


*The influence of Career Guidance and
Counselling (CGC) services and
policies for improving the access to
labour market for younger
generations*

LELAM Conference
04. April 2024

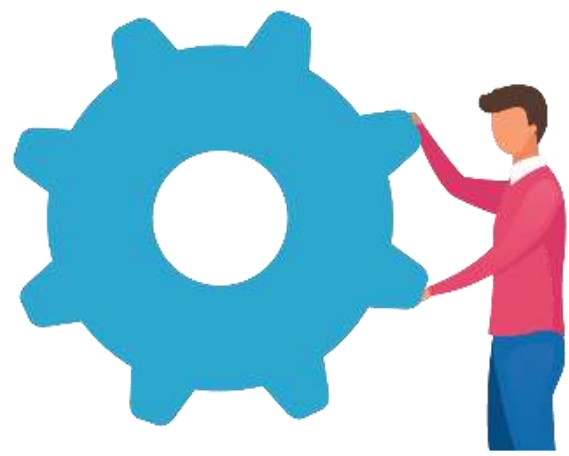
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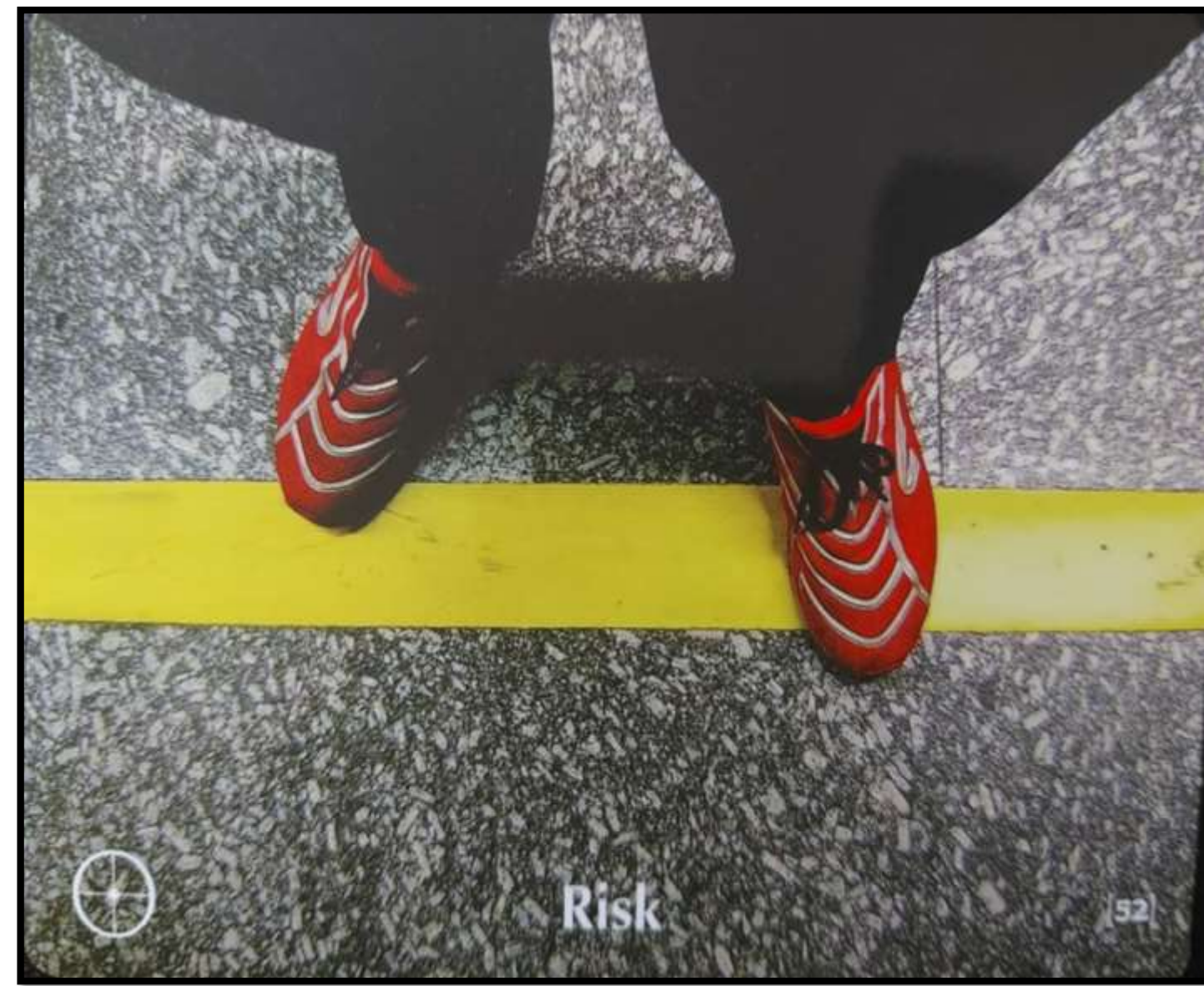
 Schweizerische Eidgenossenschaft
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Implemented by

