



# **ILO's concept of Career Guidance Policy**

DWT/CO Budapest, 22 February 2011



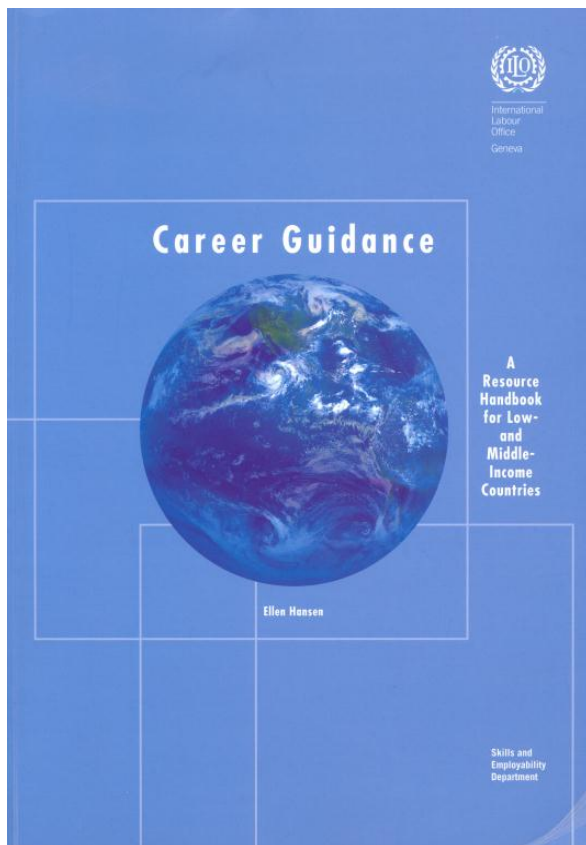
**ILO shares the OECD definition of the Career Guidance as: “services and activities intended to assist individuals, of any age and at any point throughout their lives, to make educational, training and occupational choices and to manage their careers”. This definition includes:**

- 1. Career information**
- 2. Career education**
- 3. Career counseling**
- 4. Employment counseling**
- 5. Job placement**



## **The basic steps to full employability remain the same in Public Employment Services (PES) worldwide:**

- ✓ In high-income countries, career guidance can expand choices for individuals and increase their potential for self-determination;**
- ✓ In many middle-income countries, in addition to their basic employment services, now they have also successfully included various active labour market measures, as well as career and vocational counselling among their basic services;**
- ✓ Many people consider that career counselling primarily concerns young people about to enter the labour market or immediately thereafter. However, it is equally important to offer these services to all job-seekers and also those employed in a life-long learning perspective;**
- ✓ The recent economic crisis in particular highlighted the fact that many people faced changing career paths and urgently needed a range of labour market adjustment services, beginning with relevant career counselling.**



## Jobs On Board

Occupational Brief No. 1 2007

### Medical Technologist

#### Task

- Conduct chemical analyses of blood, urine, stool, cerebro-spinal and other body fluids;
- Study blood cells and other tissues to determine their relation to various physiological and pathological conditions;
- Prepare tissue sections for microscopic examinations using techniques to demonstrate special cellular tissue elements or other characteristics;
- Establish procedures for the analysis of specimens for medical laboratory experiments;
- Perform blood group, type and compatibility tests for transfusion purposes;
- May supervise and train other medical laboratory technologists and other medical laboratory workers;
- May perform duties of a pathologist assistant in some hospitals.

#### Education and Training

- Bachelor's degree in Medical Technology;
- The practice of the profession requires a license from the Professional Regulation Commission (PRC).

#### Skill and Competency Requirements

- Knowledge in all of the laboratory procedures in areas such as Clinical Chemistry, Microbiology, Hematology, Serology, and Urinalysis to help a physician identify a patient's disease and evaluate effective treatment;



International Labour Organization  
Manila, Philippines



Department of Labor and Employment  
Manila, Philippines

- Able to use a wide array of intricate precision equipment for analyses such as microscopes, automatic analyzers, electronic counters, spectrophotometers and other sophisticated laboratory equipment;
- Good communication skills both oral and written.

#### Physical Attributes and Characteristics

- Accurate, reliable, have interest in science and be able to recognize their responsibility for human lives.

#### Salary/Compensation

- Entry level – Salary grade of 11 (P10,535 per month) - Government;
- Entry level – P10,000 to P12,000 per month (private).

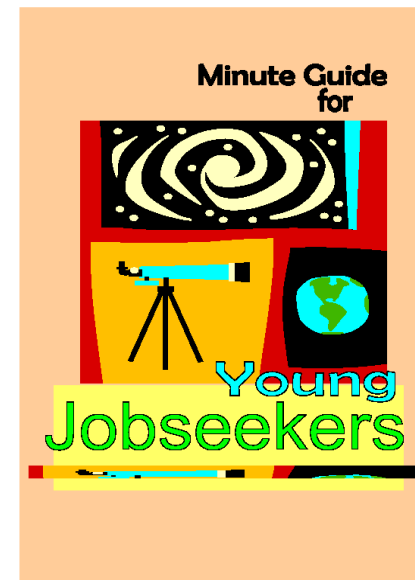
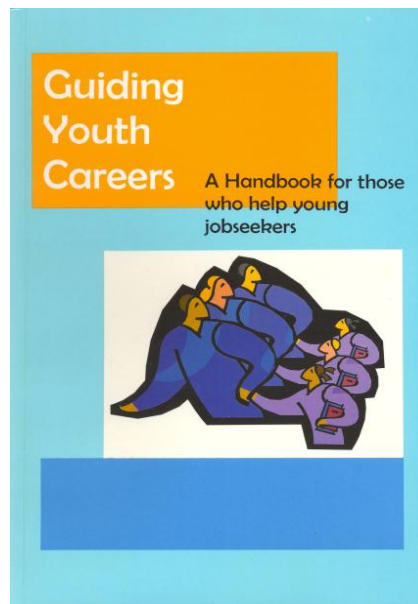
#### Career Advancement

- May advance to supervisory positions as Chief Medical Technologist or Laboratory Manager in large hospitals;
- Opportunities for faculty positions in medical laboratory science programs are open to those with post-graduate degrees and are interested in teaching.

#### Employment Opportunities

There is a steady demand for Medical Technologists, locally and overseas. The following needs a Medical Technologist in their organization: hospital laboratories, clinics, health maintenance organizations, public health agencies, pharmaceutical firms, research institutions scientific equipment companies, physicians' offices and schools offering clinical laboratory science programs.

*Jobs On Board* is a series of occupational briefs which aims to provide information on hard to fill and highly-in-demand occupations. It contains such information as the nature of the job, its education and competency requirements, earnings, employment and job outlook.





**Career Guidance Handbook offers a comprehensive look at the present scope of career counselling world wide and may be useful to those responsible for national policy development and the planning of career guidance activities, as well as those involved in the delivery of career guidance systems**

**Jobs On Board: An attractive, eye catching way of providing necessary occupational information on a variety of occupational choices within a given labour market**

**Guiding Youth Careers is a facilitators guide to assisting young people make appropriate career choices and to pursue their chosen career**

**Minute Guide for Young Job Seekers offers practical advice to young job seekers on how to market their newly acquired skills and experience as they make the transition from school to work within their chosen career field**



## **What does effective career guidance approach consist of?**

- Accurate labour market information, which is disseminated in a timely and efficient manner;**
- Clear occupational information, which is consistent with internationally recognised standards for occupations;**
- Occupational information should include typical working conditions/environment, main duties, entry points in terms of education / skills and experience. This information should be supplemented with information on wage scales, career advancement opportunities, etc.**



## **Career Guidance Approaches from the EU**

**(Spain) PES provides jobseekers with initial administrative interview, information, while vocational guidance services are entirely outsourced;**

**(Germany) PES provides profiling, information, advice, mentoring, integration services for short term-unemployment. In cooperation with municipalities the same services are provided for the long term unemployed. Specific “customer centers” provide advice and vocational guidance for self employment;**

**(France) the ANPE provides job seekers with profiling and drawing up career projects, mentoring services. 75% of the services provided to job-seekers in the framework of their career projects are outsourced;**

**(Slovenia) PES offers jobseekers with profiling, “individual employment plans”, information, advice and vocational guidance. Few of these services are outsourced. Local information and vocational guidance offices offer information, advice and career guidance to all public;**

**(the UK) the “Jobcenter Plus” provide all persons receiving benefits and long term unemployed with job-hunting help;**



## **What might be the elements of an approach for low- and middle-income countries (LMIC)?**

**Six fundamental elements need to be considered in order to develop career guidance services that are relevant, integrated and cost-effective:**

- 1. understanding the country context;**
- 2. development of career information;**
- 3. promotion of work choice, search and maintenance skills development;**
- 4. organization of service delivery;**
- 5. staff development to support service delivery; and**
- 6. improved governance and coordination.**





## **Priority groups for Career Guidance Services in LMIC**

- Youth, who are faced with key work-life decisions and are also a very large proportion of the population in many LMIC;**
- Women, who are routinely restricted from a free choice of occupation in many countries. Women also have a strong influence on shaping the values of the next generation; and**
- Persons who are migrating, either domestically or abroad, because they are making major work and life decisions and are often in need of information to avoid exploitation.**



## **Career Guidance Services: Experience from on-going TC projects**

- ❑ Up-to-date, quality information and analysis of labour market information and skills needs in particular;**
- ❑ Assistance to unemployed clients is mainly provided at registration. The registration process is purely administrative and is geared to verify: a) the eligibility of individuals to benefits, and b) the possibility to match the individual to an existing vacancy;**
- ❑ Lack of appropriate counselling – intended as the process focused on assisting individuals to explore their strengths and weaknesses and to take appropriate action –leads to poor matching results (both between unemployed and vacancies and between unemployed and labour market programmes), as well as to untargeted and ineffective services;**
- ❑ Internal training activities on career guidance services are rarely carried out due to staff movements and to the lack of financial resources for staff development programmes .**