

# Working with the Unemployed within the PES in Portugal

GUIDING?  
COUNSELING?  
COACHING?  
FOR COMPETENCIES DEVELOPMENT

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Discuss guidance challenges facing global economy and new work requirements and organization and the way they influence us?

Elaborate on theories and models for career choice, career development and career management throughout education and work life, that we defend and try to practice?

Explain the Model of Attendance and Services Providing to the unemployed, currently in use in our job centres?

Tell exactly what I do in the job centre, on a daily basis, and which are my main concerns?



# Who do I attend?

The unemployed that are in our data base files as job demanders

The unemployed that spontaneously ask for our services

A few others with specific needs for work information

A few others in personnel recruitment and selection processes



# What do I attend for?

General information on economy and jobs

General information on PES aims and services for the unemployed

Specific information, given the person situation or needs, if presented

Decision taking on Personal Plan for Employment (PPE)

Choice over vocational training opportunities and competencies recognition programs

Action on job seeking.



# How do I attend?

In Groups:  
sessions

Information

Guidance sessions

Competences development sessions

Psychological test sessions

Individually:  
interviews

Guidance

Selection interviews

Counseling interviews

Coaching interviews



What do I aim for when I attend?

Motivate

Mobilize

Encourage

Promote

access to opportunities that enhance

basic competences in the work field



# Basic competences

- up-to-date reading, writing and arithmetic mastery
- initiative and creativity
- autonomous work and team work skills
- learning ability
- adaptability
- mobility
- ability to information collecting, selecting and using
- problem solving skills



# 5 personal indispensable competences

Curiosity

Persistence

Flexibility

Optimism

Risk Taking

