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HIGHLIGHTS 2021-2022



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EDITORIAL TEAM (in alphabetical order): Eva Baloch-Kaloianov, Susanne Krischanitz, Aniek Luyt, Elvira Pfann, Satu Rynnänen, Gjorgji Stankovski, Karoline Tellum-Djarraya.

LAYOUT: Dovilė Mikalauskaitė

PROOF READING: Caroline Harrison

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Foreword

The latest edition of Euroguidance Highlights showcases the remarkable achievements of the Euroguidance network during 2021-2022. Euroguidance, one of the three Erasmus+ policy networks, has played a unique role in promoting lifelong learning, career development and mobility for guidance professionals across Europe.

In the face of the significant challenges brought about by the COVID-19 pandemic and the persisting impact of an ongoing war of aggression within Europe, the Euroguidance network has demonstrated resilience, adaptability and dedication.

This publication highlights that the Euroguidance network has remained committed to its mission to facilitate cooperation, knowledge exchange, and capacity building among guidance professionals and policy makers across Europe. The network's engagement in transnational projects, partnerships and events has contributed to the development of innovative tools, methodologies, and policies, promoting equity, social inclusion, and the recognition of diverse skills across Europe.

2022 also marked a special milestone as the Euroguidance network celebrated its 30th anniversary. We extend our sincere congratulations on this significant achievement, which exemplifies sustainable European cooperation and commitment to the promotion and development of guidance to all those concerned, not least the guidance professionals themselves.

Under the umbrella of the "Global Careers Month", Euroguidance organized its first European Conference on 30th November 2022 in Prague on "Meeting the future today: Capacity building for the European guidance community". The European Conference served as a platform for fruitful discussions on key topics such as lifelong guidance, digitalization, inclusion, and the challenges posed by a rapidly evolving labour market. It fostered collaboration and knowledge-sharing, enabling the European guidance community to learn from each other's experiences and displayed the network's role in actively supporting competence development of guidance practitioners.

The new Euroguidance Highlights publication is testimony to the excellent work of the network, national centers, and stakeholders in the field of guidance and mobility. It demonstrates how centers adapted to the pandemic context, developed relevant webinars and courses, and organized successful online events and conferences. The focus on e-guidance and digital approaches to guidance is crucial in helping individuals communicate their skills and find new opportunities in a transforming labour market.

The European Year of Skills which started on 9 May 2023 will raise awareness on matching people's aspirations with job opportunities, promote investment in high-skilled staff, and bring together everyone – learners, workers, social partners and employers — to improve our skill sets for the green and digital economy. We believe that many links can be established between skills and career guidance during the Year. And the Euroguidance network has already shown this by preparing many activities under the banner of the European Year of Skills.

With this in mind, we look forward to continued collaboration and good results in 2023 and the future.

Ann Branch Head of Unit, Skills Agenda, DG Employment, Social Affairs and Inclusion, European Commission

Dear Reader,

You have before you a very special edition of the Euroguidance Highlights. Highlights is traditionally an annual compendium of most significant activities of the Euroguidance Network, Main Task Groups, thematic groups and the national Euroguidance centres.

This publication reflects the barriers overcome and the achievements that have grown out of our collective challenges over the 2021-2022 period: COVID-19 and the “new normal”, as well as the abnormality of armed conflict within the borders of 21st century Europe.

We are proud to have harnessed the collective strength of guidance experts in 33 countries at the service of the European guidance community to support resilience, inclusivity, green transitions, not to mention digital solutions.

We also look back on the 30th anniversary year of the Network and hope you will join us in commemorating this example of sustainable European cooperation.

With our very best wishes,

*Eva Baloch-Kaloianov (Austria) and Ilze Jansone (Latvia)
Euroguidance Steering Group Chair and Co-Chair*





NETWORK LEVEL ACTIVITIES

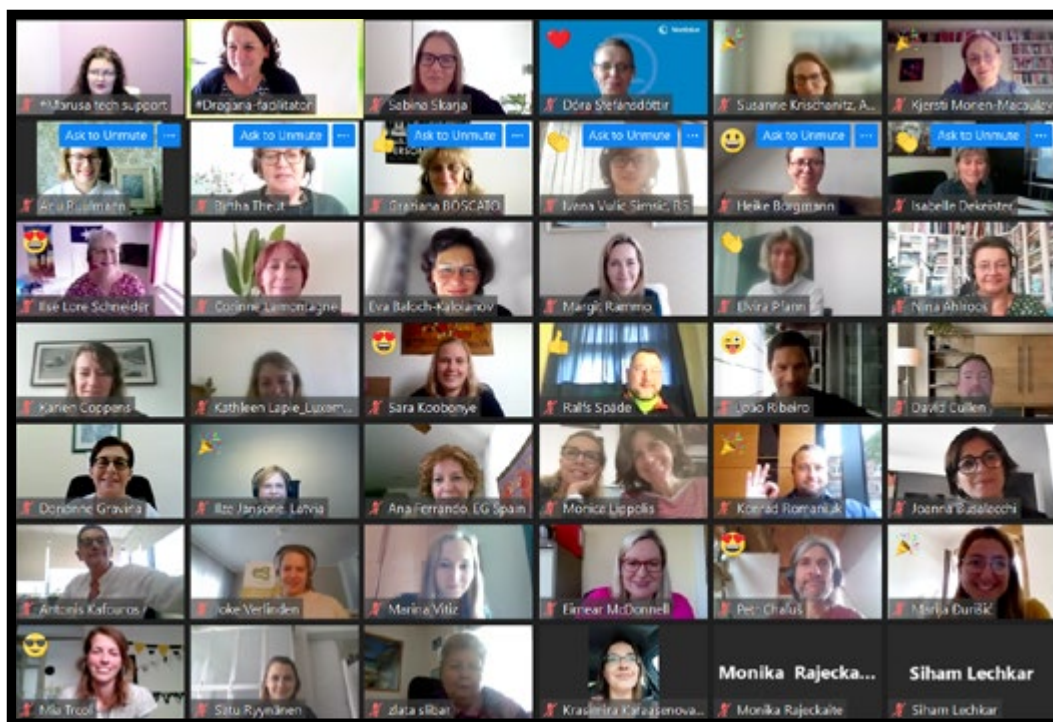
1.1 Euroguidance Network Meetings

The biannual Euroguidance Network meetings are a valuable forum for national Euroguidance experts to engage both with each other and with representatives of the European Commission (DG Employment and Executive Agency). Euroguidance colleagues share information on national and pan-European policy and strategic developments in the fields of lifelong learning, career guidance, employment and the promotion of international mobility. The meetings also provide a means for discussion and agreement upon issues that are relevant for the whole Euroguidance Network. Frequently, these meetings are used to prepare joint initiatives and to exchange ideas based on the work carried out by the Euroguidance Task Groups. After a virtual meeting in October 2021, face to face meetings resumed in June 2022.

Euroguidance Network virtual meeting in Slovenia, October 2021

The Euroguidance Network virtual meeting was organised by **Euroguidance Slovenia**, on 11-13

October 2021. Experts shared a presentation on career guidance at the Employment Service of Slovenia, and another explaining the four key priorities of the Slovenian Presidency of the Council of the EU: Striving to facilitate the EU's recovery and reinforce



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its resilience, reflecting on the future of Europe, strengthening the rule of law and European values, and increasing security and stability in the European neighbourhood.

European Commission representative, Aline Juerges, shared updates on relevant policy developments about the European Pillar of Social Rights Action Plan, the European Skills Agenda, Individual Learning Accounts, the European Approach to micro-credentials, Pact for Skills, Upskilling Pathways and New Adult Learning Working Group.

Cynthia M. Harrison, CareersNet coordinator and Lifelong Guidance project manager at Cedefop, the European Centre for the Development of Vocational Training, presented CareersNet's first working paper, 'Digital transitions in lifelong guidance: rethinking career practitioner professionalism'.

Parallel sessions on national practices for competence development for guidance practitioners included:

- An international dimension in guidance: Call for improved capacity building of guidance professionals (Sweden, Estonia and France).
- Ideas and experiences of the processes of developing new tools with our stakeholders, example of "Path to the world" cards (Finland).
- Modular training for career guidance practitioners (Slovenia).
- Development of career guidance at general, special and vocational education institutions (Latvia).

30th Anniversary Euroguidance Network Meeting, France, June 2022

On 2-3 June 2022, the Euroguidance centres met in Paris for the biannual Network meeting, the first face-to-face meeting since the start of the COVID-19

pandemic. The meeting had a special atmosphere due to the 30th anniversaries of the Euroguidance Network and the 35th anniversary of the Erasmus+ programme, respectively.

The meeting marked the handover of Steering Group Leadership from Sweden and Estonia to Austria and Latvia. The **French Euroguidance team** presented current projects, including "21st Century Career Management Skills", a new tool for guidance professionals in education (ONISEP).

A task group was formed to prepare a European Euroguidance Conference during the first [Global Careers Month](#) (GCM) 8 Nov. to 13 Dec 2023, a new initiative from the Inter-agency Career Guidance Working Group (comprising Cedefop, European Commission, ETF, ILO, OECD, UNESCO and World Bank).

Euroguidance Network Meeting Czech Republic, November 2022

The **Czech Euroguidance centre**, the National Pedagogical Institute of the Czech Republic, hosted the second Euroguidance Network meeting of 2022. On 28.-29. November 2022 more than 50 participants exchanged in task groups, show cased "highlights" in their work on national level and made plans for the second Stakeholder Survey of the Network in 2023.

On behalf of the European Commission, Aline Juerges gave the participants an overview of current policy developments, focusing on the European Year of Skills, 2023.

The meeting provided an excellent opportunity for last minute preparations of the first Lifelong Guidance Conference, which took place in Prague the following day.



1.2 Euroguidance “Task Groups”

The ‘Steering Group’ and the three ‘Main Tasks Groups’ of the Euroguidance Network work on topics and issues that are of strategic importance to the whole Network. These groups deal with strategy and coordination of Network-level activities; mobility and the European dimension in guidance; competence development of guidance counsellors; and information provision and communication.

Activities include the development of tools and resources for guidance professionals and dissemination of information pertaining to the European dimension of Lifelong Guidance. A summary of Main Task group activity during 2021-22 follows.

Steering Group

Mission and Composition

The main mission of the Steering Group (SG) is to assure sustainable development of the Network, high level engagement of Network members and proactive communication with stakeholders and the international guidance community. The Steering Group consists of the Chair, Co-Chair, two representatives of rotating EU presidency countries, leaders of the three Main Task Groups, and the coordinator of Network-level evaluation activities.

EG Sweden and EG Estonia acted as chair and co-chair of the group in 2021, Austria and Latvia from June 2022 onwards. The Euroguidance centres in Portugal, Slovenia, France, and Czech Republic and Sweden were EU presidency representatives, and representatives of Euroguidance France, Czech Republic, and the Netherlands participated as leaders of the Task Groups. Estonia joined the SG as coordinator of the Evaluation Task Group in the Autumn of 2022.

Network Plans and Meetings

To ensure internal communication and involvement of all members, the SG prepared and has regularly reviewed the joint action plan and budget for Network level activities in 2021-2023. Information is presented to the Network on progress at the biannual Network meetings. As the EU presidency countries are regular members of the Steering

Group, and usually arrange the Network meetings each year, the Steering Group has also continued to facilitate the preparation of such Network meetings. A first extra-ordinary Network meeting was called with the assistance of EG Serbia to consolidate the Network Action Plan in spring 2021.