NIRAS





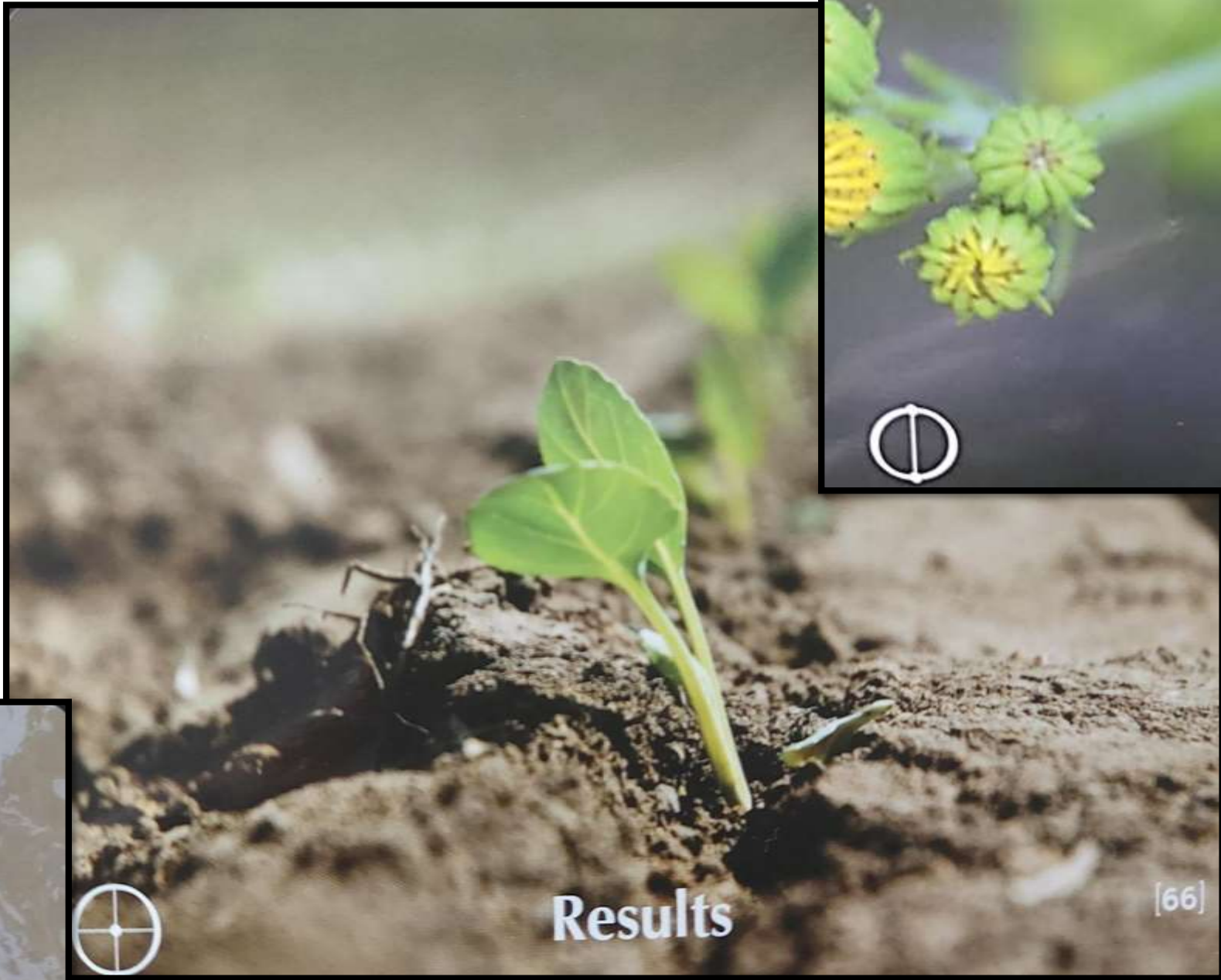
Risk

[52]



Difficulty

[94]



Results

[66]



Calling

[38]



