



17-12-2014

# Career Guidance

# Programme

- Welcome and introduction
- Career guidance in the Netherlands
- Career guidance by CINOP
- Reflection and evaluation.

# Welcome and introduction

- Welcome to CINOP!
- Who is who?
- What do you want to learn from this session?
- Short introduction to CINOP

# Career guidance in the Netherlands

- Career guidance in the educational system
- Career guidance in the social affair system and in labourmarket
- An exercise

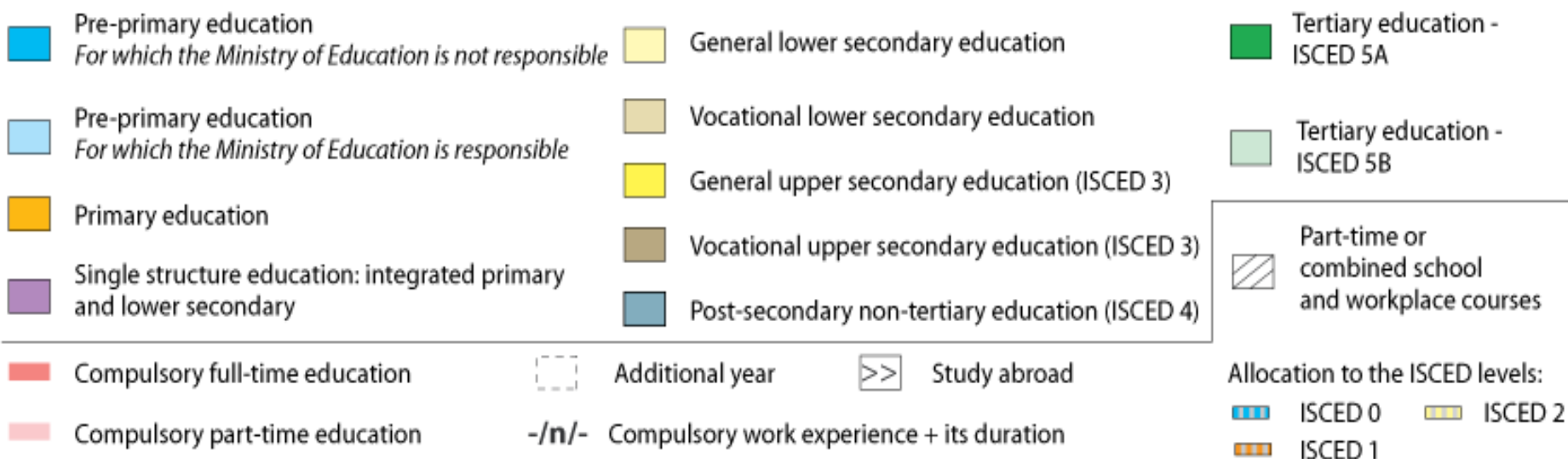
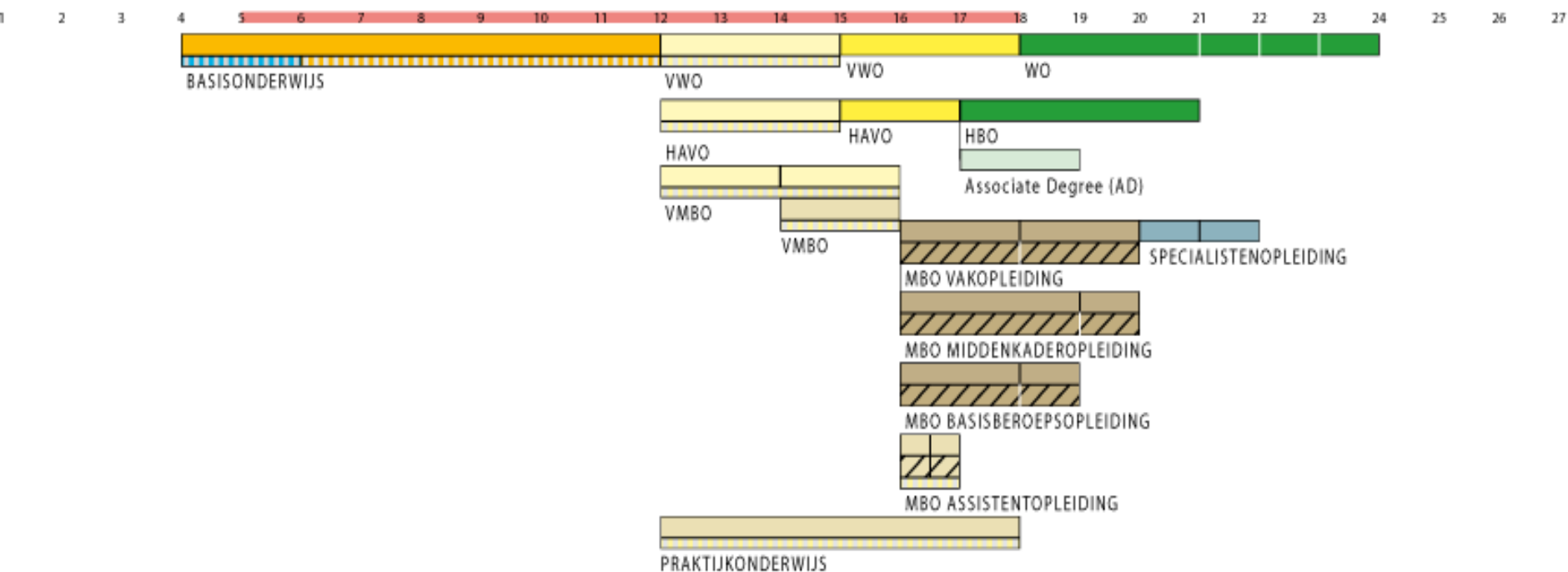
# Career guidance in the educational system

