



# CAREER DEVELOPMENT IN THE NETHERLANDS

## STATE OF PLAY



Euroguidance The Netherlands



euro | guidance  
1992 | 2012

# Career guidance policy: the process



- **2012:** ELGPN Resource kit was used to analyse the **state of play**, including conclusions and recommendations concerning the 4 policy themes:
  1. **Development of Career Management skills**
  2. **Access to career guidance service**
  3. **Quality assurance and evidence**
  4. **Coordination and cooperation mechanisms**
- Focus on policy development in VET
- **2013:** QAE framework was used on the topic of professionalisation of career guidance professionals in VET

# Career guidance policy: state of play



Many gaps!

- 1. Development of Career Management skills**  
diversity, incidental support of CMS in education, limited in PES and municipalities
- 2. Access to career guidance service**  
access for students in schools, very limited access for citizens in public services, fragmentation, no transparency
- 3. Quality assurance and evidence** for policymaking and system development  
No shared up-to-date policy view, no standards for professionalism, lot to do
- 4. Coordination and cooperation mechanisms**  
limited coordination in education sectors, limited cooperation between stakeholders in education and labour market

# The challenges:



Quality of professionalisation of career guidance professionals in VET:

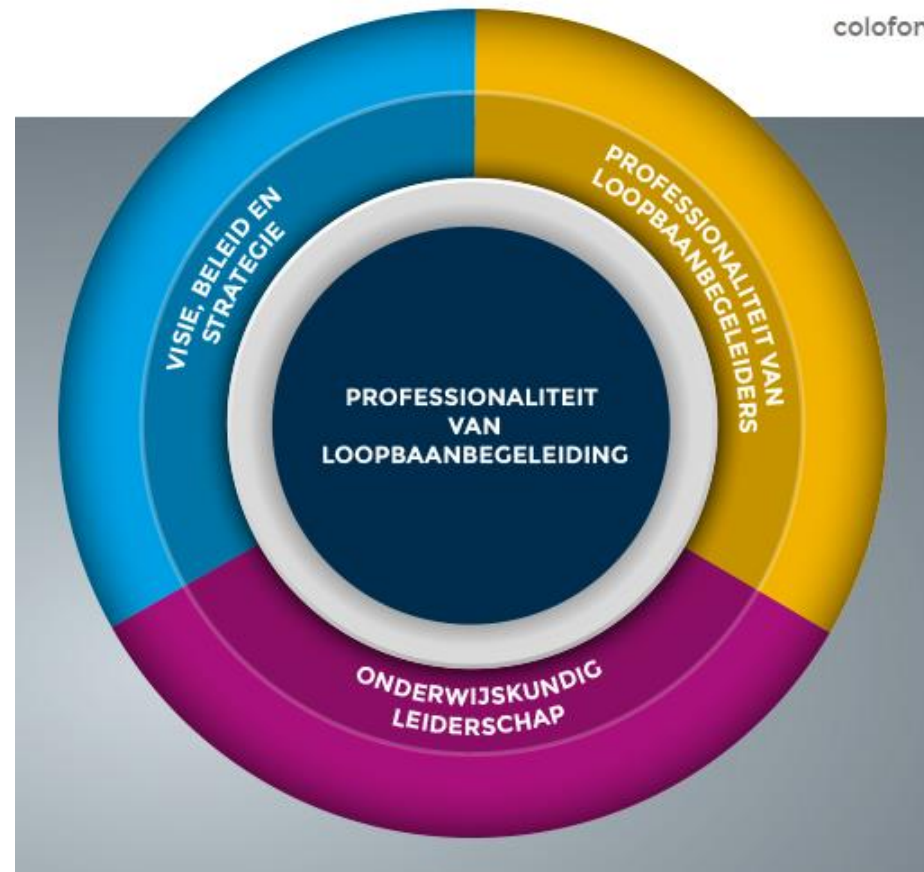
- How to find evidence on the professionalism of career guidance in VET?
- There is no agreed framework (standard) of career guidance competencies of professionals in education
- Schools distrust research on this topic

# The actions 2014

- In 5 VET schools in-dept interviews
- 5 'portraits' of schools
- Review by the schools, experts and stakeholders
- Interactive online publication:

## **Professionalisation of career guidance in VET**

- <http://www.euroguidance.nl/professionaliteit-van-loopbaanbegeleiding-in-het-mbo/>



