



Mobility Guidance at Eurodesk

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Goals of this presentation

1. To define *career guidance*, describe its delivery in Europe and the reasons for its diffusion
2. To define *mobility guidance* and its different levels of service
3. To support choice of level of service by Eurodesk Multipliers

A simple definition of career guidance

The help provided to individuals in planning and managing their careers (Kidd J.M. 2006, modified)

An official definition of career guidance

In the context of lifelong learning, [career] guidance refers to a range of activities (information and advice giving, counselling, competence assessment, mentoring, advocacy, teaching decision-making and career management skills) that enables citizens of any age and at any point in their lives to identify their capacities, competences and interests, to make educational, training and occupational decisions and to manage their individual life paths in learning, work and other settings in which these capacities and competences are learned and/or used (European Commission, 2004, 9286/04)

An official definition of career guidance (2)

In the context of lifelong learning, [career] guidance refers to a range of activities (**information** and advice **giving**, counselling, competence assessment, mentoring, advocacy, teaching decision-making and career management skills) that enables citizens of any age and at any point in their lives to identify their capacities, competences and interests, to make educational, training and occupational decisions and to manage their individual life paths in learning, work and other settings in which these capacities and competences are learned and/or used (European Commission, 2004, 9286/04)

Please note in the official definition giving information is part of career guidance, so we don't say 'Delivering information and career guidance'. In my presentation I will follow the official definition.

A simple definition of mobility guidance

The help provided to individuals in planning and managing their mobility abroad (Evangelista 2014)

(beware: mobility guidance is a subset of career guidance)

A definition of mobility guidance

In the context of mobility abroad, mobility guidance refers to a range of activities that enables citizens of any age and at any point in their lives to make mobility decisions related to study, working, volunteering and to manage their staying abroad (Evangelista 2014)

The activities: informing, advice giving, counselling, coaching, advocacy, development of career management skills related to mobility

The process: people are helped to identify their skills, restraints, preferences as well as possibilities abroad so to make mobility decisions / once abroad, people are helped to find solutions to the difficulties they experience

A definition of mobility guidance (2)

In the context of mobility abroad, guidance refers to a range of activities (informing, advice giving, counselling, coaching, advocacy, development of career management skills related to mobility) that enables citizens of any age and at any point in their lives to identify their skills and preferences as well as possibilities abroad to make mobility decisions related to study, working, volunteering and to manage their staying abroad (Evangelista 2014)

Where career guidance services can be found in Europe

Depending on the country:

- Employment services, municipalities
- Schools, universities, training organizations
- Private organizations (managed by social partners, religious groups, youth associations, for profit), sometimes funded by and working on behalf of public authorities

Means of delivery:

- One to one interview
- Small and large groups workshops and meetings
- Printed resources
- Telephone
- Internet based tools: websites, videos, virtual communities, emails messages, Skype

Reasons for the development of career guidance services in Europe

- **Current stormy markets impact health and life expectancy of firms. An increasing number of people are compelled to recurrent career choices and job search**
- **Increased competition to secure the relatively few jobs in Europe. People are compelled to plan carefully their career and to look effectively for jobs**
- **Public authorities and entrepreneurs desire a more skilled workforce and a reduction of skill gaps and mismatch**
- **Schools, public authorities, Eurodesk, etc. want to offer a better service to their clients**

Levels of career [mobility] guidance delivery

1. **Informative career [mobility] guidance** (informing as self-standing activity). Focused on giving information without investigating the situation of the client
2. **Consultation** (advising/counseling). Focused on giving advice and supporting career [mobility] choices and related issues
3. **Follow up** (after consultation). Focused on supporting the client while implementing his/her action plan
4. **Formative career [mobility] guidance**. Focused on supporting development of career management skills (competence self assessment, decision making, planning, self-monitoring, job search, etc.)

Levels of career [mobility] guidance delivery

1. Informative career [mobility] guidance (informing as self-standing activity). Focused on giving information without investigating the situation of the client

Informative career [mobility] guidance is appropriate when the client has already a career [mobility] goal and an action plan and needs only some information. Additionally, he/she is able to process the information we provide.

Informative career [mobility] guidance is delivered by using websites, videos, emails, short time (up to 15 minutes) face to face interviews

What is our aim?

- **Make people know the possibilities for working, studying, volunteering in Europe**

OR

- **Make people work, study, volunteer in Europe?**

For part of our clients information alone is not enough

Levels of career [mobility] guidance delivery

2. Consultation. Focused on giving advice and supporting career [mobility] choices and related issues.

Consultation is appropriate when client is not able to process the information we provide or he/she has a problem that requires to investigate his/her situation. For example cannot make a choice or his/her job search is ineffective

For most clients consultation is delivered with 1 one hour interview

Levels of career [mobility] guidance delivery

3. Follow up. Focused on supporting the client while implementing his/her action plan.

Follow up is especially required with people with limited career management skills.

Follow up can be done with a number of one to one recurring interviews or small group workshops (job club)

Levels of career [mobility] guidance delivery

4. Formative career [mobility] guidance. Focused on supporting development of career management skills (competence self assessment, decision making, planning, self-monitoring, job search, etc.).

Formative career [mobility] guidance is appropriate with people with medium or limited career management skills.

This is usually delivered by small group workshops, for example on job search techniques. It can also be embedded in consultation, if the counselor not only advices, but also coaches.

How to choose level(s) of delivery

The choice of level(s) of delivery depends on:

- **The need of the client**
- **The mission of the service**
- **The expertise of the career [mobility] adviser**

Specific knowledge and skills required for delivering information as a self standing service

Knowledge about EU structure and programs / EU laws on mobility, work, recognition of qualifications / how and where to work, study, volunteer, find an accommodation, get a unemployment benefit, medical assistance, etc. abroad

Carry out needs analysis of the client and make referral to other services or level of mobility guidance when needed

Find updated and reliable information (usually on the Internet)

Deliver information to single clients and groups by using different means

Specific knowledge and skills required for mobility consultation and follow up

Knowledge, needs analysis and find information as the previous

Carry out interviews by using counseling skills

- **Assist clients to identify personal, professional or learning goals to be reached by mobility abroad**
- **Assist clients to determine related action plans**
- **Assist clients to implement the course of action developed**

Specific knowledge and skills required for development of career management skills related to mobility

Knowledge, needs analysis and find information as the previous

Facilitate small group workshops

Assist clients to improve their career management skills: identify personal, professional or learning goals to be reached by mobility abroad, to determine related action plans, to implement the course of action developed

What kind of mobility guidance our clients need?

1. Before leaving for abroad
2. During their staying abroad
3. After coming back



Thank you for your attention!

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