Following the virtual meeting in 2021 organised by EG Slovenia, face to face meetings resumed in 2022, in France and also the Czech Republic during their EU presidencies.

New steering group leaders (from Austria and Latvia) were elected prior to the EG Network meeting in Paris in June 2022, when the newly elected Chair and Co-Chair from Austria and Latvia, took over from Sweden and Estonia. The first job of the two-year term of office was a review of the general Network-level governance document.

Strategic priorities and co-operation

The establishment of biannual meetings with EACEA and DG EMPL representatives has proved to be very beneficial for continuous communication on EU level developments and has enabled the Network to contribute its expertise, for example, in the preparation of activities during the European Year of Skills 2023.

Evaluation Task Group

Led by **EG Estonia** as Chair of the Euroguidance Evaluation Task Group, a stakeholder impact survey was prepared, and the first phase of background

research completed in 2022. Stakeholder interviews and an online survey will be implemented in 2023 to provide an aggregated picture and evidence of the impact of the EG Network's activities for the Euroguidance guidance community. First results were published in June 2023.

Cooperation with international Stakeholders & Global Careers Month 2022

The Steering Group is also responsible for the exchange of information and cooperation with international guidance stakeholders. Based on a "Memorandum of Understanding" with the International Association of Educational and Vocational Guidance (IAEVG), Euroguidance closely cooperated in organising the online IAEVG Conference 2021 in Latvia. Euroguidance presented innovative guidance practices in Europe at a panel session on global innovative practices in guidance for the 2022 joint IAEVG and Asia Pacific Career Development Association and has helped prepare the IAEVG Conference 2023 in the Netherlands.

Further ties with international organisations were developed during the first Global Careers Month in December 2022, when Margit Rammo, of EG Estonia, was nominated to be the European contact for the Inter-Agency Career Guidance Working Group (IAG CGWG), composed of Cedefop, the European Commission, European Training Foundation (ETF), ILO, OECD, UNESCO and the World Bank.

Under the umbrella of the "Global Careers Month", a task group led by EG Czech Republic organised the Network's first ever European Conference on 30th November 2022 in Prague. (See also page 13).

The SG has also continued its cooperation with Cedefop's network CareersNet, where several Euroguidance members act as independent national experts. A representative of Cedefop attended the conference in Prague.

Main Task Group 1: Supporting the development of the European dimension of lifelong guidance

The Europass eCourse

The main activity of the MTG1 during 2022 was to work on the creation of the online course on Europass for guidance counsellors. Firstly, the group considered the objectives of the course and the expectations in terms of training, before working out the structure of the course itself. Once agreed, the group then worked on the content, the material to be included, including creating quizzes and tests

before putting it together on the Moodle platform hosted by Euroguidance France. Testing took place during December 2022 and January 2023 before the final touches were made.

The course has been developed to include thorough guidelines and instructions on how to use different technical features of Europass, as well as practical guidelines on how to best use Europass with different groups of target users, such as job applicants, pupils, students and many more.

The eCourse is expected to be launched via a webinar in June 2023 and presented to the whole Euroguidance community at the Network meeting in Stockholm June 2023.

The production of tools

Work on the development of tools has continued over the past two years, and the "[Mobility Advice Interview](#)" brochure is now available in English, French and German. Other tools have been updated, such as the Vademecum for Academia, various glossaries on guidance and the brochure on internships in Europe, written in French but with the help of the whole Euroguidance community.

A pilot project (Estonia, France, Ireland, Latvia, Slovenia, Sweden) on pre- and post-activity evaluation took place in 2022 and will be extended to all Academia study visits in Spring 2023.

Green Guidance: guidance for sustainable development

The sub-group on guidance for sustainable development has continued to gather information and research on this topic and plans to produce a synthesis in summer 2023. In 2021 and 2022, the Euroguidance Centres of France and Belgium (FR) acted as leaders of the group. The other Euroguidance centres involved were Croatia, Germany, Finland, Ireland, Italy, Latvia, Luxembourg, North Macedonia, Slovenia and Spain.

Main Task Group 2: Competence Development

The aim of MTG2 is to support competence development within the guidance community in Europe. MTG2 also supports knowledge, peer learning, and skills development within the Euroguidance Network. The work of the group is organised in subgroups: Mentoring new Network members; Good practice database collection; Webinars; Joint events.

Supporting new members

The Handbook for newcomers was continuously updated. Discussions have taken place within the group to find new useful options for supporting new members of the Network which usually arises from a change in responsible organisation at national level.

Good practice database collection

The group has continued to verify proposed practices and to motivate other country members to present their practices in the online collection of "[Good Guidance Practices](#)". In 2022 there was an increase in the number of EG centres sharing good practice.

Webinars

EG Network members and others from the European (and worldwide) guidance community presented interactive webinars, followed by open discussions. Two webinars have been organised in 2022 in relation to guidance in the context of migration

as a response to the Russian invasion of Ukraine, and the need for guidance practitioners to work with persons displaced as a result. The titles were "Introduction to EU resources in guidance for refugees" and "Exploring effective approaches to career guidance with refugees". Recorded webinars are available on the [Euroguidance website](#).

Joint Events

The first Euroguidance Network-level conference was organised as a one-day hybrid event open to the European and worldwide guidance community, in Prague, on 30th November 2022. The conference, also available online, focused on competence development of guidance practitioners, supporting the European dimension of lifelong guidance, and sharing of guidance practice across Europe. The subgroup involved members from all the MTGs to support the planning and implementation of the conference. More about the conference can



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be found here: <https://www.euroguidance.eu/egconference22>

The members involved are EG centres in Belgium (FL), Bulgaria, Cyprus, Czechia, Germany, Greece, Hungary, Malta, North Macedonia, Poland, Portugal, Romania, Serbia and Slovakia.

Main Task Group 3: Information Provision and Communication

Enhancing and promoting the overall visibility of the Euroguidance Network was the aim of Main Task Group 3 during 2021 and 2022. These Network-level actions were targeted towards the European community of guidance practice. Besides this, MTG3 also took responsibility for internal communication processes and providing support to Network members.

Digital communication channels

Online communication was vital during the pandemic, which still affected our daily work throughout 2021. News, written by national Euroguidance centres, were shared with the wider guidance community on the Network's website, and viewing continued to increase by 30% through 2022. News items on our website were also distributed through the monthly newsletter and via social media (Facebook). MTG3 also coordinated the publication of one edition of the "Insight Magazine" in 2021 and two more in 2022, covering topics such as 'Competence development in strange times' and 'Transnational cooperation in guidance'.

Support of the Euroguidance Network

The 30th anniversary of the Network was celebrated with organising a hybrid conference on the topic of "Meeting the future today: Capacity building for the European guidance community". Main Task group 3 was responsible for the promotion of the conference beforehand, reporting on the sessions during and after the conference, and finally coordinating the production of a video about the Euroguidance Network which was created during the event.

Visual update

Based on the need to make the Network's visual elements comply with accessibility criteria, the national EG centre in Finland initiated a visual update for the whole Network. In cooperation with MTG3 the Finnish team updated the Network visual guidelines and created common communications materials for all Network members to use. This new style was developed throughout 2022 and first presented to all EG members during the Network meeting in Prague (November 2022). This new style will be implemented in all Euroguidance communication materials from 2023 onwards.

During 2021 and 2022 the Euroguidance centres in Austria, Denmark, Finland, Germany, Ireland, Switzerland, the Netherlands, Turkey, Norway and the United Kingdom were members of Main Task Group 3.

1.3 International and Cross Border Cooperation, Conferences and TCAs

International seminars and conferences are organised and attended by individual Euroguidance Centres and bringing guidance experts together to support knowledge sharing and networking. During 2021 and 2022, most events were held on site. Some events were hybrid, but most professionals appreciated being able to meet on site again.

Euroguidance conference “Meeting the future today” November 2022, Prague

“Meeting the future today: Capacity building for the European guidance community” was organised as a hybrid event both in Prague (CZ) and online on 30 November 2022, by a group of Euroguidance centres, coordinated by **EG Czech Republic**. Practitioners, policy makers and trainers throughout Europe were invited to this hybrid conference to discuss competence development in guidance and to celebrate the 30 years of Euroguidance work supporting lifelong guidance in Europe.

More than 500 participants from more than 50 countries took part in the event, on-site and online. In a series of workshops and panel sessions, existing tools, frameworks and approaches in the field of guidance were discussed. The ambitious conference programme covered many different areas of competence development. There were a total of 21 workshops and presentations led by 70 experts. Both external presenters, as well as several Euroguidance centres offered hands-on sessions on themes such as “Ways forward for professionalising career guidance”, “Inclusive mobility and the role of guidance”, “Good practices linked to the competence development of career guidance practitioners”.

One panel discussion, “Partnerships in European Lifelong Guidance – how can we support guidance

professionals in competence development”, explored whether digital guidance services brought forth during the pandemic, will be kept and sustained.

The panel consisting of Daniel Hailemariam (Hailemariam Consulting), Tristram Hooley (Inland Norway University), Ilze Jansone (Euroguidance Latvia and IAEVG), Florian Kadletz (ETF) and Lukasz Sienkiewicz (Gdansk University) concluded that more training of practitioners would be needed to handle these developments. Face-to-face services would still be needed for more in-depth guidance.

The panel also discussed whether upskilling and competence development should be made compulsory for practitioners. It was thought that a better option would be to develop strong frameworks of competences on national level. The panelists also raised existing competence frameworks, developed by international organisations such as the IAEVG. The audience saw adaptability, flexibility and reflection skills as the biggest priority areas in competence development.

One of the aims of the conference was to offer a chance for informal networking. The breaks, as well as the poster exhibition at the end of the day, and a joint dinner, were full of lively conversations. Mentimeter results from the audience showed that the main takeaway from the event was 'inspiration'!

The conference was organised as part of [Global Careers Month](#) (Nov-Dec 2022), on the initiative

of Cedefop, the European Commission, ETF, ILO, OECD, UNESCO and the World Bank. The event also supported collaboration between Euroguidance and IAEVG (International Association for Educational and Vocational Guidance). All conference material, including video recording of workshops and sessions, can be downloaded [here](#)

Learning by Leaving Conference - “Digital Nomads in the 21st Century”, October 2022, Spain

“Learning by Leaving Conferences” are an initiative organised by the European mobility networks Euroguidance, Eures, Eurodesk and Europass, to foster closer cooperation through the exchange of information and best practice.

The four Spanish networks, which belong to four different Ministries, worked together to organise the conference “Digital Nomads in the 21st Century” on 26-28 October 2022, focussing on the relationship between mobility and digitalisation. The primary aim was to explore how these two concepts are connected today and how people’s digital skills influence their mobility opportunities, and better work/life balance. The secondary objective was to establish favorable conditions for showcasing initiatives implemented in various countries and contexts to promote the development of e-skills through practical mobility experiences.

Representatives of the ministries responsible for the networks involved attended the opening, including Asunción Manzanares Moya, Deputy Director General of Guidance and Lifelong Learning who spoke as the representative of the Ministry of Education and

Vocational Training (which includes responsibility for Euroguidance Spain) to highlight the importance of mobility and digitalisation when defining the approaches and strategies in the development of vocational guidance at a time of permanent technological change and globalisation.

Xurxo Remuiñán Suárez, Policy Officer in DG Communication Networks, opened the plenary sessions with a presentation on the importance of developing four essential areas (skills, infrastructure, public services and business) in order to achieve the goals, set by the European Commission in the Digital Decade 2030 – to enable citizens to gain equal access to all digitalisation processes and thus narrow the digital divide in certain social groups and in depopulated and rural areas.

