



How does CH-Q contribute to self management of competences and careers?

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October 12th 2011

What is CH-Q?

- Schweizerisches Qualifikationprogramm zur Berufslaufbahn (Swiss career qualification program)
- A method to become aware of your own skills and competences
- To encourage people to work on their own professional development

Basic principles of CH-Q



Holistic

Balance theory / practical lessons

Different kinds of competences

Equal chances for everybody

Increase awareness of one's own possibilities

Expand self monitoring

Expand professional flexibility



Theoretical Background

Competence model

Coaching

Positive approach

Responsibility participants

Trainer is facilitator

Holistic

Group process



Goals

- Develop personal entrepreneurship and career planning;
- Stimulate personal growth and self awareness;
- Gain practical tools for managing skills and competencies;
- Learn how to document and demonstrate personal and professional traits.

Formal targets / groups



Course A: Prepare students for vocational education

Course B: Career planning and (re-)orientation

Course C: Prepare for an application or qualification procedure

Different levels in CH-Q



Level 1: basic level;
management of your own competences

Level 2: deepening level;
lessons and process guidance

Level 3: extended level;
training and advice

Level 4: expert level

What does a CH-Q level 1 training look like?



20 hours of group sessions +
20 hours of homework.

Practical exercises

Active and creative approach

In pairs or small groups within a larger group

Reflection



What do participants do?

- Individual reflection on: who am I? What do I enjoy in life and in work? What am I good at?
- Action plan: What goals would I like to reach and how can I realise them?
- Portfolio: how can I prove my competencies and qualities?

How do participants benefit?



- 'I have a better view of who I am and what I am able to do'
- 'I have discovered new competences and I know how to describe them in words'
- 'I have learned to found my competences with proof'
- "In job applications I no longer look at the function but at my own qualities and preferences"
- 'I have learned that you can also experience competences out of education or work, for example in important passages in your life.'

Experience a hint of CH-Q



What are you proud of.....?

University students: a special target group for CH-Q



March / April 2011: the first CH-Q group with only university students and recent graduates

22 applicants; final group of 11 participants, aged 23-45

day 1: Self awareness

day 2: Biography of competences

day 3: Perspectives and goals

day 4: Bringing ideas into action

Goals of university students



Gaining insight in my qualities and skills

Learning what type of work and organisation I would like to do / work in

Orientation on what I can do after graduation

Learning to present myself better for future employers

Finding a balance between work and private life

Make a well-considered choice for an internship

How did university students benefit from CH-Q?



'I learned to think about myself in a different way; not just academically and professionally but also from my own life story'

'I realise I already incorporate so many qualities and skills'

'I have a clear career goal now and I know how I can reach it'

'I have a more realistic view on the labour market and how I can present myself'

'I know how to reach my goals step by step'

A students' experience



Goals:

Getting to know what kind of professional I am and what are important factors for my first job.

I want to discover how I can keep a good balance between work and private life.



Personal benefits

I want to be a trainer too!

A bright view on my competencies and characteristics & a portfolio

I know how other people see me

Feeling proud of myself

What makes CH-Q powerful?



It requires energy and time, but gives you more energy

You can use other participants as your mirror

Goal-oriented, creative

New insights, reflection and confirmation

Questions / remarks / contact



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