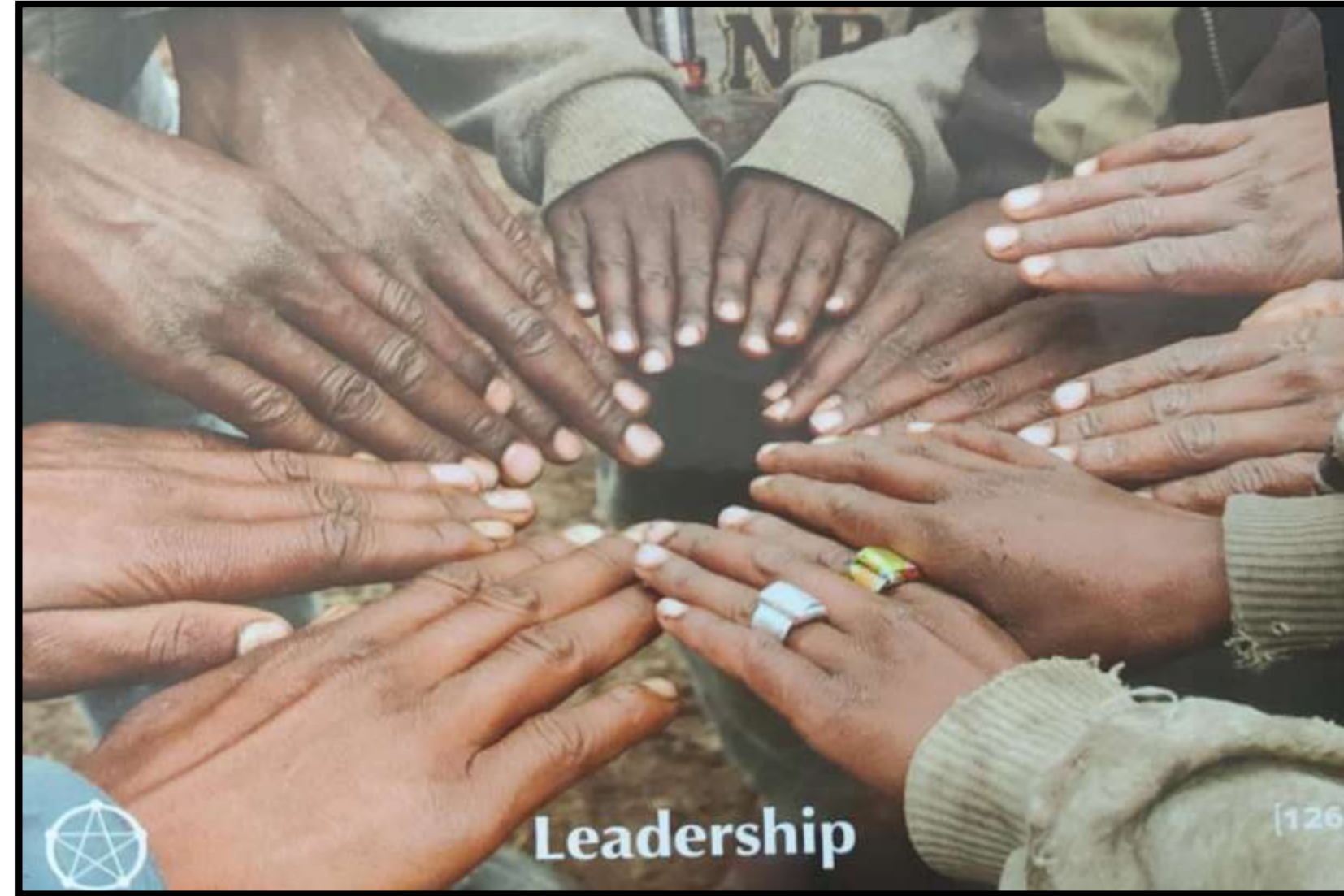
Persistence

[56]



Journey

[16]



Leadership

[126]



Points of You

- ❖ The greater need to improve people's competencies, develop a proactive approach in career planning and acquire adaptation and career management skills.

