

Working as a guidance counsellor in a changing world – (do) we have what it takes?

Programme | Cross Border Seminar Dresden 2023



Programme

Monday, 22nd May 2023

17:00	Registration, welcome reception with finger food and drinks
18:00	Meet & Greet, icebreaking activities

Tuesday, 23rd May 2023

09:00	Registration continued
09:30	Welcome by the moderator and introduction of the programme
09:45	Opening speech Steffen Sottung, Managing Director International Affairs of the Federal Employment Agency
10:00	Keynote "New strategies and services in vocational and career guidance in the light of a changing world of work – challenges and future competences for practitioners" Prof. Dr. Peter Weber, University of Applied Labour Study of the Federal Employment Agency
10:30	Introduction to the workshops and coffee break
11:15	Parallel workshops session 1
13:00	Lunch and group photo
14:00	Parallel workshops session 2
15:45	Coffee break and end of the day
17:15	Cultural Programme
19:30	Welcome dinner at the hotel

Wednesday, 24th May 2023

08:45	Welcome back and introduction day two
09:00	Parallel workshops session 3
10:45	Coffee break
11:15	Parallel workshop session 4
12:45	Reflection on the workshops and closing of the seminar
13:30	Lunch
14:30	End of the seminar

Workshops



WORKSHOP 1 – AUSTRIA

Opportunities and limitations of Green Guidance. Is Green Guidance a solution to today's challenges in educational and career guidance?

In the workshop I will give an overview of the current challenges and changes Austria and Lower Austria are facing (shortage of skilled workers, climate change, mobility, consequences of the pandemic, old-age poverty, migration, ...) and the impact of these challenges on the work in educational counselling and career guidance. One way to meet these challenges is the model of green guidance. Reflections and concrete examples of how green guidance can be embedded in the everyday work of educational counselling and career guidance (strategies for counselling, "green jobs" project, ...) and where the limits of this model currently lie from our point of view. I am looking forward to the exchange and discussion about the challenges and different approaches to solutions.



WORKSHOP 2 – CROATIA

Connecting students and employers: the role of internship

The aim of this workshop is to show how the organization of internships for students and connecting students and employers can help us become better career counsellors. In Croatia there is no formal education for career counsellors, which means that very often, counsellors have to rely on themselves when they start working in that position. However, prior experiences and people for whom you are providing services can be greatest teachers, you just need to pay attention and recognise your opportunities, which can sometimes be difficult.

Main goal of this workshop is to share experiences and to see

- how can we improve as counsellor
- and how can we help educate future career counsellors.



WORKSHOP 3 – CZECH REPUBLIC

C-Game – game for the first vocational choice

There are not many online games that can be used for the first vocational choice. Come and get to know a new one, the development of which was supported by the international ERASMUS+ programme. Its name is C-Game: Career guidance game in a city full of occupations. You will enjoy the workshop more effectively with your notebook.



WORKSHOP 4 – CZECH REPUBLIC

Prevention of emotional exhaustion at University for Ukrainian refugees

We will introduce a system of integration endorsement for refugees at universities that was developed at Kariérní centrum at Masaryk University. At large we will analyse psychosocial support of the students connected to the process of adapting new work and study conditions. We will work with arteterapeutical techniques for emotional exhaustion prevention of refugees. These techniques are suitable for individual as well as group work with clients who need to rebuild their resources or get to know themselves.



Workshop 5 – Germany

“Staying on top of the counselling game” – How to keep up and improve your counsellors performance in a fast changing world!

Global challenges are changing our work as career professionals. We would like to give an overview of the training for career counsellors in Germany and how we are equipping ourselves for these new challenges and would like to compare this with the participating countries. In the second part, we would then like to introduce and practise the technique of “Cooperative Counselling” and practise it with the participants



Workshop 6 – Germany

Future of career counsellors’ competence – what is expected from practice?

The participants will discover requirements for (future) career counsellors’ competence from a practical point of view. We will work on topics for future professional guidance counsellor along trends about upcoming challenges of a “Changing World” and develop ideas for suitable forms of learning and training. The offered trends refer to “Digitalization and Changing World of Work”, “Individualization and Changing Life Paths”, “Contextualization and Collaboration” and “Health and Selfcare”. The first step is to be developed from the method of “Design Thinking”, which consistently uses the view of practice to create ideas and “prototypes” of a desired future in several steps. Professional career guidance provides an important service for people and society; functioning structures as well as well-trained and motivated career counsellors are a prerequisite. High-standard training and stable employment prospects are also important for the attractiveness of the profession of career counsellor. Career counsellors, associations and networks have continuously strived to describe and establish such high standards for education and further training. But are the contents still up to date, or do they have to be adapted to the current and future challenges?



Workshop 7 – Hungary

How can we become more skilled at motivating students in this VUCA (volatile, uncertain, complex and ambiguous) world?

In the times of FOMO, FOBO, climate anxiety, all the changes we have witnessed the past few years and the mere complexity of how to choose one’s career, we are experiencing that more and more students report being unmotivated and feeling lost in how to find their path in life. This gives us counsellors an extremely big challenge to motivate them to take action and inspire them to see the world that is full of possibilities, a world where they belong to, a world that is waiting for them to make a difference and be part of a solution. This is going to be an interactive and self-reflective workshop where we are experimenting with tools to empower and motivate the students who are the ‘leaders of tomorrow’.



Workshop 8 – Hungary

Career equilibrium and sustainable development

The role of the career counsellor is to look after the values of the counselee, the individual and the family, so SDGs are best used in their daily practice to learn more about the jobseeker’s values, attitude and expected lifestyle and reflect this back to them. Career professionals are also there to support the counselee in how to strike a balance between individually sustainable career goals and productivity through performance and the practice of individual reflection on it.

