

Towards a Register of the Italian Career Guidance Practitioners

Final Version (17 January 2011)

1. Under Career Guidance (CG) we refer here in wide sense to ‘All that activities supporting individuals in managing at best their career and educational choices and their career path in general’.
2. The aim of the Register is recognize and certificate competence of Career Guidance Practitioners (CGP) and so to contribute to professionalize the sector. For this reason in the Register can be registered only individuals and not private companies or public organizations. The Register could make us of a Consultative Committee formed by stakeholders and of a Scientific Committee formed by experts.
3. Cannot join the Register, except in case they carry out CG activity as defined at point 1, people carrying out activities related to CG (such as managers of vocational training or career guidance organizations, teachers, researchers), activities to support individuals in fields other than CG (such as psychologists, psychotherapists, counselors) and finally activities requiring some knowledge used also in CG activities but not on the advantage of the individual (such as Human Resource specialists, their activities is first of all carried out on behalf of the enterprise).
4. As the main goal of the Register is to contribute to professionalize all people delivering career guidance, notwithstanding their occupational title, the Register includes also people delivering career guidance as an additional task to their main occupation (such as some teachers, trainers, educators, psychologists, etc.) at condition that part of their activity is expressly devoted to delivering CG as described at point 1.
5. The term ‘CG Practitioner’ (in Italian ‘Operatore di Orientamento’) used in the expression ‘National register of the Italian Career Guidance Practitioners’ (in Italian ‘Registro nazionale degli operatori di orientamento italiani’) is not referred to a specific occupational title, but refers simply to people delivering CG, notwithstanding their occupational title. The enrollment in the Register is based not on official titles (such as Career Counsellor or CG information officer) but on the main tasks (or key activities) carried out when delivering CG (see point 6). We think that a Register based on main tasks allows a more effective assessment and certification of competence on respect to assessment and certification based simply on knowledge and skills. This approach is coherent with The European Parliament and Council Recommendation on the establishment of a European Credit system for Vocational Education and Training (ECVET) (2009/C 155/02)
6. The main tasks in career guidance delivery can be the following:
 - A. *Deliver information related to career guidance as a separate activity*

This activity is usually carried out by interactions lasting few minutes at the counters of career guidance services or by telephone or electronic mail. In this main task the practitioner does not examine in deep the situation of the client, and only information is delivered.
 - B. *Perform career guidance interviews*

This activity is usually carried out on appointment in a reserved space. During the interview the practitioner carries out a in depth analysis of the situation of the client and assist him/her in drawing out a realistic and effective action plan.
 - C. *Carry out career guidance activities in small groups*

This activity is usually carried out with small groups (up to 20) of students (often focused on improving knowledge of self, of educational opportunities and on improving decision skills) and adult unemployed (often focused on improving job search skills).

The individuals will be inserted in the register as CGP accredited for the carrying out of one or more than one of the main tasks listed above: 'I am a CGP accredited for Performing career guidance interviews', 'I am a CGP accredited for Delivering information related to career guidance as a separate activity', 'I am a CGP accredited for Performing career guidance interviews and Carry out career guidance activities in small groups'.

Note: starting from key activities is easy to proceed to occupations. For example it can be decided that who is accredited for main tasks 2 and 3 is called 'Career counselor' (in Italian 'Consulente di orientamento') and who is accredited for main task 1 is called 'CG Information Officer' (in Italian 'Operatore dell'informazione orientativa').

7. Levels of registration in the Register. Registration at level 1 is for free and based on documents collected in a portfolio. Registration at level 2 is for a fee and based on a direct examination of the candidate and of portfolio.

8. Requisites for registration at level 1. Minimum requisite is 800 hours (if the candidate possesses a degree related to CG and specific training in CG) in at least one key activity. Registration at level 2, [being performance based] is not subordinated to possessing specific educational title or minimum experience. Considering the rising value attributed to non formal and informal learning in Italy and Europe (see for example the recent -2009- CEDEFOP's European guidelines for validating non-formal and informal learning) we think very important not to subordinate the inscription on the Register to the possess of a Bachelor's Degree. However, we advise against asking for registration without a previous working experience of at least 800 hours.

9 Educational qualifications. (Key: A. generic Bachelor's Degree. B. Bachelor's Degree related with CG information (such as Law, Economics, Political Sciences), with education (Educational Sciences) or with some techniques used in CG (Psychology). C. specific training in CG of at least 200 hours).

Registration at level 1 is possible with the following combinations:

Educational qualification A plus 1600 hours of working experience, or

Educational qualifications A+C plus 1000 hours of working experience, or

Educational qualification B plus 1000 hours of working experience, or

Educational qualifications B+C plus 800 hours of working experience or

Only High school diploma plus 5000 hours of working experience.

10. The Register is owned and managed and by all the CGP associations that: 1. Don't manage similar registers; 2. Whose statute assure a democratic management of the association; 3. In which CGP are majority of associates and of members of the board; 4. In which inscription is open to all CGP; 5. In which inscription is not subordinated to participation to a training course organized directly or in exclusive agreement with another organizations. To be inscribed in the Register is not necessary to enroll in the associations that manage it.

Signed by

Federico Batini President of Cofir www.cofir.net

Antonio Colombo President of Asitor www.asitor.it

Fabrizio Rota President of Assipro www.assipro.it