Aanbevelingen voor het mbo-veld

Aanbevelingen voor de  
lerarenopleidingen

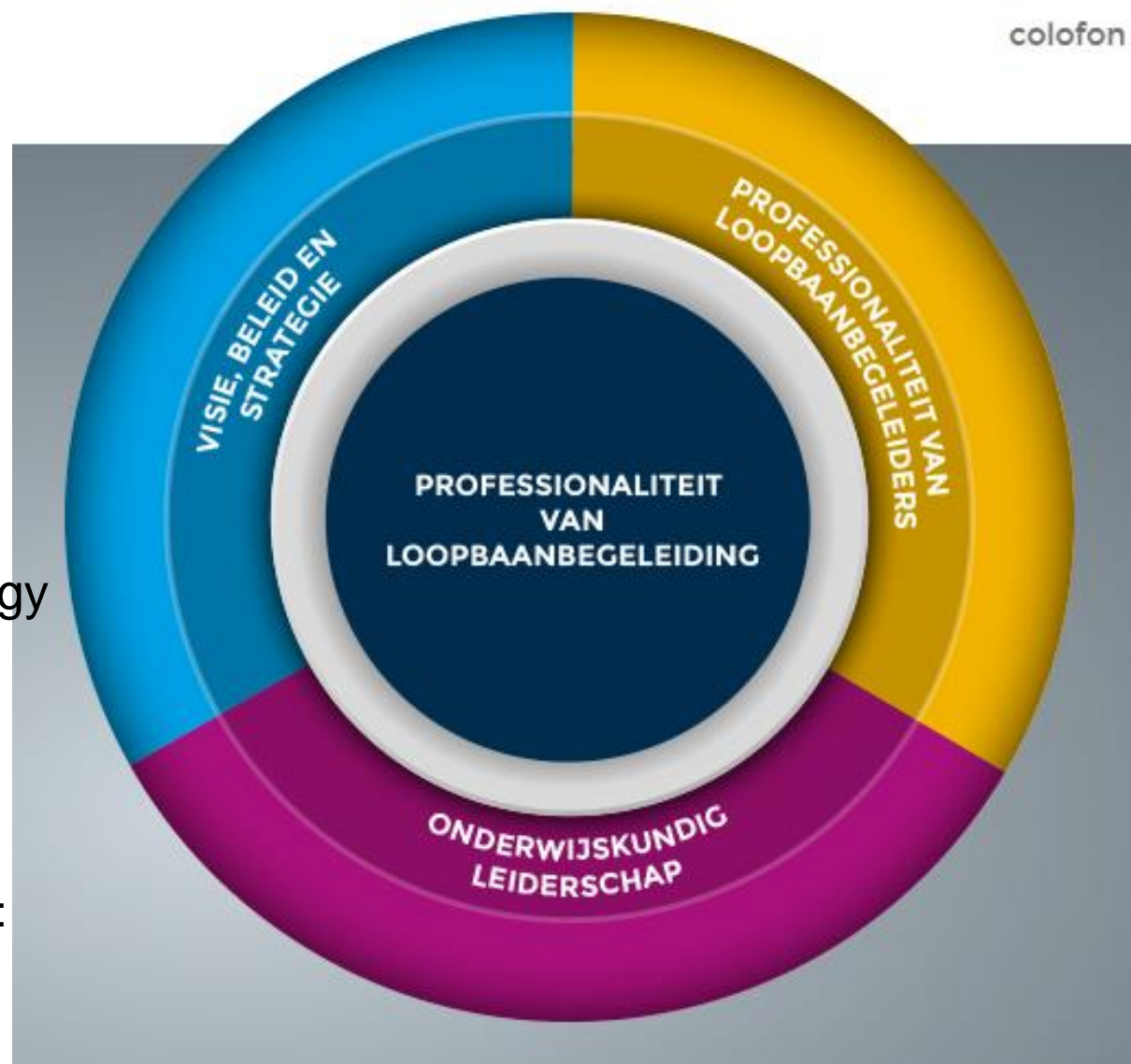
Aanbevelingen voor de landelijke en  
gemeentelijke overheid

# Summaries and policy recommendations

1. Professionalism of careerguidance
2. Professionalism of practitioners
3. Educational leadership
4. Vision, policy and strategy

Policy recommendations for:

- A. VET sector
- B. Teacher training
- C. Government and municipalities



Aanbevelingen voor het mbo-veld

Aanbevelingen voor de lerarenopleidingen

Aanbevelingen voor de landelijke en gemeentelijke overheid

# Remaining actions



## **Professionalisation:**

- Review of the recommendations by European experts
- Schools learning from each other
  - Every school using the in-depth interview to create a 'portrait'; peer review?
- Transparency in roles, competencies and levels of the career guidance professionals ('framework') in education
- Inventarisation of courses and training for the career guidance professionals: level, roles, learning outcomes, ..
  - Gaps in courses?

# Remaining policy challenges



## Education sectors

- Implementation of CMS in policy and in the curriculum
- Improvement of career guidance practitioners in education
- Career guidance to prevent early schoolleaving and switching
- Recognition of CMS as part of the 21st Century skills

## Education ←- --> labourmarket

- How to achieve a better connection between education and the labourmarket to reduce youth unemployment?
  - What is the (new) role of career guidance services?
  - How to strengthen CMS for LLL?
  - Different ministries and regional stakeholders working together



## More info

Much more to say about the developments in the Netherlands.

Euroguidance the Netherlands  
[www.euroguidance.nl](http://www.euroguidance.nl)

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## Thank you!