During the plenary sessions, the four networks introduced actions, plans and projects relating to the digital skills of employees, and use of the new Europass digital tool to enhance lifelong learning and the management of professional development by the networks and users.

The workshops presented by members of the Euroguidance Network included the following topics: “How to reach vulnerable people for lifelong guidance?”, “Unique academic e-course for career practitioners on mobility in Europe”, “Team management: between trust and control”, “A perfect fit or a perfect storm? Creating synergies between Euroguidance & Europass”, “Professional development through a self-paced online course: Lessons learned from the C-Course Project”, “Inclusive mobility. Call to action”.

Once again, Learning by Leaving has demonstrated high demand from professionals working in the field



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of European mobility to come together to learn about best practice and to increase and enhance their exchanges by promoting cooperation to achieve common goals.

For further information, click on the link:

<http://learningbyleaving.es/>

Cross Border Seminar “Hope in times of uncertainty” November 2022, Latvia

In the ongoing search for new ways to ensure continuous professional development of the Latvian career guidance community, **EG Latvia** joined the Cross Border Seminar (CBS) group of the Euroguidance Network for the 2021-2023 contract period.

It was a privilege for Latvia to host its first Cross Border Seminar in Riga from November 7-9, 2022, which was also its first major, international, on-site event post-COVID. Career guidance practitioners from ten countries, including **Austria, Croatia, Czech Republic, Germany, Hungary, Latvia, Portugal, Serbia, Slovakia** and **Slovenia** shared their experience in application of various career guidance tools in a total of 16 workshops.

The theme of “Hope in times of uncertainty” was chosen as a reflection of the need to support both

clients and guidance practitioners in the context of both the COVID recovery period and the war in the Ukraine. Prior to the seminar, two main questions were addressed in national surveys submitted by CBS group members to the host country: (i) factors causing uncertainty in individuals making career decisions and (ii) approaches for helping clients deal with uncertainty, and support for career practitioners to manage stress.

Seminar participants had the opportunity to participate in an introductory lecture and masterclass delivered online by the world-renowned founder of the Hope-Action Theory, Professor Emeritus of the University of British Columbia, Dr. Norman Amundson (Canada). At the workshops during the CBS seminar in Riga, national experts presented a variety of methods, tools and approaches suitable for students, young people, and adults, as well as those aimed at career guidance practitioners themselves. The workshops addressed various psychological and practical obstacles that hinder career planning and integration into education or the labor market. Workshop leaders presented techniques for strengthening psychological resilience, confidence building and developing trust in one’s abilities and capabilities for both clients and guidance practitioners. The aim was also to improve decision-mak-



© State Education Development Agency, Latvia

ing and problem-solving skills, and to encourage individuals not to be afraid of the unknown, whilst exploring how to involve and motivate cooperation partners in providing career guidance support. Participants also had opportunities to network during the event and share their professional experience with colleagues from other countries.

EG Latvia as the host organisation chose to organise a hybrid seminar by combining both online and on-site activities to give the greatest opportunity for career guidance practitioners to meet and share information. The social isolation caused by the COVID-19 pandemic underlined the hybrid option as the preferred method, with many professionals acknowledging that face-to-face interaction among seminar participants cannot be fully replaced or substituted by participation merely online.

For more information, please see [Hope in Times of Uncertainty](#)

Erasmus+ Training and Cooperation Activity (TCA): "Guidance and the promotion of IVET", June 2022, Denmark

Attracting more students to Vocational Education and Training (VET) programmes is a major challenge, not only in Denmark, but in several European countries. It is therefore important to broaden the pupils' knowledge and views on career choices and further education. Many pupils in lower secondary

education lack knowledge about the numerous VET programmes and the wide range of vocational job opportunities.

Together, **EG Denmark** and the Erasmus+ VET team of the Danish National Agency set up an Erasmus+ TCA Study Visit for three days in June 2022 in Copenhagen. The Training and Cooperation Activity (TCA) was financed by Erasmus+ and Euroguidance and was offered to European practitioners, managers and teachers working in guidance in lower secondary education. The study visit focused on the role of guidance in the transition from primary and lower secondary education to Initial Vocational Education and Training (IVET) and how guidance and information campaigns can strengthen the knowledge of the attractiveness of IVET.

23 European guidance counsellors from 11 different countries took part in the study visit in Copenhagen, which was the first one in Denmark after the COVID-19 pandemic. It included presentations of the Danish education and guidance systems from national experts and policymakers on the first day, and presentations by two VET students from the 'Corps of Role Models' on their choice of education. Armed with this basic knowledge of the two systems, participants were ready to visit institutions in Copenhagen on the second day. They visited a major VET College, a preparatory youth education and training centre and the youth guidance centre of

Copenhagen. All presentations there were followed by discussions and an exchange of experiences. On the last day, two young craftswomen from 'Boss Ladies' gave a talk on how to attract more women to VET. Finally, the organisation 'Skills Denmark' presented themselves and how they promote VET programmes to young Danes.

The popularity of the topic made for an excellent visit with participants benefitting from mutual discussions of new initiatives and potential solutions. All participants contributed presentations to a Handbook to encourage them to continue their contact in future Erasmus+ projects. The final evaluation was very constructive, with some participants expecting to create networks for future Erasmus+ applications.

A Training and Cooperation Activity (TCA), arranged together with the National Erasmus+ Agency, is an excellent way to promote and finance the mobility and networking of European guidance counsellors in this way, and in this way, Euroguidance can also contribute actively to the overall priorities of the Erasmus+ programme.

Erasmus+ Training and Cooperation Activity (TCA) "Career Guidance Shaping Communities and Societies" May 2022, Slovakia

In May 2022, the **Slovak Euroguidance centre** organised a (TCA entitled "Career Guidance Shaping Communities and Societies" in close cooperation with the Slovak National Agency Erasmus+. The seminar was attended by 40 career guidance practitioners and professionals from 14 European countries and provided a platform for extensive networking and peer learning. The purpose of the seminar was to explore the social impact of career guidance and its transformative potential towards more sustainable and inclusive societies. Participants heard insightful key notes by renowned experts, visited two Slovak organisations which are that are making significant contributions in this field, and learned about other inclusive practices in Slovakia. Participants also played an active role as they developed several inspiring Erasmus+ project ideas during group activities. In addition to the learning content, the seminar showed that career professionals are eager to meet and re-connect with their European colleagues and engage in mutual learning after a long period during which such contacts were not possible. All the seminar [outcomes](#) are available online.

First digital IAEVG international conference co-hosted by Euroguidance Latvia in October 2021

The 44th IAEVG International Conference took place on October 19-21, 2021, online from Riga, Latvia, bringing together career guidance professionals from around the world. It was the first ever virtual conference in the 70-year history of the IAEVG, as well as the largest international online event organised by the host agency of **EG Latvia** at that time, and co-organised by the International Association for Educational and Vocational Guidance (IAEVG).

Originally, this conference was planned to be held on-site in 2020, but due to the COVID-19 outbreak, it was postponed. Whilst it was hoped that it would be held in person in 2021, force majeure circumstances intervened and to ensure the safety and peace of mind of participants, the IAEVG board and the Riga conference organisers eventually agreed to hold the IAEVG International Conference online.

On April 1, 2021, the decision to organise a fully virtual event was announced and work began to develop a quality online conference platform. The interactive conference platform provided all essential features for the successful running of the event, and all previous registrations and previously submitted proposals were honoured.

The conference lasted for three days with a modified conference programme, condensed to three and a half hours per day, to allow for maximum live, global attendance across 19 time zones inhabited by the 286 participants. The first session of each day (75 minutes) was reserved for keynotes. After a 15-minute health break led by a physiotherapist, the second session (90 minutes) was used for workshops, paper or poster sessions and IAEVG special events. The final half hour each day was devoted to networking activities.

The final programme included 17 workshops, 51 papers and 7 posters. Thirteen parallel sessions each day included 6 paper sessions, 5-6 workshops and 1 poster session along with one IAEVG special event: the General Assembly, Symposium and Panel discussion. The live sessions were recorded, and the recordings were made available for 1 year to attendees. The conference book of abstracts was published electronically and made available on the [conference website](#). Participants noted that the event provided exposure to European and international systems, theories, approaches, methods, tools, policies, and practices; enhanced professional confidence, and promoted reflection on their ways of working.

Academia, the exchange programme for guidance professionals

Academia is a programme launched in 1995, which has seen over 2000 guidance practitioners each benefit from 3 to 5-day study visits across Europe. The aim of these study visits is to share good practice between guidance practitioners and to raise awareness of the different guidance systems across Europe. The themes are proposed in advance by the national Academia coordinators at an annual meeting, and the visits then consist of peer exchanges, school visits, meetings with professionals and users, and practical workshops. 12 study visits took place in 2022, including a virtual one in Ireland with 128 participants.

The organisation of the Academia network

The participating countries are **Austria, Belgium, Czech Republic, Estonia, France, Germany, Italy, Latvia, Lithuania, Luxembourg, Romania, Slovakia, Slovenia, Spain, Sweden**. The network meets physically once a year, and the last meeting took place in Tallinn in September 2022. In addition to this physical meeting, several remote meetings are organized during the year.

A quality research approach

Indeed, Academia network works hard to harmonise study visits and to ensure a quality approach. The [Academia Vademecum](#), has been updated in 2022 and includes a lot of information on the roles and duties of everyone: the national coordinators, the host organisations and finally the participants.

A common evaluation for all study visits

The expectations in terms of training professionals and the evaluations of these study visits are at the heart of the debates. A pilot project (Estonia, France, Ireland, Latvia, Slovenia, Sweden) on pre- and post-activity evaluation took place in 2022 and will be extended to all visits in Spring 2023. This research supports quality improvement and aims to verify that the objectives of the programme are being met everywhere. Having pre and post surveys helps to make evidence-based conclusions on the improvement of practitioner competencies. The results of 2022 were very encouraging and showed that the expectations of guidance professionals corresponded well with the objectives of the programme.

The logo for Academia features the word "Academia" in a blue, sans-serif font. To the right of the text is a large, thick, circular ring with a yellow-to-orange gradient. The ring is partially behind the text, with the 'a' and 'd' overlapping it.

Academia

A search for new partners

Although the programme has been in existence for many years, the members change regularly, and the Academia network needs to continue to raise and integrate new members. In this perspective and in order to exchange good practice, a workshop was held on this theme during the European Euroguidance conference in Prague. An effort will also be made in 2023 to market the Academia programme and to try to mobilise new countries to join.

A change of Academia network coordinator

Graziana Boscato (France), who has been involved in the Euroguidance Network since its inception, has always been committed to innovation and was part of the team that set up the programme Academia. After many years of tireless investment, she retired after the Academia meeting in Tallinn. All the members of this programme thank her for all her work, and welcome Manon Dangel (Euroguidance France) as the new coordination of the Academia programme.

The example of Slovenia in 2021 and 2022

We have chosen to highlight the work of **Euroguidance Slovenia**, who organised, coordinated

and hosted two Academia professional exchanges for European guidance practitioners during 2021/22. Each provided the opportunity for discussions to exchange guidance practice among themselves and other experts:

- Online Academia Slovenia 2021 'Exchange of practices' (10 - 13 May 2021): The 5 participating guidance counsellors from Germany, Estonia and Sweden and a career guidance student from Hungary improved their knowledge of guidance activities in different settings as well as getting an overview of the world of education, work and lifelong guidance in Slovenia. The programme introduced the Slovenian education and guidance system, the labour market and Employment Service of Slovenia.
- Academia Slovenia 'Guidance in VET' (9 - 12 May 2022): The participating 6 guidance counsellors from Germany, Estonia, France and Spain gained a deeper understanding and knowledge of guidance activities in VET in Slovenia. The program once again introduced the Slovenian education and guidance system, the labour market and Employment Service of Slovenia as well as guidance in different settings.