- Aim: to support pupils and students to discover their talents and ambitions and to help them find a good place in further education or employment.
- Responsible: secondary education, vocational education and higher education in cooperation with the labour market.

# Career development: importance

- To stimulate talent development;
- To stimulate individual learning pathways;
- To stimulate flow in education;
- To stimulate the labour market (economy);
- To reduce early school leaving;
- To reduce switch between education programs;
- To reduce unemployment rate.

# Structure of the national education system 2011/12



# Career Development Policy

## Ministry of Education, Culture and Science (OCW)

- Career Development financed by the lump-sum funding in secondary and vocational education
- Implementation of Career Development is a responsibility of each individual educational institution
- Support of Career Development by several projects
  - The project VSV (Early school leaving) → <http://www.aanvalopschooluitval.nl/> together with municipalities. The project is succesful but has a limited focus.
  - The LOB incentives plans (Loopbaan Oriëntatie en Begeleiding: career exploration and guidance)
    - for secondary education by council for secondary education (VO-raad)
    - for vocational education and training VET (MBO Diensten)
- In VET the document 'qualification requirements career and citizenship' are the career management skills (Kuijpers, 2003) an important part of the document. <http://www.kwalificatiesmbo.nl/leren-loopbaan-en-burgerschap.html>



# Organization of Career Guidance within educational institutes

- School vision, policy, quality and implementation is a task of each individual school or school department (VET and higher education)
- Counsellors (secondary guidance) are responsible for Career Guidance. Mentors and teachers are getting also a role.
- In VET and in larger institutions there are centralised and specialist departments (secondary guidance). Tertiary guidance is outside the school (private providers).
- Career guidance and dialogues take place on critical moments of choice (fixed points in education):
  - sector selection in vmbo and profile selection in havo/vwo (secondary education);
  - before specialization in VET or higher education;
  - before graduation

# New concepts in Career Guidance

## **Career skills (Kuijpers, 2003):**

- Reflecting on motives;
- Reflecting on qualities, capacities;
- Exploring work;
- Managing career;
- Networking.

## **A career-focused learning environment (Meijers & Kuijpers, 2006)**

- Practice-based, functional and real-life;
- Active, participatory;
- Reflective and dialogue.

# Challenges in Career Guidance

- To set up a learning pathway of career education continuously. Not only activities around critical moments of choice, but connected and integrated in the curriculum and as a task of more teachers.
- To cooperate and set up an ongoing career education and services between different educational institutions and between education and the labour market.

# Career development in the employment sector

- Personal career advice, based on collective agreements
- Career advice for trade union members
- Career guidance by local and regional governments
- For job-seekers (UWV Jobs Centres), online service
- Regional learning and working desks (also APL)
- Mobility centres: work-to-work transitions

## Exercise from CH-Q: Proud of...

- Think of two achievements in your life (small or big, professional or personal) of which you are proud
- Write them down
- Interview in pairs about your competences, qualities
- In the plenary we exchange and A tell about B and B about A.

# Career guidance by CINOP

- Euroguidance

[www.euroguidance.nl/](http://www.euroguidance.nl/)

- Support in VO (general education)

[www.lob-vo.nl/](http://www.lob-vo.nl/)

- Support in MBO (vocational education)

[www.mbodiensten.nl/mbodiensten/p000047/projecten/loopba...](http://www.mbodiensten.nl/mbodiensten/p000047/projecten/loopba...)

- Business: p.e. the Construction and infrastructure industry (8000 employees has been assisted in the past few years)

# Reflection and evaluation

- What did you like from this meeting?
- What do you take home?



Peter van Deursen (derived  
from presentation Wil Bom)

**Thank you very much for your  
attention**