

# Lifelong Guidance Policy and Practice Initiatives in the EU

**Update on Progress**

Jyvaskyla, 6-7 November 2006

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# Key points

- Locating the progress report
- The citizen's and user's point of view
- Initiatives in Career Guidance across EU
- The 5 key areas of the Resolution:  
Key findings and trends regarding
  - Implementation of LLG systems
  - Broadening of Access across the Lifespan
  - Strengthening of QA mechanisms
  - Developing Learning and Career management
  - Strengthening structures for development of policies

# Locating the Progress report

- OECD, ETF, CEDEFOP, DG Emp reports
- Policy Handbook
- Common Reference Tools
- Mutual learning meetings
- Guidance Resolution of May 2004

- What ***achievements*** have been made in responding to the priorities of the May 2004 Council Resolution?
- What are the ***remaining challenges?***

# The Citizen's and User's point of view

- Extent to which *coherent LLG systems* are in place
- Steps to *broaden access* to guidance across the lifespan
- Production and dissemination of information
- Efforts to refocus CG to promote *LL/LW-learning & career management skills*
- Measures to *strengthen QA mechanisms*

# Data flow from country reports

- **31 invitations sent out:** EU25 +Bulgaria, Iceland, Norway, Romania, Switzerland, Turkey
- **20 responses:** AT, CY, CZ, DK, EE, ES, FI, DE, IE, IT, LV, LT, LU, MT, NL, NO, RO, SE, SI, UK
- **11 have not responded yet:** BE, BG, EL, FR, HU, IS, PO, PT, SK, CH, TR

**Strategic importance for ALL countries to be represented in the report**

# Initiatives in CEG

- Evaluation studies [EE, IE, IT, LT, MT, NL, SE, RO, UK-Eng]
- High profile CEG conferences [LV, NL, Scotland 2007]
- Legislative developments [DK, ES, FI]
- Strategy / policy papers [LT, MT, UK-NI]
- Improved information systems [CZ, IE, MT, SE, RO]
- Targeting at risk [DK, FI, IE, SE, SI]
- QA systems & tools [DK, IE, UK], standards [DK, LT]
- Increased/improved staff training [FI, IE, IT, MT, RO]
- Enhanced school guidance [CZ, IE, LV]
- Guidance Forum / Council and coordination mechanisms at national and/or regional levels: [DE, EE, FI, IE, IT, MT, LT, LV, NO, SI]

# Implementing LLG systems

- All-age guidance services *already* in place
- *Plan* to have national coordination and strategy development
- *Increase* in efforts
- Formally *embedding* imperative to coordinate
- Re/design of structures promoting national & regional *partnerships* [Guidance Forums]
- Implement *practical steps* to facilitate seamlessness

# Broadening access across lifespan

- Expansion of services
- Targeting of services
- Enhanced use of ICT
- Reaching out to communities
- Effective/attractive marketing of services



# Strengthen QA mechanisms:

- **Few have introduced comprehensive QA**
- **Most QA practices are *limited*:**
  - Confined to a single or small range of sectors
  - Few mechanisms ensuring *effective co-ordination*
  - Do not comprehensively target the whole *range of clients*
  - Main focus is on *informing* and *assessing*
  - Do not focus on CGI as such, but *as part of a range of services*
  - More QA elements in PES – but focus is on *quantitative* targets
  - *Voluntary* – little monitoring
  - Increasing use of *client-satisfaction surveys*
  - No *on-going evaluation procedures* (basis of most QA systems)
  - Many equate QA with the *training and qualifications of staff*

# Strengthen QA mechanisms:

## Promising initiatives

- Client-satisfaction surveys
- Evaluative surveys [AT, DE, EE, FI, IE, NL, SE]
- Special focus on training [AT, CY, DK, EE, ES, FI, IE, IT, MT, RO]
- More developed QA monitoring:
  - QA manuals and guidelines [DK, FI]
  - QA manuals; transparent data; indicators of effectiveness; e-survey tools [DK, FI, IE]
  - the Matrix journey; EFQM, Charter Mark; inspection; mystery shopping [UK]

# Learning and career management

- **Reforms emphasise self-awareness, self-management:**
  - Curricular strategies [CY, EE, FI, MT]
  - Personal Career Plan; Individual transition plan
  - Protagonists of life project; Portfolio; Logbook
- **National Frameworks:** [UK-Eng]; new curricular guidelines [FI, IE, DE]

## *BUT*

- Little provision for VET students
- PES often narrowly focused on out-of-work
- What opportunities for the entrepreneurial individual?

# Strengthening structures for policy and systems development

- Missing: strong, strategic, purposeful leadership
- National Guidance Forums and Councils
- Professional associations and research centres
- Trans-national structures to facilitate policy learning
  - Regional networks [Nordic-Baltic; S. Eur. Initiative]
  - EU networks [ACADEMIA, EQUAL]
  - European Guidance & Counselling Research Forum
- European Network on Lifelong Guidance

# In conclusion

- Much has been done
- Lead initiatives, star projects
- Important to also focus on limitations / gaps
- From rhetoric to reality in the shift to a lifelong career guidance paradigm