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1.5 Other

Network-Level Activity

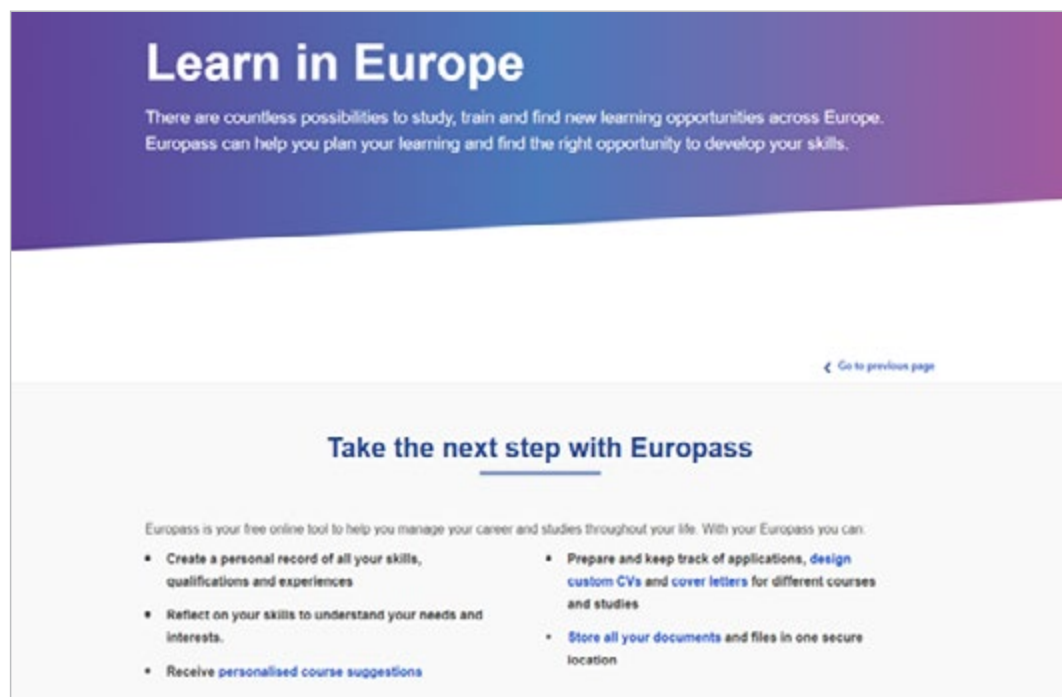
Euroguidance supporting the development of Europass

By taking part in the Europass Advisory Group special project group on learning opportunities, the **Euroguidance centres of Sweden, Austria, Bulgaria, and Greece** worked actively to support the development of Europass during 2022.

In December 2021 the European Commission initiated a project group to support strategic discussions on the publication of information on learning opportunities in Europass. Another aim was to be able to define the scope for publishing learning opportunities in Europass and to develop a vision for 2025.

There were eight meetings of the Project Group held in 2022 as well as two training sessions. In February 2022 the Euroguidance centres in Austria, Sweden, and Greece presented their national Learning Opportunities databases to the group. At the end of the process of the working group, a note on the results was submitted to the Europass Advisory Group (AG), including:

- Scope of learning opportunities in Europass
- The distinction between learning opportunities and qualifications and additional search criteria
- Additional search filters and mandatory data fields
- QDR publishing agreement
- Connection with other EU platforms



Screenshot of <https://europa.eu/>

- Engagement and Communication
- The European Learning Model V3

The group reached its objective of defining the scope and the vision for the publication of learning opportunities in Europass by 2025. The Europass AG was invited to discuss and endorse the note, the outcomes of the work of the project group and agreed on continuation of the group during 2022-23 as an occasional forum for discussion on issues related to learning opportunities in Europass.

Taking part in this work is an example of how the Euroguidance centres support the development and implementation of Europass, which is done in many ways, for instance by developing an eCourse on Europass for guidance counsellors.

Nordic and Baltic Euroguidance centres support the development of international networking competencies for guidance practitioners online

The **Nordic and Baltic Euroguidance centres of Denmark, Estonia, Finland, Iceland, Latvia, Lithuania, Norway and Sweden** believe that providing continuous opportunities for the guidance community to improve soft skills and build international networking competencies remains important. Proactive mobility guidance can improve learning outcomes, increase the volume of learning mobility, make learning mobility more inclusive, and widen participation. These reasons underpinned the decision to deliver an online course on mobility guidance, jointly developed by the Nordic and Baltic Euroguidance centers.

While several Euroguidance centres had previously designed and developed “national” e-courses for guidance practitioners, this collaboration sought to develop an international course relevant to their own region in English on mobility guidance in 2020-2021. The course was then piloted in early 2021 and improved, based on user feedback and the evaluation report of an external expert. The course was supplemented with several case-based joint group assignments, for completion between course sessions. Working together on group assignments with colleagues from other countries, guidance practitioners had the opportunity to network and share their experience. As one of the course participants pointed out: *“Guidance counsellors networking across borders can find many opportunities and new exiting knowledge. I learned more about my own job and tools available during this course than doing my job for two years now.”*

Two more groups of guidance practitioners had the opportunity to take the course in 2022.

Mobility guidance toolbox

The course provides guidance professionals with tools that they can use in their work with young people who are considering going abroad, or need support during mobility or to help identify learning outcomes after their return. The course’s “additional optional material” section was developed specifically to provide tailored information and tools pertaining to mobility guidance. Participants identified several models that can help them better explain processes of learning mobility to their students.

More information: <https://euroguidance.viaa.gov.lv/>

News from the Euroguidance French speaking working group

This working group meets once or twice a year, alternating the host country. The objective is to share the evolution of national policies and practice in the field of guidance in **Belgium (French-speaking part), France and Luxembourg**.

In 2021-2022, 4 meetings took place, 2 of which were remote. The themes addressed were guidance in the context of ecological transition and the implementation of lifelong guidance in Belgium.



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Working Group “Guidance for sustainable development”

This working group was the starting point of the “green guidance” sub-group integrated in MTG 1. Organised in Lille (FR) over 2 days in November 2021 in cooperation with the ‘Maison régionale de l’environnement et des solidarités’ (MRES) which organised a forum on transition tools, the French-speaking Euroguidance members had the opportunity to attend workshops to raise awareness of the challenges of ecological transition and its consequences in terms of expected changes in our society.

After being made aware of the 17 sustainable development objectives of the UN’s agenda, participants tested the ‘Cap 2030’ tool (provided by associations²¹) which can be used to define a study or training project during guidance counselling.

Based on this common experience and knowledge, French speaking Euroguidance members then shared national considerations and practice associated with ecological transition and lifelong learning and guidance in their respective countries.

Working group “Lifelong guidance in the Wallonia Brussels Federation”

This working group was hosted over 2 days in September 2022 at the ‘Cité des métiers’ in Brussels. The original concept of ‘Cité des métiers’ was explained and illustrated by a tour of the premises, and by interactive presentations from representatives of lifelong guidance in French speaking part of Belgium. The ‘Cité des métiers’, inaugurated in 2018, offers an anonymous and free service to everyone, regardless of their socio-economic status, by different types of Lifelong Guidance providers working together in a shared space.

It should be noted that in the French speaking part of Belgium, a new Charter on Lifelong Guidance was signed in 2022 by 5 ministers working together on this subject to strengthen synergies.

This EG meeting was also an opportunity for an exchange with Formaform, a continuing education centre for guidance professionals, whose dynamism is reflected in its growing activities and its openness to Europe and the world (ESF and Erasmus + projects).

<https://www.citedesmetiers.brussels/en/>



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EUROGUIDANCE NATIONAL ACTIVITIES

2.1 Professional Development: Workshops, Webinars and Tools

Euroguidance Study Day "The future of guidance" in Belgium Flanders, October 2022

On 14 October 2022, **EG Belgium (Flanders)** hosted a study day on the future of guidance, marking the 30th anniversary of the Euroguidance Network. Educational and professional guidance is becoming increasingly important in today's world as a way of finding access to a worthy job and

life. The possibilities that guidance offers to direct clients to education or (re)training and to promote professional mobility, are important factors in the process of economic recovery.

Following an introduction by Epos director Jill Peiffer and Euroguidance coordinator Joke Verlinden, Prof. Dr. Ans De Vos (Antwerp Management School, BE) gave an insight on sustainable careers and the role of guidance professionals. A second keynote by



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Prof. Dr. Emeritus Peter Plant (DK) focused on green, sustainable guidance.

Finally, participants joined the parallel sessions on inclusive work, digitalisation, democratic participation and sustainable guidance to learn about new tools (such as the Europass platform), European projects and opportunities through [Erasmus+](#) and [eTwinning](#), relevant research and policy (e.g. the fourth [Flemish strategy sustainable development](#) and the action plan on lifelong learning).

One of the parallel workshops explored what guidance professionals can do to contribute to sustainable guidance in Flanders (BE). The results were submitted to Trinomics/Ockham IPS, which was appointed by the Flemish Department of Work and Social Economy and the European Commission, to develop a broadly supported [Green Skills Strategy](#) and Roadmap for Flanders. Time was set aside for networking and visiting an exhibition on Erasmus+ projects This mini-expo can be discovered through [this link](#).

The video of this unique study day can be viewed [here](#).

National competition for presenting good practices in support of career counselling and guidance during pandemic conditions in Bulgaria in 2021

In 2021 **Euroguidance Bulgaria** organised a national competition to find good practice in support of career counselling and guidance during the pandemic, which led serious challenges in the career guidance system, not only in Bulgaria but throughout Europe. Rapid action was required to respond to the new reality, requiring wholesale changes to working processes to allow guidance practitioners to respond to users' changing needs and provide adequate support. The competition was organised to identify new approaches and practices for career guidance to support people facing new social realities and allow the full potential within the system to be realised.

The competition succeeded in identifying 19 proposals of good and innovative practice which included different methodologies, guides, and



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interactive games, etc. used in different settings, of which 9 were selected for an award. All the examples of good practices were included in an online compendium, which was shared with the entire career community.