Individual, and family level balances (equilibriums) are the targets of the counselling interventions. The learning outcomes of the counselling interventions can be clearly connected with the issue of personal, household and family level balances. These do not automatically mean sustainability but could lead to a more self-conscious way of life. Lifestyle is a concept that is under-emphasised in career counselling, even though it is linked to the attitudes, values, economic opportunities, and sustainability of the person seeking counselling.

Career development support services should teach us how to use our own resources, but also to appreciate the resources of others – our community and our environment. For career counsellors, the SDGs mean tailoring the process to enable people to consider their lifestyle expectations in the context of their local environment. It must be conducted with the decent work agenda in mind.



Workshop 9 – Latvia Cardiogram of Life

The Life Cardiogram consists of the events of a person's life: achievements and victories – failures and crises. The Life Cardiogram is similar to the medical cardiogram with rises and falls, with ups and downs.

Participants will have the opportunity to take part in a masterclass to create their own Life Cardiogram and have a chance to see their own lives from a different vantage point and perspective. This method helps to improve a person's attitude to life in general and to misfortunes. The benefit is understanding how to use crises and failures to improve your life quality and career development.



Workshop 10 – Latvia Counselling Issues with International Students

International students often face challenges. They can experience communication issues, failure in socialization, loneliness and difficulty in making friends, and culture shock, sometimes express feelings of rejection, isolation, loneliness, tiredness, and stress. Also, the topic of career is rather actual for students who spend a considerable time abroad.

The workshop leader will outline the experience of 4 Latvian universities in working with international student counselling and the most typical issues they have to deal with. The participants will share their experience with counselling foreign students. We will summarize the most typical difficulties of students, the challenges of counsellors in these consultations, as well as existing and potential solutions for dealing with challenges.



Workshop 11 – Poland How to work with change as a career counsellor

Change is the only thing that happens all the time. We deal with it both in private and professional life. The work of career counsellors is always about change (attitudes, competences, jobs). In order to support clients on the path of change, it is necessary to know the dynamics of that process to prepare the best appropriate response. During this session, the counsellors will develop ideas for actions that can support their clients in the moment of weakening motivation and emerging discouragement.



Workshop 12 – Portugal

Well-being matters: socio-emotional development practices in school

The school is a place of convergence between different actors of the various ecosystems that integrate it. It is, therefore, a privileged context for promoting the well-being of all those who inhabit it. Mental health promotion at schools is one of the pillars of health promotion and education, which is even more relevant after the pandemic period. Thus, mental health, emerges as a priority area of intervention in schools. Socio-emotional learning is described as a process of developing social and emotional skills corresponding to the knowledge, attitudes, and skills that each one needs in order to make choices consistent with themselves, to have rewarding interpersonal relationships and socially responsible and ethical behaviour. This learning can be deepened through socio-emotional skills programs and activities. But should mental health be worked only with students? What is the importance of guidance professionals' self-care? What is the relationship between the socio-emotional development of the guidance professionals and the quality of their work with their clients at school?



Workshop 13 – Serbia

Practical Training for Practitioners: Enhancing Employment Outcomes for Safe House Beneficiaries

In partnership with Caritas and the Austrian YourJob Project, the "Training for Employment of Safe House Users" program was established. Its objective is to enhance the employability of young people by equipping them with the skills needed to enter the labor market. The workshop "Practical Training for Practitioners: Enhancing Employment Outcomes for Safe House Beneficiaries" is designed for pedagogues, psychologists, social workers, and anyone working with marginalized groups who aim to help women break the cycle of violence and become self-sufficient through employment. The primary objective of this workshop is to enhance the employability of participants by achieving specific goals, including: The training will equip participants with the necessary skills to identify beneficiaries' knowledge, skills, and abilities, provide necessary tools to empower the safe house beneficiaries with job-seeking skills and for them to maintain employment. The workshop will utilize a PowerPoint presentation and facilitate work in small groups. The workshop is expected to last for 01:45 hours.



Workshop 14 – Slovakia

Train the Trainer – Future Skills

The 90-minutes active workshops invites participants to embark on a journey highlighting our long-term efforts to actively deepen cooperation between business & academia and connect the education sector with the needs of the labour market. The trainer will guide participating career counsellors through the unprecedented change that is dynamically shaping the labour market as they will jointly determine the critical skills students need to thrive in to shape their future success. Participants will also stumble upon the curriculum specially designed for Train the Trainer, the flagship development program for high school teachers, directors and career counsellors in Slovakia.



Workshop 15 – Slovenia

How to navigate as career counsellor

The session will concentrate on what is essential for counsellors to successfully navigate in rapidly changing world. We will use interactive methods to create living networks of collaborative dialogue on issues relevant to real-life situations. The aim will be to reach a common insight through critical reflection and experience sharing.

Profiles

Steffen Sottung

Opening Speech

Steffen Sottung has been Managing Director for International Affairs at the German Federal Employment Agency since August 2022. In this role, he is responsible for the foreign business of the Federal Employment Agency and all related activities. A central focus of the Federal Employment Agency's activities is attracting workers from Europe and third countries. Mr Sottung has worked for the Federal Employment Agency since 2005. Since then, he has held various management positions, including operational manager of the Plauen Employment Agency and Head of Division Controlling at Headquarters. From March to July 2022, Mr Sottung coordinated the Federal Employment Agency's activities to support refugees in the context of the Ukraine war.

Mr Sottung graduated from the University of Mannheim with a degree in Business Administration including intercultural qualifications.

Peter C. