to be incorporated into the workplace in a collaboration between employers, trade unions, educational institutions and human resource managers

The project aspires to make research with, not on, the people involved. The project participants will thus have a role as co-researchers, which puts the research into a perspective that is advantageous to both the scientific results and to the compilation of good examples. Furthermore, the guidance counsellors will be involved in the evaluation process.

The project envisages the following results:

- exchange of experiences concerning guidance in the workplace
- development of new approaches for guidance in the workplace that are suited to the needs and specifics of the partner countries
- training opportunities in other partner countries for guidance counsellors and professionals with the aim of developing and implementing new approaches within the area
- training materials for guidance counsellors to be used among the partner countries
- a final project report outlining new approaches to guidance in the workplace

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Website: www.guidanceintheworkplace.eu

Improved Future - New methods for guidance of immigrants

Programme: Leonardo da Vinci

Year: 2008 – 2010

Responsible organisation:

Sweden: Folkuniversitetet

Partners:

Austria: Best

Denmark: DPU, Danmarks Pædagogiske
Universitetsskole

Holland: Roc

Turkey: Teksav

Bulgaria: Business Foundation for Education

France: IRFA SUD

Germany: QVH

Romania: Carp

UK: University of Glasgow

Project Description:

With the enlargement of the European Union and the general global situation, people immigrate to other countries for various reasons. Being an immigrant in a new country brings certain demands in order to adapt, such as learning the new language, culture and society to become fully integrated and independent. One of the most powerful ways to gain independence is employment, but for immigrants this is a difficult process. It is established that immigrants in Europe have a much lower participation rate on the labour market than the natives of the land they reside in.

In order to relieve the distress of the immigrants in their difficult situation, it is necessary to assist/train individuals involved in the guidance and counselling sector and educational sector in increasing their knowledge and understanding of the barriers that encumber immigrants and promote social dialogue in order to facilitate better support for immigrants.

The aim of the project is achieved through interchange and co-operation between educational institutions and training providers in a range of European countries to produce high-quality and transferable materials and methods of giving vocational guidance to the target group.

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Individual Career Management Tool in the Work Place, for Increased Mobility and Adaptability to Change in the ICT sector, IndiCaM@ICT
- An online guidance tool for guidance of employees in the ICT sector

Programme: Leonardo da Vinci

Year: 2004 – 2007

Responsible organisation:

Greece: Delta Singular Ekpedeftiki Aninimi Eteria Epagelimatikis Katartisis & Erevnas

Partners:

Czech Republic: University of Zlin

Finland: Tulossilta Oy

Germany: CAS Software AG

Ireland: Work Research Centre Ltd

Italy: D&S Group

Netherlands: Noorderporrt College, VHTO

Poland: WSHE

Slovenia: Nevron

Spain: Acceso a Europa SL, Fundación

Sweden: Högskolen I Halmstad, Amledo CO

Tekniker Doo

UK: Inova Consultancy

Project Description:

The IndiCaM@ICT project has developed and tested an innovative on-line tool for the provision of self-career-management to employees at ICT companies. The project specifically addresses people working in the ICT sector, who due to the rapid technological change and the particular operational needs of New Economy enterprises, constantly face the need for mobility, adaptability, continuous upgrading of skills and re-training.

The online tool is developed in an integrated environment and can be used by employees, counsellors, the enterprise, and training providers. Use of the tool is envisaged to feed targeted vocational training initiatives. The tool contributes to a clarification of the knowledge and skills of employees in the workplace and their need for supplementary training. The tool further comprises propositions for covering arising training needs (learning maps, learning objects), so that the employee responds to increasing work demands effectively.

For guidance counsellors a supplementary training programme on career counselling in the workplace and the usage of the online tool is made available.

An international forum has been established by the project to assure international networking and the exchange of information and best practices in guidance and counselling in the workplace.

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Websites: www.indicam.org/home.asp/<http://indicam.cas.de/indicam/teamworks.dll>

Towards a Lifelong Learning Society

- An analysis of the role of institutions and systems in improving access to lifelong learning

Programme: Sixth Framework Programme

Year: 2005 – 2010

Responsible organisation:

Estonia: Tallin University

Partners:

Austria: Danube University Krems

Bulgaria: Institute of Sociology

Czech Republic: The National Training Fund

Hungary: TARKI

Lithuania: Mikolas Romeris University & Institute for Social Research

Scotland: University of Edinburgh

Belgium/Flanders: Catholique Universty of Louvain

England: University of Nottingham

Ireland: Dublin City University

Norway: FAFO

Russia: St. Petersburg State University

Slovenia: SIAE

Project Description:

This research project focuses on the educational system's contribution to the implementation of lifelong learning and what role it plays in strengthening social integration in Europe. The aim is to study the influence of institutions on adult's access to the educational system in several countries and to evaluate the results of policies and efforts that have been carried out to promote adult's access to education.

The project is based on the assumption that national institutional systems are closely connected and complement each other. These national 'units' open up new opportunities for lifelong learning, which leads to political reforms, that otherwise appear to be similar, producing various results within the countries. Consequently, a correct analysis of the development of lifelong learning and education policy can only occur if the mutual dependence among institutional systems is considered. The project will provide an analysis of the role played by the educational system in the promotion of lifelong learning and an empirically based analysis of the adequacy of lifelong learning policies in Europe. The project will furthermore assess and elaborate on the indicators used in the EU Lifelong Learning Survey in 2005.

The analysis is based on data from:

- individual course participants (a survey of adults in schools and universities)
- educational institutions (interviews with school managements and ministries)
- companies (interviews with SME managements)

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International Quality Assurance Programme in Vocational Orientation and Guidance Measures for Job-Seekers on the System Level, QUINORA
- A system of quality assurance for educational- and vocational guidance

Programme: Leonardo da Vinci

Year: 2005 – 2007

Responsible organisation:

Austria: abif - Wissenschaftliche Vereinigung für Analyse Beratung und interdisziplinäre Forschung

Partners:

Austria: Martin Höglinger, IOT Doppel & Rischawy OEG

Bulgaria: Znanie - Center for Vocational Training

Germany: Fachhochschule des Bundes - Bundesagentur für Arbeit

Italy: Alfabeti

Spain: FASE.net

Sweden: Föreningen Urkraft

UK: Norwich City College of Further and Higher Education

Project Description:

The project has developed a benchmark for adult guidance at an European level and disseminates best practices within the field of guidance. The project's target group is primarily heads of educational institutions and teachers as well as management and labour.

The main part of the project is the development of a proposal for a quality assurance programme for educational and vocational guidance counsellors. For this purpose, the project has made up a synthesis report in which existing quality standards and programmes in EU countries are identified. Based on this report, international quality standards for training measures in vocational orientation and activation have been developed, focusing especially on the management level of relevant labour market actors.

On the basis of common international quality standards, an e-learning tool has been developed offering an opportunity for actors relevantly involved in labour market policies and training measures to implement these common quality standards step by step. The e-library furthermore offers additional information and sources in scope of different aspects of the topic quality in educational and vocational orientation.

Contact: Karin Steiner, steiner@abif.at

Website: www.quinora.com

Third Age Guidance, TAG

- Career guidance for seniors, both unemployed and older employees

Programme: Leonardo da Vinci

Year: 2004 – 2007

Responsible organisation:

UK: The University of Glasgow

Partners:

Austria: BEST

Denmark: DPU, Danmarks Pædagogiske Universitetsskole

Germany: IBW – Euroinstitut

Italy: CDRL

Spain: Euradia, University of Alicante

UK: The University of Glasgow, The WISDOM

Co-operative, The Age and Employment Network; Careers Scotland

Czech Republic: Akses. Ltd

Finland: Diaconia Polytechnic (Diak)

France: IRFA Sud

Iceland: Starfsafl

Netherlands: Roc Nijmegen

Sweden: Folkeuniversitetet i Kristianstad

Project Description:

The project focuses on vocational guidance, proactive as well as reactive, in all areas of adult guidance, but primarily of employers and trade unions. The aim of the project is to establish new guidance models and methodologies for retraining or integrating older people in the labour market by analyzing the scope of guidance. In order to carry out the analysis, participants have collected information about the guidance needs of older people who are either unemployed and wish to re-enter the labour market; older employees needing career management and development support; and those in employment, but at risk of redundancy or dismissal.

The project has furthermore collected information about existing models and methodologies for guidance of older employees, evaluated these models and methodologies, and finally refined and revised them in order to develop more effective models. An important part of this process has been to test guidance methods on older people in different settings, including the workplace, and to collect feedback from the clients in order to improve the material. All the results of the project are available on the website. Furthermore, the project has published the book *Guidance for Life: Working and learning in the third age*:

<http://www.francoangeli.it/ricerca/stampaLibro.asp?ID=15884>

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Hjemmeside: www.gla.ac.uk/tag

Workplace Guidance: The Social Partners and Vocational Guidance for Low-Paid Workers
- New tools for guidance of low qualified employees in the workplace

Programme: Leonardo da Vinci

Year: 2004 – 2008

Responsible organisation:

UK: University of Glasgow

Partners:

Czech Republic: DHV CR

Denmark: DPU, Danmarks Pædagogiske Universitetsskole

Germany: Sozialforschungsstelle Dortmund Landesinstitut

Iceland: EFLING

Italy: Centro Documentazione Ricerche per la Lombardia

Luxemburg: Response

Norway: Norsk Elektriker-og Kraftstasjonsforbund

Spain: Confederacion Empresarial de la Prov. de Alicante

Sweden: Arbetsförmedlingen

Project Description:

The Workplace guidance project focuses on improving access to lifelong learning for groups at risk of being excluded from the labour market. This is done with the involvement of both social partners and vocational and educational guidance counsellors. The proposal specifically addresses low qualified employees because statistical evidence from various European countries indicates that this group is least likely to access lifelong learning. The project partners have conducted a survey of the extent to which workplace guidance already exists through evaluating examples of good practice and literature on guidance, thereby demonstrating the need for workplace guidance of low qualified workers. On the basis of this survey, new guidance tools and recommendations for future practice have been produced.

The final reports and tools relating to workplace guidance are available in a printed version and in a web format. These include recommendations for the social partners and guidance services, examples of best practice, and suggestions for national and regional policy-makers.

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