The compendium can be seen [HERE](#)



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Informational tour, promo clip and National Training in Bulgaria

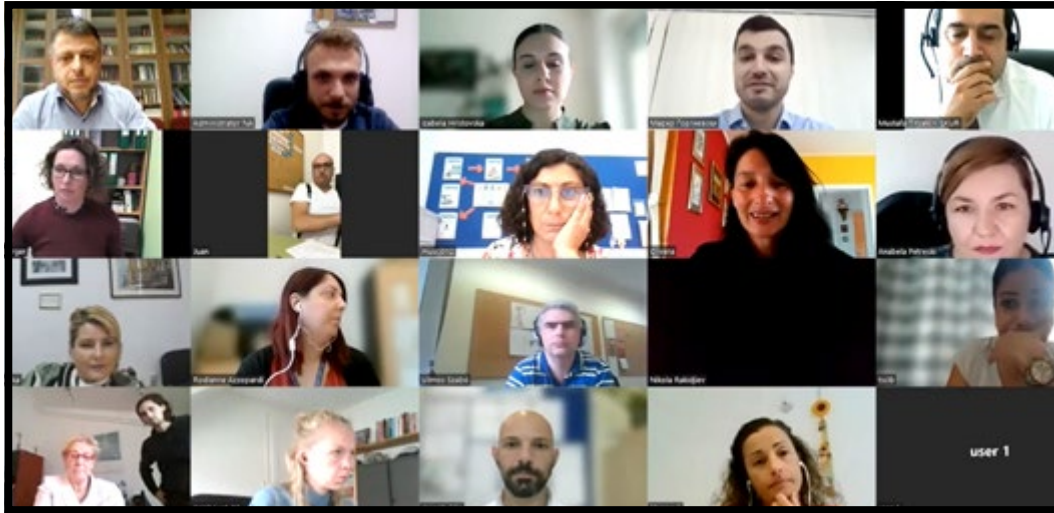
Each year EG Bulgaria co-organises informational tours that cover most of the big cities in Bulgaria. Between June and October 2022, EG Bulgaria took part in visits to 22 towns. During the 30th anniversary of the Euroguidance Network. In each regional city EG Bulgaria invited career practitioners and other professionals in the field to present their profession and to talk about career counselling and to emphasise the importance of career guidance in choosing the right work path. In addition to that, Euroguidance Bulgaria created a promo clip

dedicated to the Euroguidance 30 anniversary. The video can be seen [HERE](#)

A National Training for Career Counsellors was successfully implemented from 23-25 November 2022 meeting the pre-agreed objectives. Seventy career consultants from all over the country attended the training organised by **EG Bulgaria**. Participants had diverse professional profiles and expertise – experienced career counsellors from the Career Centres in the secondary and higher education system, as well as newcomers who were attending for the first time to develop professionally. In addition to career consultants, the group also included pedagogical advisers, school psychologists, teachers, and representatives of non-governmental organisations that deal with extra-curricular career activities, orientation, and personal development.



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The lecturers managed to unite the participants in the group around the common learning goals and created a positive atmosphere for sharing good practice and mutual support. At the end of the training, participants expressed a high level of satisfaction with the training and demonstrated enthusiasm and inspiration to continue to work and apply what they learned. All participants received certificates.

Webinar “Career guidance for people with disabilities: Good practices” North Macedonia, October 2022

More than 100 participants from both the EG North Macedonia region and elsewhere in Europe attended this online webinar on 13 October 2022, where they were welcomed by Euroguidance ambassadors from North Macedonia. The presentations included:

- The Employment Road: How a whole municipality building in North Macedonia was redesigned for employees with a disability: Simona Loveska – Social Services Advisor for Vulnerable Groups – Municipality of Bitola, North Macedonia
- Examples of good practice from Turkey, including coaching and job clubs: Hüseyin Taşdeler, Employment Assistant Expert – İŞKUR, Euroguidance Turkey
- Accessible Work 4 All, an online platform for all from Germany & Austria, Joanna Kinberger, Equalizent
- Supporting students with a disability: Erika Papdi – Mándy Iván Vocational School Budapest, Hungary

Link to webinar:

<https://www.youtube.com/watch?v=oSzT9GEZ1XY>

Turning international experience into competencies with ELD cards – a joint project of Euroguidance Estonia and Sweden

International learning mobility gives individuals a chance to develop themselves both professionally and personally. ELD is a method that helps to identify the skills gained. To provide support in this process, **EG Estonia** and **EG Sweden** offer a tool for guidance practitioners – the ELD cards.

The learning that takes place during a mobility period includes all the practical and mental challenges that often are a large part of a stay abroad, but many of the skills that are attached to this kind of personal development are informal and more general. UNESCO defines such skills as transversal, skills that are typically considered as not specifically related to a particular job, task, academic discipline, or area of knowledge and that can be used in a wide variety of situations and work settings (UNESCO TVETipedia Glossary).

ELD Experience – Learning – Description, is a method to identify valuable skills, talents, and character traits shown through real experiences. The process results in a summary of experiences accompanied by keywords that describe areas of competence. The keywords are provided in a package of ELD cards that can be used as a tool for guidance practitioners. The ELD cards simplify the process of



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putting competence words on actions in different situations. They can be used in self-assessment, during individual conversations with a guidance counsellor, or in a group session with others who have been abroad.

EG Sweden has provided the cards to guidance practitioners taking part in a distance course on mobility guidance for many years. In cooperation with the ELD cards creator, Terese Raymond, EG Estonia has now imported the tool to Estonia, adapting it to

local settings. The Estonian cards offer competence words in Estonian, English, and Russian to maximise access through different target groups within the country.

The practitioner has discretion in how to use the cards. The adaptation process in Estonia has been done in two phases – a piloting phase with practitioners from different sectors which resulted in an elaborated vocabulary of the cards, followed by a manual with a focus on integrating international mobility and career management skills. This included a wide range of methods, virtual approaches, and adaptations. At the same time, Sweden was collecting feedback from experienced users.

In both countries, the use of the cards and the manual was supported by training for guidance practitioners, who continued to meet to develop the method and share their practice afterwards. The cooperation between the Euroguidance centres provided valuable support throughout the whole process. The plan is to continue to work together, recognising that learning mobility has great potential for building transversal skills and creating opportunities for career development required in the labour market.



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How do we reach vulnerable groups for career guidance? An exploration of literature and practice in five European countries by Euroguidance the Netherlands

The Netherlands is currently seeing a great many new trends in vocational guidance and lifelong learning. However, those people who are most in need of these services are least likely to use them. Which raises the question: how to reach people who, for whatever reason, are not investing in their professional development? EG the Netherlands has conducted a study on how to reach and motivate vulnerable groups for career guidance. The goal is to identify the methods and approaches used by different countries to reach various target groups, in hope that the Netherlands will learn from these examples. A review of literature and interviews with experts from five EU countries was carried out, and a report was published in both Dutch and English. [Link](#)

Context matters

The review of interviews shows that countries have identified similar, yet different groups of vulnerable people. For instance, Ireland, Scotland, and Germany all focus on people from a migrant background, while Slovenia is the only country to focus specifically on the Roma people. In other words, context is important in identifying target groups. The review of literature identified three core needs:

- It is important that learners feel that they have the capacity to be able to function properly and

that they will be able to acquire the required competencies.

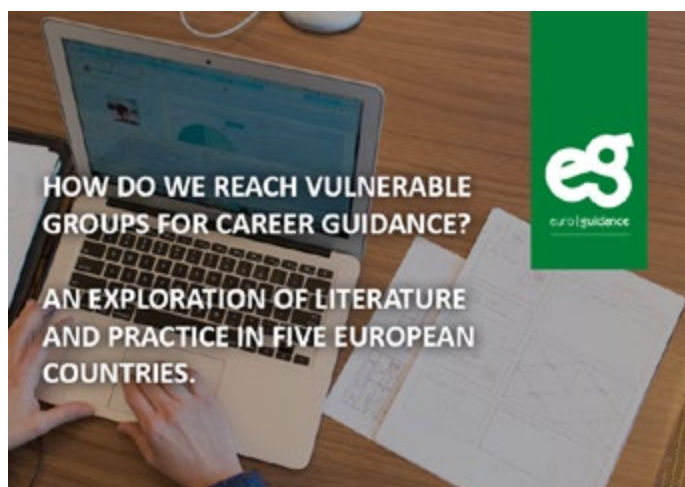
- Autonomy, particularly about whether learners have freedom of choice in attending training.
- It is vital that there is connectivity, and that learners feel they will receive help from others if they need it.

To improve the chances of learners staying motivated, trainers should be sensitive to their situation. They should:

- be friendly and respectful.
- have the ability to give learners a good idea of what to expect.
- have the ability to ensure that training is at the right level.
- be willing to build a relationship and help the learner develop more self-esteem.
- give learners intensive guidance to prevent them from dropping out.

Learners can be demotivated by three types of barriers. Firstly, there are dispositional barriers including low self-esteem and poor resilience. Secondly, situational barriers are important – a person's situation and living conditions affect their ability to attend training courses. Lastly, learners may be affected by institutional barriers, such as complex rules and procedures governing training courses.

To gain further understanding of the situation in their own country, Euroguidance the Netherlands has undertaken a follow-up study, focussing on the Dutch context. This study aims to get more insight into the organization of career guidance for vulnerable target groups in the Netherlands. The study is expected to be published in 2023.



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2.2

Digital Approaches

Following the pandemic, there is intensive discussion across Europe about online guidance services, and how they can best be used to provide information, advice, and guidance in future. This section includes examples and lessons learned from different digital approaches, such as guidance via chat, telephone, webinars and website content or virtual information booths and 'avatar' visitors, and hybrid events such as conferences or a better use of social media platforms.

Transforming data into tools, videos, and articles for people in need of career guidance – a Norwegian example

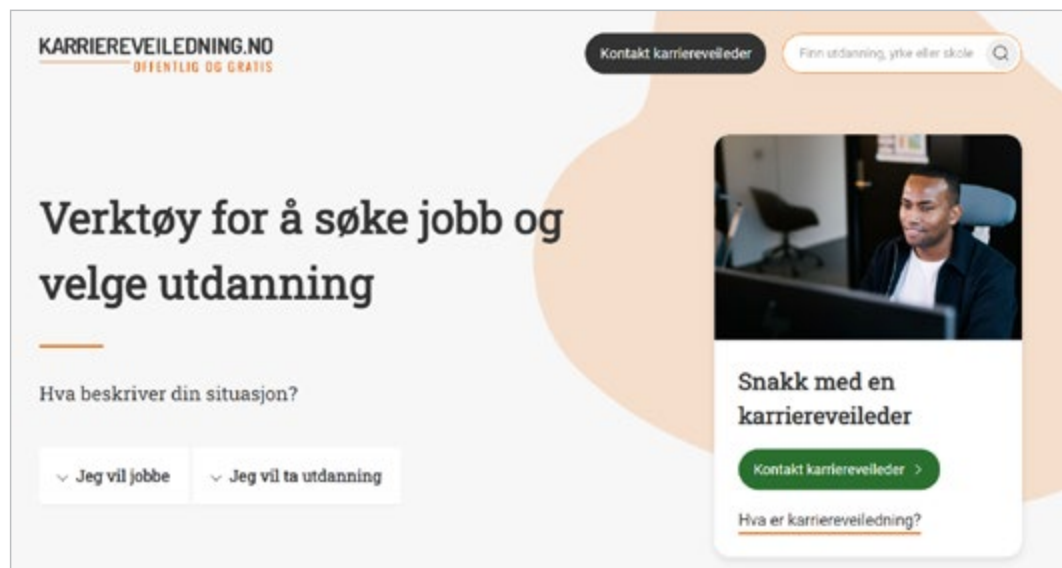
During the pandemic, the digital career guidance service Karriereveiledning.no was launched by the Norwegian Directorate for Higher Education and Skills, and EG Norway. Since 2020, the service has been offering digital career guidance for the Norwegian population, regardless of age, place of residence, work, and educational situation. Karriereveiledning.no provides free, anonymous, and quality-assured, drop-in career guidance via chat, telephone, webinars, and website content, such as tools, videos and articles.

Grounded in the national Quality Framework

Based upon [The Norwegian Quality Framework for Career Guidance](#), Karriereveiledning.no aims to develop [career competence](#). This applies to guidance via chat, telephone, webinars and website content for various target groups. Career competence contributes to the individual being better equipped to manage their learning and work life, through change and transition by providing a greater understanding of the opportunities available.

Situation-based web site content

Situation-based content is an approach to provide self-help resources to all users from their own perspective. Resources are created based upon



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Norway

the real-life situations that our user groups find themselves in. Data and content from guidance sessions has been vital in for the creation of tailored content. This approach provides insight into what various target groups are considering, what they find challenging and why they need guidance. Chat data also gives us insight into how professional career counsellors, through information, questions, and guidance, contribute to career learning for the people they guide.