Career management skills

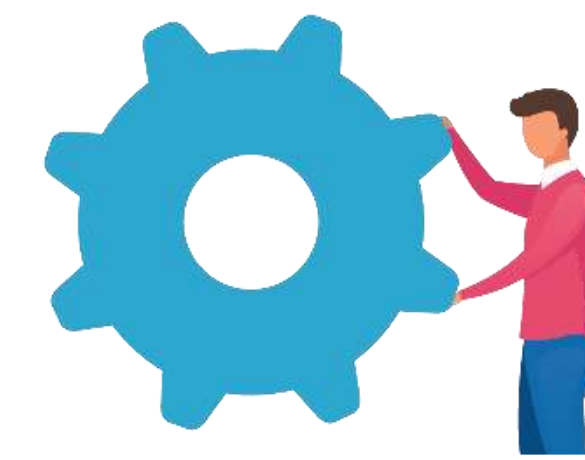
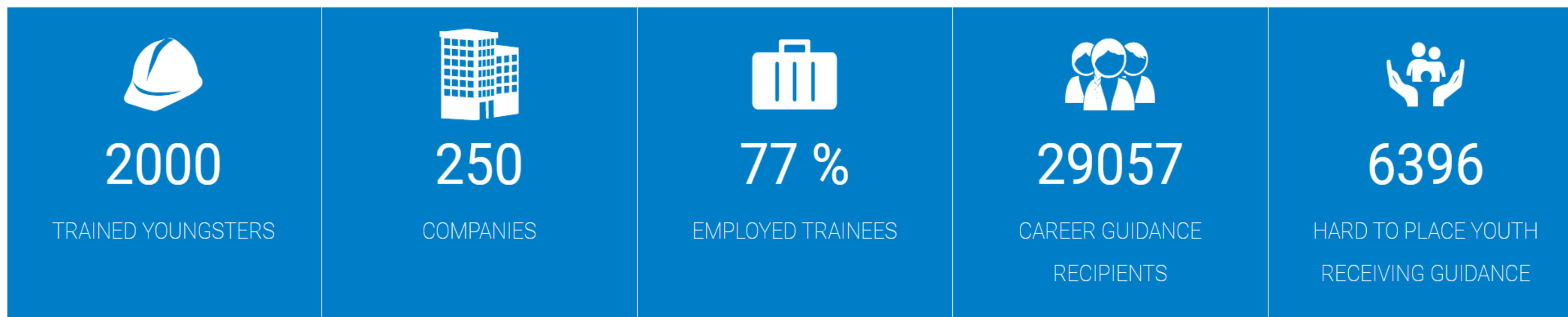
competencies that help individuals to identify their skills, develop personal and professional development goals, and take action to advance their career

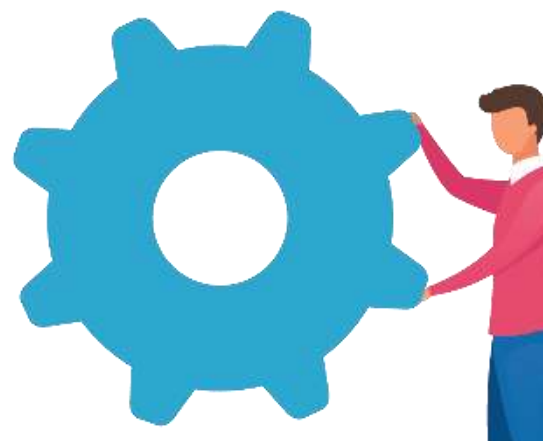
- active role of the individual in the continuous collection of information about self, career opportunities
- a responsible approach towards decision-making and career management in transitional periods and unexpected changes.



Education to Employment (E2E) - Serbia

- **Implemented by:** NIRAS Germany, eight-year-long partnership project of Swiss and Serbian government **NIRAS**
- **Overall goal:** to increase the employability and employment of young people in a sustainable and socially inclusive way through the career guidance and counselling; cooperation with the local economy – improving training practices, work-based learning programs; public-private partnerships.
- **Beneficiaries:** special focus on youth in education system, in school-to-work transitions, unemployed.
- **Impact (2016/2023):**







Service package - CGC



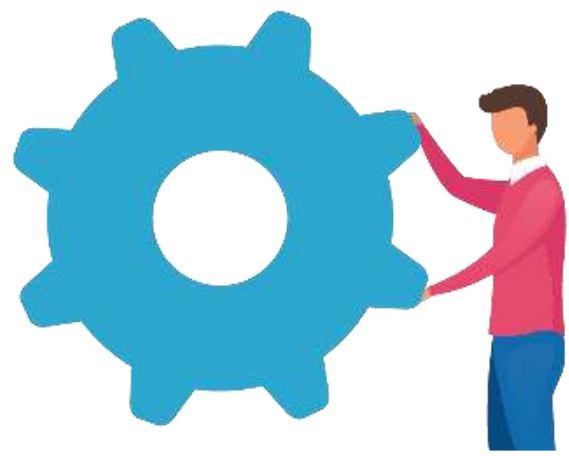
JOB INFO
CENTAR

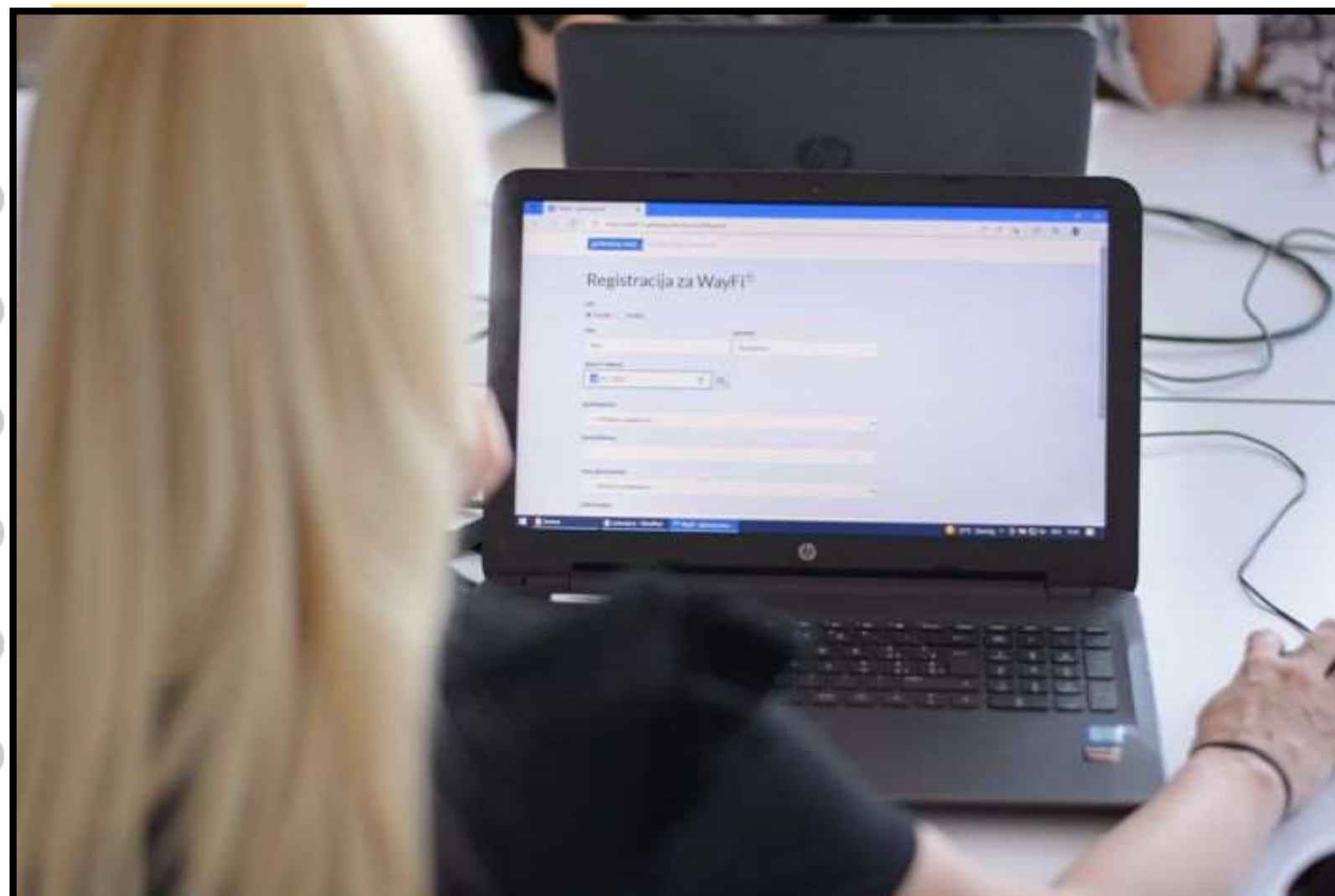
- Nine JOB INFO centers in nine municipalities (NGOs) - career centers that locally connect schools, individuals, the private and the civil sector and represents a strong link between the world of education and work.
- Trained career practitioners (20) are providing a holistic package of CGC services in twelve regions in Serbia, in close cooperation with schools.

Career counselling

Career informing

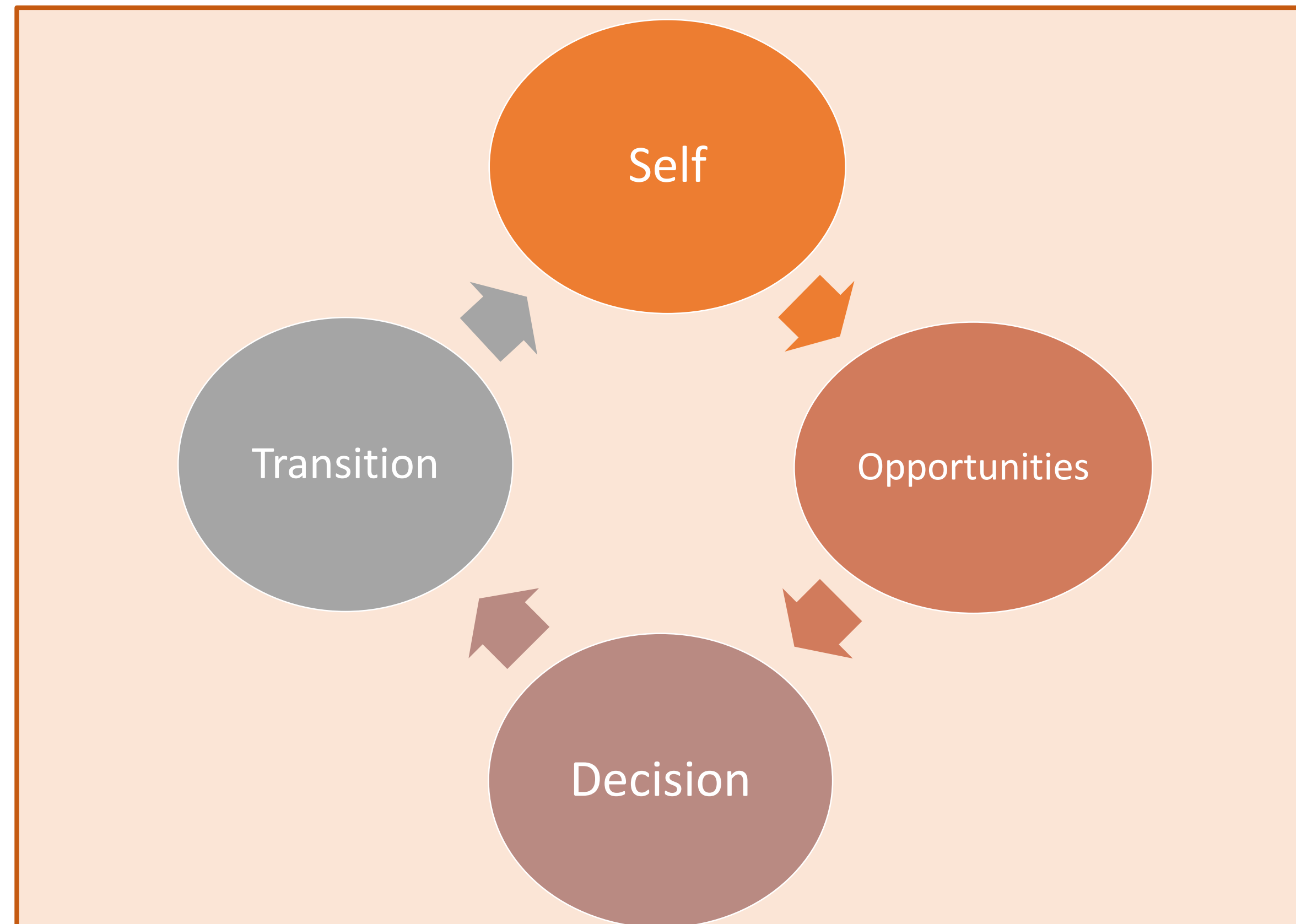
Career development



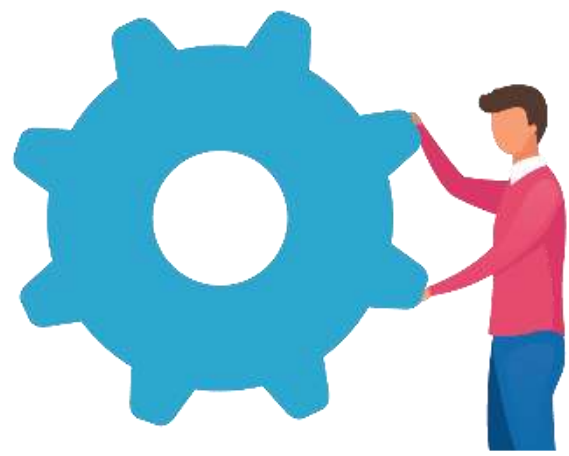




Successful decision-making and school-to-work transition model:



- SELF - Self-awareness of personal strengths and weaknesses, skills, personality traits, values
- Opportunities - the awareness of educational job and training opportunities
- Decisions - ability to make informed decisions, connecting self and opportunities,
- Transitions - the ability to make successful career transitions



Zoom in - Self-awareness



Multilevel objective (digital) assessment of „self“ in career guidance (Gateway.one):

➤ Interest and personality assessment:

○ Who am I?
IdentityFi test
(personality test)

○ Which job is right for me?
WayFi test
(interest test)

➤ Aptitude and competence assessment:

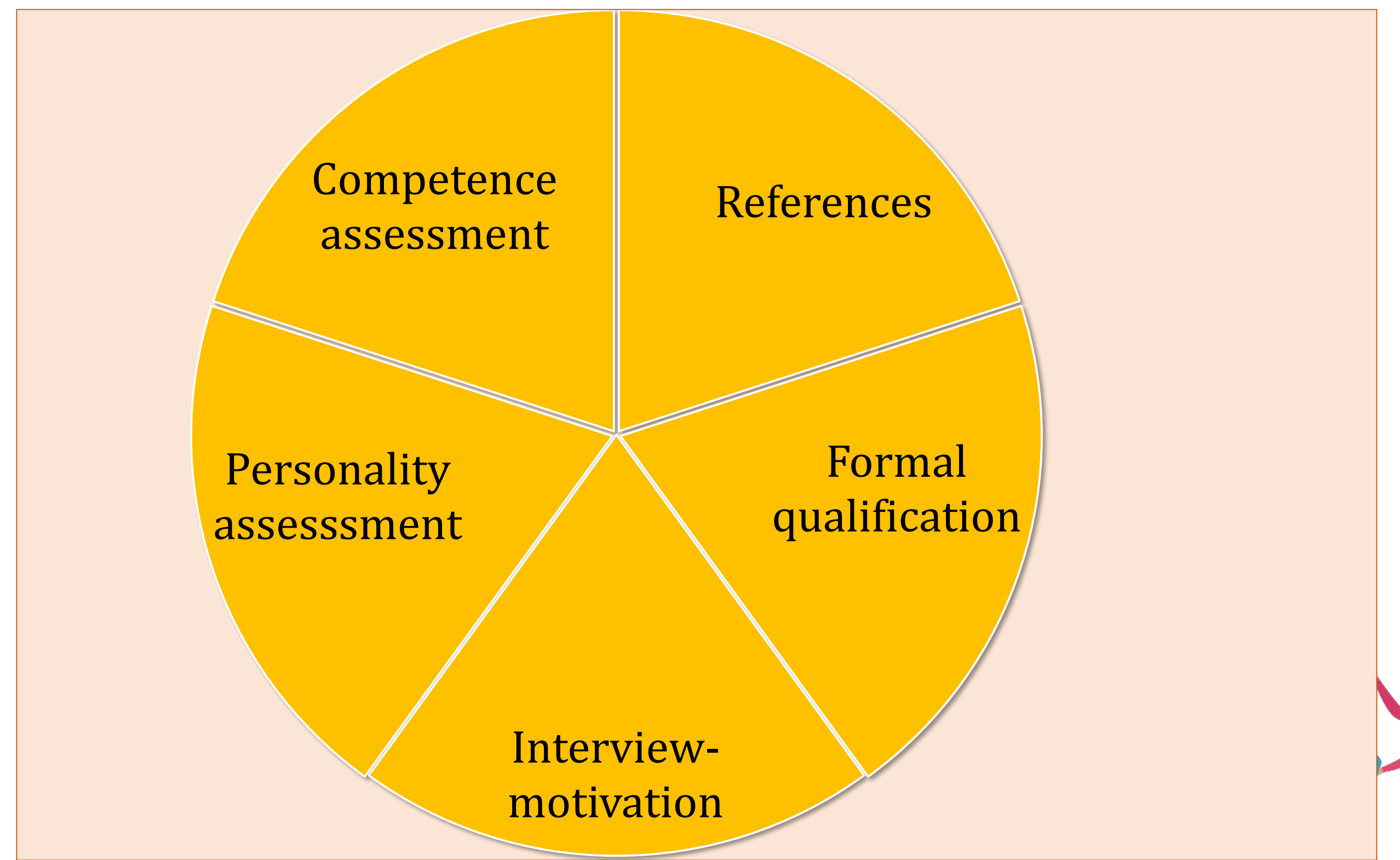
What can I do?
Basic Check
Cognitive,
Practical test