Our first situation-based content was aimed at the users that are applying for Higher Education. Through previous chat data, we were able to build a profile for the range of challenges this target group experience and contact us about. The data led us to the development of 4 situations including "I do not know what I want to study" and "I cannot be accepted on the course I want".

Content was created to help this target group to:

- find relevant and quality-assured information about work and education.
- develop self- and opportunity-awareness through gaining insight into their own needs and wishes.

- gain a better understanding of the decision-making process and tips on how to make better informed choices.

What's next?

This e experience has contributed to the further development of the methodology during creation of content for other target groups, including job seekers and youths applying for high school. This is an ongoing process, as well as evaluating and further developing existing content. Feedback from user testing has shown that cased to Estonian guidance professionals this situation-based approach works well for the target groups.

Highlights during COVID times and transformation to a new normal – an example from France

From the outset in 1992, **Euroguidance France** has been based at different sites in France. The management of activities was already partly organised remotely, and this considerably helped with the continuity of activities during the pandemic.

The expansion of the use of online tools and resources

The use of distance guidance tools increased and became widespread throughout the pandemic. A free 'Contact' section on the website enabled the public to easily access online guidance. A monthly newsletter was also published online and shared on social media and digital tools allowed students to be supported with their applications to Higher Education.

More than ever, the pandemic has highlighted the need to make accurate information available at any time and in various forms: written material, videos and guides, and pedagogical sequences to download. Euroguidance's thematic videoconferences are an additional resource which can be followed live, allowing interaction with the speakers, and replayed at any time.

The transformation of work: slight but firmly anchored

Since the lockdown in March 2020, we have adapted our way of working. we now offer online training, webinars, and thematic videoconferences as well as remote guidance interviews that complement the support provided by guidance professionals. This has been made possible because the use of videoconferencing has become very familiar to everyone, allowing communication with a wider audience. The DINAMO online course that was set up before the pandemic is used by professionals who want to learn more about guidance counselling with a European dimension. During the pandemic, an additional support was offered with live and remote group meetings.

The development of new competencies and approaches

New skills were developed, and others strengthened during the pandemic. Everyone increased their knowledge and use of digital skills and became more adaptable as they learned to deal with a situation never experienced before, working harder to solve problems with new, relevant answers. Communication improved across the board and practitioners learned more about stress management.

By becoming familiar with the digital technologies, people living in faraway geographical areas now have easier access to services that were previously reserved for people usually living in urban areas. However, remote communication tools reduce the non-verbal part and the phatic function, making communication more direct and seem colder. The challenge is then how to make it warmer and how to include all audiences in this mode of support in guidance.

Today, we have new tools at our disposal and are more comfortable to use them. Nevertheless, we still must learn how to combine them with the aim of guidance and improve them. The lockdown increased awareness of the importance of caring and social relationships. It is now essential to understand how to maintain or integrate them in any situation even those which are unprecedented.

Career guidance during and after a global pandemic – the example of Croatia

Education systems have been the ones most severely disrupted by the global pandemic. In the years 2020-21 primary and secondary schools in Croatia, as in



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many other countries, experienced multiple months of full or partial closures, with students and school staff having to find new means of cooperation.

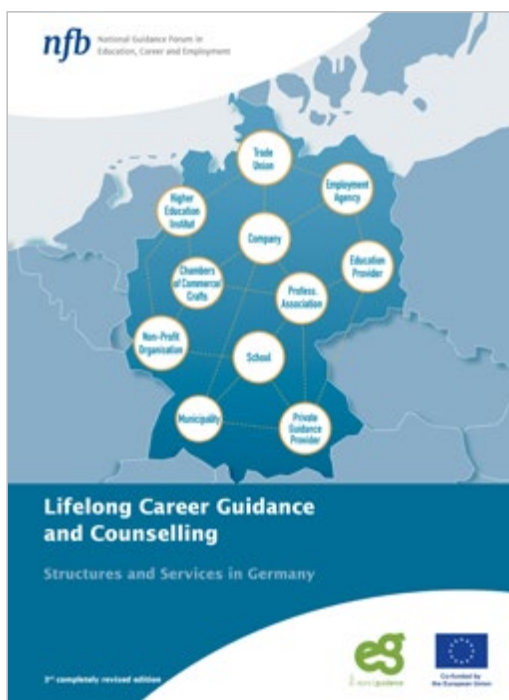
The provision of school guidance was also heavily affected due to the introduction of remote working, new behavioural measures such as social distancing, and the closure of many of educational settings. These deep and abrupt changes necessitated extensive adaptation of the usual in-person instruction and strong support to guidance counsellors, who had to rethink and redesign their usual working methods with students and the rest of the school and community to provide guidance.

In response to this, and as the year 2021 also marked the 10th anniversary of Euroguidance's work in Croatia, in October 2021 **EG Croatia** organised its 8th annual EU Networks Info Day, joined by colleagues from the Croatian Europass, Eurodesk, eTwinning, Eurydice and Youthpass centres, the Working Group for Vocational Education and Training, and the European Innovative Teaching Award team. The event was organised online and was open to more than 200 participants.

In line with the celebratory occasion, the agenda was chosen to inspire and motivate guidance practitioners, develop their competencies, and raise their awareness of the importance of guidance provision to make informed career choices. The main theme "Quality professional guidance and counselling – the path to a successful career" highlighted the importance of maintaining the high quality of guidance services along with the introduction of new and innovative online practice.

The Info Day hosted a famous Croatian multi-careerist, who has built equally successful careers as a movie and theatre director, DJ, actor, and a pub quiz expert. In an interesting and inspiring interview, the guest shared his unusual and varied career path with the participants, drawing valuable conclusions and recommendations.

Six online café sessions enabled participants to learn about good practice from colleagues in Croatian schools, Euroguidance, Europass, Eurodesk, eTwinning, the Working Group for Vocational Education and Training, Youthpass, and Eurydice. Participants also learned about quality teaching practices and recognised the winners of the European Innovative Teaching Award – EITA, before taking part in a school-themed pub quiz where they joined forces with their school colleagues to win prizes. The event was delivered online through a specially designed conferencing platform and was also streamed through Facebook Live. Watch the [video of the main event](#) and the video of the accompanying [pub quiz](#).



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New Euroguidance online information and online training offers – the example of Germany

The **German Euroguidance centre** has expanded its online information and online training offers during the COVID-19 pandemic. EG Germany launched its own national website in May 2022 www.euroguidance-deutschland.de. The website informs German guidance professionals about further training offers at European and national level and provides a compact overview of current international guidance and mobility topics. The information offered on the website is complemented by a [promotional video](#) on EG Germany (also available with English subtitles).

In addition to the website, two new online publications have been published and are available in German and English.

- The National Forum for Guidance in Education, Career and Employment (nfb) together with the national Euroguidance centre of the Federal Employment Agency has updated and revised the publication "[Lifelong Career Guidance and Counselling – Structures and Services in Germany](#)". The brochure provides an overview of the structures of career and educational guidance in Germany as well as current developments in the German guidance landscape.



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- In the brochure "[Lifelong Guidance offered by the German Federal Employment Agency](#)", the concept of lifelong career guidance of the Federal Employment Agency (BA) and its diverse information and online service is presented compactly on 15 pages. With its new offer, the BA is responding to the current challenges of the labour market, characterised by an increasing demand for skilled workers and advancing digitalisation.

In addition, EG Germany, together with its German network partners, has further developed its [online formats](#) for guidance professionals on European mobility topics. Since 2021, more than 250 guidance practitioners have taken part in online trainings, including:

- **Mobility Workshop:** In cooperation with the guidance practitioners of the International and Specialised Services of the BA (ZAV) Euroguidance Germany offers an online workshop for career counsellors of the Federal Employment Agency to inform them about the Euroguidance Outgoing-counselling and training services and to report from counselling practice.
- **Europass training:** Guidance professionals receive an overview of the contents and functionalities of the Europass portal, how to use it in practice.
- **Eurodesk training:** Participants receive information on bridging opportunities abroad.

“The role of digitalisation in career guidance practice” discussed during Employer-Education Stakeholder Forum in Malta

One of the main activities initiated locally by **Euroguidance Malta** is the Employer-Education Stakeholder Forum where representatives from the education and employment sectors are provided with the proper context to hold annual meetings and discuss topics of common interest usually through a business breakfast, allowing participants to network and strengthen relationships with key stakeholders involved in the provision of career guidance, whilst at the same time, tackling issues of importance.



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During 2021, the topic for discussion was 'The role of digitalisation in career guidance practice'. Although this had already been identified locally as a priority area, the pandemic exacerbated its importance. This was especially the case when we were faced with the closure of schools and the need to re-organise career guidance provision to adapt to the new reality. Whereas before the pandemic the career guidance services were provided face to face, the provision of remote career guidance interventions through telephone, the internet, computer and social media networks became an obligatory alternative.

The keynote speaker was an international expert in this area, Dr Raimo Vuorinen, from the University of Jyväskylä, Finland. Due to travel restrictions, Dr Vuorinen discussed the topic online, focussing on the benefits of employer and education engagement and the use of digital platforms/tools in career guidance practice. Table discussions among stakeholders followed, about how this could be further strengthened and how the use of digital tools further integrated within career guidance practice for the benefit of students and all career guidance service users.

the 2022 Stakeholders' Forum focused on 'Innovation of guidance provision'. Professor Vincent Cassar, from the University of Malta gave his keynote speech

'Seizing the moment: Are employers and employees seeing eye-to-eye?' in which he addressed the importance of understanding current employment realities as they developed in changing geopolitical scenarios involving Malta. Reference was also made to the thoughts of employers and employees as captured in the new 2021-2030 Employment Policy. Some reflections were made in relation to the extent of the alignment between employers' demands and employees' concerns. In conclusion, strengthening existing collaboration and networking with stakeholders in career guidance in the education and employment sectors are key to the development of a seamless Lifelong Guidance System in Malta, targeting not only users from compulsory schooling but also beyond. Hence these Stakeholders' Fora will certainly continue to be given priority by the EG Malta.

Post-pandemic lessons from Malta within compulsory schooling

COVID-19 has certainly transformed the way our career guidance service has been delivered in the past two years. This unprecedented experience has taught **Euroguidance Malta** many lessons worth sharing with the guidance community. Locally, guidance services were transferred online, and services had to adapt to be able to operate. This included the use of online one-to-one and telephone



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guidance sessions, webinars, and online resources for students and their parents/guardians amongst others. For practitioners, employers and other stakeholders, novelty included the use of online training sessions, hybrid events such as conferences, better use of social media platforms and increased use of previously under-explored resources such as webinars.

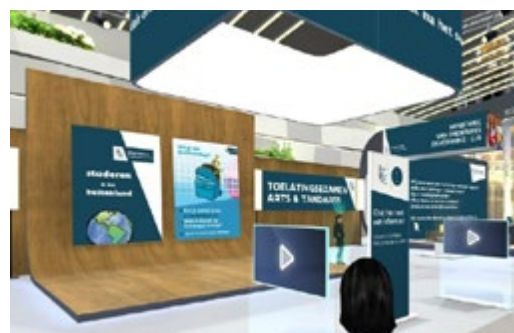
The pandemic has provided us with an opportunity to pay further attention to and rethink career guidance provision from a systemic perspective. On a practical level, whereas before the pandemic it never crossed our minds to conduct many of our guidance events online, the pandemic has made us realise that at times, opting for an online meeting with a practitioner for a support session or for an information meeting with students and their parents/guardians may in the end prove to be a more effective and efficient way of operating our scarce resources. For example, feedback from schools indicates that parents' attendance for Career Talks has increased when such talks were held online.

Notwithstanding, feedback from practitioners shows that face-to-face physical contact is still very much valued, and often the preferred option. Indeed, this academic year 2022-2023, many of our career guidance initiatives for students are back to pre-COVID ways – onsite career orientation visits to workplaces, onsite visits to post-secondary institutions, onsite career fairs and conventions. Conferences, meetings, study visits and continuous professional opportunities for our practitioners are also now being conducted onsite relieving practitioners of online fatigue from overreliance on digital technology.

What has been learned these past two years is that service provision must be flexible and prepared for the unexpected. The pandemic has fostered an enormous creativity from guidance practitioners who are developing new and different ways of working, which need to be evaluated to provide a theoretical and evidential basis to ensure high quality provision.

Mobility information and advice at online guidance fairs in Belgium Flanders 2021 and 2022

In Belgium, during the annual Study Information Days (SID-In), students in the last year of secondary school can explore a vast range of educational and professional opportunities. During online editions in 2021 and 2022, **EG Belgium (Flanders)** provided information and advice on studying abroad. In 2021, the SID-In was a virtual fair with many virtual information booths and 'avatar' visitors who were seeking information, advice and guidance through chat conversations and/or videocalls. The virtual booth which Euroguidance Belgium (Flanders) was part of, received 4.740 visitors. A video on studying abroad had 419 views and presentations were downloaded 622 times. SID-In 2022 was offered through an online platform that contained links to videocalls on specific topics. Euroguidance contributed to the content and structure of this platform that received over 47.000 visitors during the three online conversation days. Outside of these SID-In days the platform also received many visitors. Content included a [new video on studying abroad](#), developed by the Ministry of Education and Training and Euroguidance Belgium (Flanders). Many pupils, students, teachers, parents, and guidance counsellors found their way to Euroguidance Belgium (Flanders) to receive information and advice on studying abroad.



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2.3 Conferences, Fairs and Recognition Events

Every year international conferences, fairs and recognition events are organised in venues or online by national Euroguidance centres. These events bring guidance experts together from abroad and are an attractive way to support competence sharing and networking. The examples in this section show Euroguidance centres leading cross border knowledge sharing on a variety of career guidance topics.

Initiating a wider conversation on “Green Guidance” at Irish national guidance forum and Austrian national conference in 2021

The topic of "Green Guidance", which Prof. Dr. Emeritus Peter Plant (Denmark) developed 25 years ago, has found its way into the discourses and practices of career guidance during the last couple of years. The first steps of initiating a wider discussion were taken by the Irish national Lifelong Guidance Forum (organised by NCGE, which hosted the Irish

Euroguidance centre until June 2022) which introduced the idea of lifelong guidance in promoting sustainable development and change and initiated a wider discussion based on contributions by Prof. Mary McMahon in October 2020 and Prof. Peter Plant in April 2021.

Euroguidance Austria deepened the conversation during its national Euroguidance conference on 6 November 2021 by focusing on the question of what impulses Career Guidance can provide in shaping a greener and more ecological future for



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© Euroguidance Austria, "Family picture" of the Austrian Online Euroguidance Conference "Green Guidance"

all. "Green Guidance gives a broader perspective to career choices by asking the simple question: What are the implications of my career choice in terms of sustainability?", Prof. Peter Plant said in his keynote, where he highlighted the important link between social justice and Green Guidance, both profoundly linked to sustainability issues. "Green Guidance moves career-decisions centre stage, to a higher note of personal commitment, societal involvement, and meaningfulness. In relation to globalisation, and to social justice, it places guidance in a central global position: environmental issues and sustainability concerns know no boundaries."

While Jennifer McKenzie, Director at NCGE, outlined the process in Ireland (see [video](#)), a [regional Austrian focus in Green guidance](#) along with the project "Green Jobs for You" was also presented. [Anthony Mann from the OECD then provided insights](#) into three recent OECD studies where teenage attitudes towards climate change were explored to enhance the understanding of their career readiness and approaches to sustainable employment (see [video](#)).

The OeAD – Austria's Agency for Education and Internationalisation as Euroguidance Austria wishes to thank all participants from more than 24 countries, the speakers and leaders of the four parallel workshops who contributed to the success of the conference.

Conference "Careers Education and Guidance in Schools – Well set for the future" Luxembourg, June 2022

Euroguidance Luxembourg organised the conference "Careers Education and Guidance in Schools: Well set for the future" ("Schulische und berufliche Orientierung: gut aufgestellt für die Zukunft") on 14 June 2022 in cooperation with the Coordination Service of the Maison de l'orientation and Luxembourg's training institute IFEN (Institut de formation de l'éducation nationale). Main highlights of the conference were:

- the launch of the [new reference framework](#) for careers education and guidance in schools, a reference document for all secondary schools in Luxembourg (Cadre de référence pour l'orientation scolaire et professionnelle).
- a presentation by Margit Pichler and Franz Erhard, from the University College of Teacher Education Lower Austria (AT), showing the results of the evaluation of the first edition of the University Course "Careers Education and Guidance in Schools", which is organised in Luxembourg since 2020 in cooperation with their Austrian institution, and the graduation day of the first Luxembourgish participants of this course.
- a keynote speech by the German expert Svenja Ohlemann presenting scientific views on current



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developments in careers education and guidance in schools.

The fifty participants in the conference came from Luxembourg secondary schools as well as from institutions, government departments and partners involved in careers education and guidance.

The speech of the Austrian experts demonstrated that the initiative to adapt the Austrian curriculum to the Luxembourg context has been a clear success. The training allowed the graduates to further develop their own understanding of careers education and guidance, as well as the projects and initiatives set up within their schools, confirming once again the importance and added value of European cooperation in this field. The importance of Euroguidance's support for the cooperation of the Luxembourg and Austrian institutions and for the organisation of the conference was highlighted by the speakers and in the visual presence of Euroguidance on the produced materials.

Conference “The Mental Resilience of the Vocational Education Counsellor as a Compensation for Professional Burnout” in Cyprus May 2022

Euroguidance Cyprus organised the 8th European Conference on Counselling and Vocational Training – “The Mental Resilience of the Vocational Education Counsellor as a Compensation for Professional Burnout” at Nicosia, the 10th of May 2022, which was attended by 120 guidance and employment counsellors and other relevant professionals.

Vocational Education Counsellors are called to face and to manage pedagogically, the growing challenges and dysfunctions that plague society

today, while focusing on their own personal, educational and professional development. This particularly applies to the guidance practitioners working under the umbrella of the Ministry of Education and Culture in Cyprus, who sit alongside students, carrying out particularly demanding work of counselling and guiding, under the special and unpredictable circumstances of the pandemic that have overwhelmed our lives for at last two years. In this troubled context, there is a growing need and obligation to support and empower frontline counselling professionals to deal with the sensitivities arising from a new reality. The mental resilience and empowerment of guidance practitioners must be a priority to enable them to continue their work with the same dedication and enthusiasm and to manage potential professional challenges effectively.

During the conference, participants had the opportunity to familiarise themselves with identification techniques and tools for preventing and managing occupational stress and fatigue, whilst listening to the latest theory and research done about burn out by the University of Nicosia and its Psychology Department. Our aim was to equip guidance professionals with knowledge, attitudes and skills to identify signs of fatigue in their everyday work, stimulate their resilience and share experiences and concerns over the matter.

This European Conference on Counselling and Vocational Training is the 8th event of its kind organised yearly by Euroguidance CY, the Career Counselling and Education Services of the Ministry of Education and Culture, and the University of Nicosia. Dr Marios Constantinou of the University of Nicosia and Iliana-Raluca Gheorghe from Carol Davila University of Medicine and Pharmacy from Bucharest were two



8^ο Ευρωπαϊκό Συνέδριο Συμβουλευτικής και Επαγγελματικής Αγωγής 2022

Η Ψυχική Ανθεκτικότητα του Συμβούλου Επαγγελματικής Αγωγής ως Αντιστάθμισμα στην Επαγγελματική Εξουθένωση

Τρίτη 10 Μαΐου 2022
8:00-13:00, CINE STUDIO, Πανεπιστήμιο Λευκωσίας

Διοργανωτές



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Keynote speakers at the Conference, explaining the theory of the professional burn out, while becoming familiar with the latest research done on the subject through the ERASMUS+ (KA2) Project BENTit-EU (Burnout Education, Normative and Digital Tools for European Universities).

<https://bendit-eu.eu/>

International conference “Digitalisation and professionalisation in lifelong guidance,” September 2022, Slovenia

In September 2022 the international conference [Digitization and professionalization in lifelong guidance](#) was organised in cooperation with two projects of the Employment Service of Slovenia, and **EG Slovenia**. The conference highlighted the achievements of two projects, that were implemented in close cooperation with several partners, institutions and guidance practitioners who work in the field of lifelong career guidance at the 30 Years of Euroguidance in Europe: and the activities of Euroguidance Slovenia and National coordination point for lifelong career guidance.

Participants also learned about new career theories with Julia Yates, reflecting on digitisation in the field of lifelong career guidance with Jaana Kettunen and

discussing the possibilities of using digital transitions to strengthen and develop lifelong guidance policies with Cynthia M. Harrison from CareersNet, Cedefop.

Examples of Slovenian good practice was presented, including digitisation of guidance in adult education, how digital tools can help us in guidance activities for students and alumni, and the advantages of digitisation in career guidance activities with young people in schools. There was also time for discussions and networking with others in the Slovenian guidance community.



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Conference "The Ethical Dimension in Scandinavian Career Guidance" in October 2022, Denmark

Every second year **EG Denmark** arranges a conference with an international perspective for career guidance counsellors working at the Regional Guidance Centres (Studievalg) and at eGuidance (eVeiledning) with the aim of bringing new international knowledge and innovative practice to Denmark and to share it with Danish counsellors – "Internationalisation at home". This conference enables EG Denmark to contribute to the development of the counsellors' qualifications and professionalism. The one-day conference took place in Copenhagen on 28th October 2022.

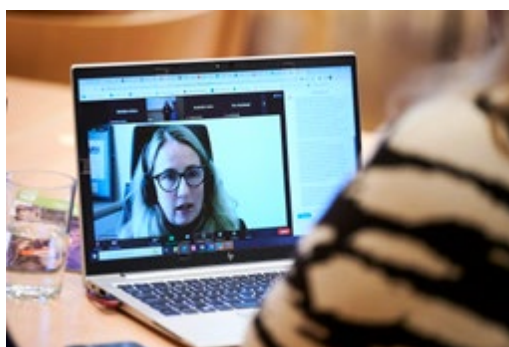
The topic of the conference and the programme in 2022 was arranged with the help of a reference group from the Regional Guidance Centre, who wanted the conference to focus on the ethical dimension of guidance. The Danish ethical principles for career guidance were created back in 2006 and new knowledge was welcomed. As some of the reference group had heard an excellent speaker from Norway, and Euroguidance Sweden had recommended an excellent Swedish speaker, it was decided to organise a Scandinavian seminar in the three Scandinavian languages.

M. Peter Præstgaard, Studievalg Danmark (Study and Career Guidance Denmark) started the day by giving an overview of the development of the ethical dimension in Danish guidance. Mrs. Åsa Sundelin, Department of Education and Didactics, University of Stockholm, then presented ethics in Swedish Guidance and answered numerous questions from the audience., followed by Mrs. Anne Holm Nordhagen, University of South-Eastern Norway, who gave two presentations. The first was about ethics in career guidance based upon the national framework of quality for career guidance in Norway, and the second one was on ethical reflection with an introduction to the ethical reflection cards, developed in Norway. The cards served as a basis for many interesting discussions among the participants. M. Carsten Fogh Nielsen, external lecturer in Philosophy, University of Southern Denmark, ended the day with an overall conversation about 'Guidance in the perspective of profession and relation ethics

90 guidance counsellors participated in the conference in Copenhagen, with 5 of the participants coming from Sweden. Same day feedback was overwhelmingly positive. A new conference is planned to take place in two years' time as part of the international competence development of the guidance counsellors in Denmark.

Conference "Online Guidance – Building Relationships in Digital Settings" Austria, November 2022

The **Austrian** national Euroguidance conference on 16 November 2022 was dedicated to the Topic "Online Guidance – Building Relationships in Digital". Cynthia M. Harrison (Cedefop) introduced the topic with her keynote contribution "Digital developments in Lifelong Guidance", followed by the Austrian expert Stefan Kühne, who discussed the opportunities



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and limits of relationship building the digital settings. Examples from Austria and Estonia illustrated the new developments in guidance services. Experts from “Bildungsberatung in Wien” presented “Online Educational Guidance Austria”, and Margit Rammo (Euroguidance Estonia and Education and Youth Board of Estonia) together with Kristina Orion (Estonian Unemployment Insurance Fund) gave an insight into the latest developments in the field of online guidance in Estonia. The exchange on the topic was deepened in four parallel workshops – one of them by the Irish National Adult Literacy Agency (NALA) who discussed the impact of eLearning and online skills self-assessment for literacy learners, another by equalizent Vienna on the Erasmus+ “Accessible Work for All”, discussing aspects that need to be taken into

consideration when providing services for speakers of Sign Language: [presentations and links to videos](#)

This hybrid Austrian Euroguidance conference was part of “Global Careers Month”, a joint effort of Cedefop, the European Commission, ETF, ILO, OECD, UNESCO and the World Bank. The plenary lectures in the morning were streamed for the European audience. The event celebrated the 30th anniversary of the Euroguidance Network and 25 years of Euroguidance Austria.

Conference “Current trends in the career planning process” Poland, November 2022

On 18 November 2022, the second edition of the Vocational Education Forum Europass & Euroguidance was held – an annual conference organised by the **Polish National Euroguidance and Europass centre** and the Polish National Team of Experts for Vocational Education and Training EVET. The aim of the event is to support and promote industry education in Poland, as well as the European area of education and professional mobility among the Polish community of career counsellors.

The theme of the 2nd Vocational Education Forum Europass & Euroguidance was “Current trends in the career planning process”. The programme of the conference focused on key issues relating to effective career planning in times of uncertainty. Expert



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speakers from the education sector, research centres and business, talked about the challenges of the current labour market, analysed the opportunities and threats within different professions, explored the organisation of career counselling processes in education, and the use of modern approaches and European tools in the work of a counsellor.

The conference began with a motivational session "Career management in times of uncertainty" held by Prof. Adam Mickiewicz, University in Poznań and Dr hab. Małgorzata Rosalska, which directly referred to the current situation on the labour market. An attractive element of the event was also a debate entitled "Attractiveness of trade schools in the current situation on the labour market", where experts tried to overthrow stereotypes concerning professional education. The debate was attended by: Prof. Robert Musiałkiewicz, Magdalena Popielewska, Arleta Chorąży, Michał Pachocki, Beata Dziemińska-Skowron, and it was moderated by Krzysztof Świerk.

Workshop sessions were devoted to the subject of modern tools, practices and work standards in career guidance, as well as the organisation of the school career guidance system.

One of the workshop sessions provided the opportunity to look at one of the WorldSkills 2019 and Euroskills 2021 competitors' case studies of the career development process. WorldSkills Poland is

an initiative encouraging young people to improve their professional skills through the prestigious international WorldSkills and EuroSkills competitions.

The conference was also an opportunity to present Europass and EPALE tools and functionality.

The last part of the conference was a speech by Michał Kapczuk – an expert of recruitment marketing and employer branding, who presented the current trends and methods of recruitment.

The event was attended by over 80 career guidance practitioners and the online broadcast was followed by more than 500 people. Participants in the evaluation survey assessed the conferences as a very useful event in their professional development. We cordially invite to watch the [broadcast of the 2nd edition of Forum](#). The first edition titled "Cooperation of sectoral education with the labour market", took place a year earlier (December 17, 2021) and, due to the current restrictions related to the COVID-19 pandemic, it was an online event.

National Career Guidance Award Slovakia, October 2022

In October 2022, the Slovak Euroguidance centre organised National Career Guidance Award (NCGA). Event highlights inspiring career guidance services, allows career guidance practitioners across the country and sectors to engage in exchange of good



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practices as well as peer learning. This year a total of 24 entries were submitted intended to target various range of clients, of which 5 received awards from the expert jury. During the ceremony representatives of the Ministry of Education, Science, Research and Sport of the Slovak Republic and the Representation of the European Commission in Slovakia praised the authors of all the submitted entries for their efforts and commitment in career guidance field. The award-winning submissions were then presented at the International Euroguidance Conference in Prague (Czech Republic) and included in local career guidance training for practitioners. Additionally, winners of NCGA represented Slovakia at the Cross Border Seminar in Riga. Awarded submissions are available at NCGA.

Hungarian Euroguidance Career Guidance Award 2022

EG Hungary announced its call for applications for the Euroguidance Career Guidance Award for the fourth time in 2022. The aim of the award was to collect Hungarian career guidance practices and provide an opportunity for guidance professionals or career counselling organisations to showcase their activities and share their good practice. A total of 33 applications were submitted and almost all

organisations or institutions involved in career guidance in Hungary were represented again. In 2022 we evaluated working with young people and adults separately, focusing on best adaptable practice. One of the winners was presented in Prague at the international conference titled 'Meeting the Future Today' in November 2022.

Link to presentations: <https://euroguidance.nive.hu/magyarorszagi-jogyakorlatok-a-palyatanacsadas-teren-euroguidance-palyatanacsadoi-dijata-do-es-konferencia-2022/>



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Building capacity in guidance within and beyond Italy

Building capacity of practitioners has been a key feature of Euroguidance Italy's activities since 2019. The training was firstly piloted as a blended training course in 2019 to address the specific needs of the Italian Eurodesk Mobility Advisors (EMAs). Since 2020 the training has been delivered entirely online.

The 2022 edition took up the challenge of involving the Euroguidance National Dissemination Network (NDN) members. Consisting of over 60 organisations working in the field of guidance and international mobility at local level, the NDN promotes both cooperation among practitioners at local level and dissemination of guidance information, mobility and transparency of skills and qualifications.

Building on previous experiences and taking stock of the lessons learned from previous editions, in June 2022 EG Italy delivered a new edition of the course "Mobility opportunities for learning and working in Europe", both for EMAs and NDN members.

As a result, more than 60 operators improved their know-how in the field of vocational/professional training mobility of young people and adults, through a self-paced training offer – lasting two months - designed in training modules, online learning resources and three Q&A webinars.

The training provided participants with an updated picture on the European transparency tools, including their implications for practitioners, as well as a quality overview of international mobility opportunities for different beneficiaries.

In particular, the Q&A webinars allowed the EG Team to monitor any critical issues encountered by participants in completing the modules and provided

insights to assist in successfully completing the certification of learning. As required, interaction among participants is an integral part of the learning process, as it encourages peer-to-peer and mutual learning.

As in previous editions, senior officials from the Erasmus+ National Agencies, EQF and EUP NCPs, EURES TMS and ESC Teams developed ad hoc video content and relevant learning materials. The Europass and EURES practical modules were particularly appreciated, proving to be a concrete and effective support for practitioners in carrying out their guidance actions for end users. Following the feedback from participants in previous editions, the package also included a module on the recognition of qualifications and on Stage4EU – an Italian smartphone app and website for young people looking for an internship in Europe – valued as a useful working tool for guidance, training, and placement counsellors.

Almost 90% of participants successfully completed the course and were awarded an Open Badge as digital certification. It is noteworthy that all participants expressed full satisfaction with the training EG Italy provision.

Participation in the course also provided for an additional rewarding opportunity. In 2022 Italy joined the Academia Programme; therefore, course participants who achieved the best learning outcomes were awarded a scholarship to participate in the 2023 "Academia staff training for guidance counsellors in Europe" Programme. Six practitioners confirmed their participation in a learning mobility period in another European country and are ready and eager to take advantage of this opportunity to teach and learn from peers and to widen their professional network at international level.



2.4

National Study Visits

Euroguidance centres across Europe are delighted that study visits resumed in 2022 after travel restrictions due to the pandemic. Cross-border networking and study visits are having a growing importance for guidance counsellors' ongoing professional development, providing transnational exchange of experience and best practice within the study visit groups themselves.

Study visit for the French-speaking cross border working group for guidance in Luxembourg, May 2022

Euroguidance Luxembourg, the Maison de l'orientation and the University of Luxembourg have organised in collaboration a special visit for the French-speaking cross-border working group for guidance (LU/BE/FR) at the university of Luxembourg on 19 May 2022. Its objective is the exchange of

information, resources and good practices between professionals of the Greater Region.

Following the Euroguidance objectives of bringing together and encouraging exchanges between guidance professionals from different European countries, the specificities of the University of Luxembourg and the offer of its 3 faculties were presented so that professionals can develop their knowledge and can help and advise the citizens



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of the Greater Region on training and mobility opportunities in Luxembourg. The event brought together 30 guidance professionals from the 3 border countries.

Study visit “Practical Insights into the German guidance services with the focus on international mobility” Germany, May 2022

After a delay of two years, the Euroguidance Study Visit finally took place in Bonn from 3 to 5 May 2022. It had been planned for April 2020, but had to be cancelled due to the COVID-19 pandemic. The Euroguidance study visit enables staff of Euroguidance centres and guidance professionals in Europe to gain insights into the education and guidance structures of another country. Under the motto “Practical insights into the German guidance services with a focus on international Mobility”, 11 participants from 8 countries (Belgium, Finland, Greece, Poland, Malta, the Netherlands, Northern Macedonia and the Czech Republic) got to know the national and international guidance services of the Federal Employment Agency (BA) and provided insights into their respective national structures themselves.

On the first day, the participants were given an insight into the international business of the BA at the premises of the **German national Euroguidance**

centre located at the International and Specialized Services of the BA (ZAV). Participants were interested to hear that the new strategy for “BA 2025” has stronger focus on the individual, for example, by further expanding the counselling services at schools and strengthening individual continuing education. The fact that EURES and Euroguidance staff work hand in hand in one team and that ZAV counsellors are exclusively advising clients from abroad or for abroad was also a new experience. On the second day, the participants moved to the premises of the Bonn Employment Agency to learn about the BA's national counselling services and the career information centre. In the afternoon, colleagues from the Job Centre took over and provided information about support for refugees and migrants (Integration Point) as well as young people (Youth Employment Agency).

A workshop on the final day on developing competencies around diversity for counselling, conducted by the IQ network, rounded off the programme and gave the participants many new valuable ideas for their guidance work. All in all, it was three intensive days of mutual exchange. All participants were happy to finally be able to meet again in the presence. In the short time available, they received a rich programme and new perspectives for their work. To sum it up in the words of one participant: Useful, fruitful, wonderful, meaningful – full meeting”.



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