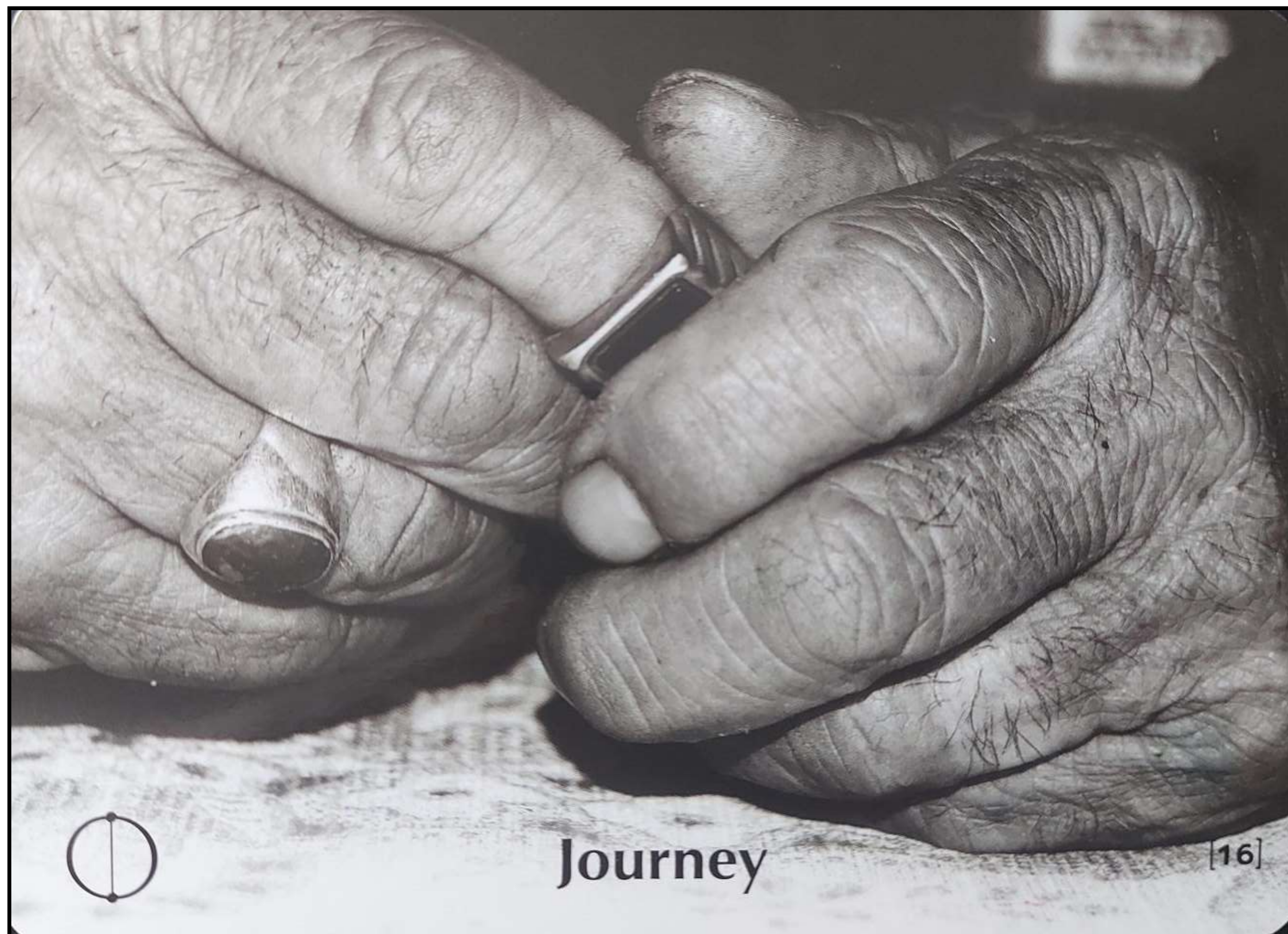
○ Do I fit the desired job?
Matching tool



Integral part of job-seeking process and portfolio for employment:

- ❖ Counselling and informing sessions which are following the assessment are further helping young people to match their *self-image* with opportunities on the job market/or educational opportunities.
- ❖ Via such services youngsters are able to make informed career decisions, and to go through the transition process more easily (school-to work transitions)

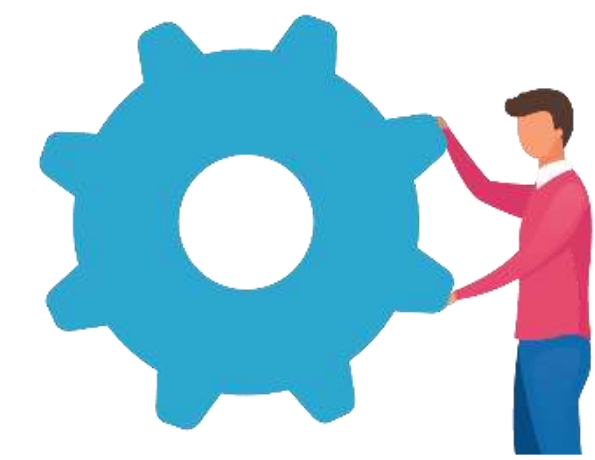




There are many possible paths in this journey.

The only path that has an advantage is the one that has a heart.

You must get know yourself so you can find that path.



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Thank you!

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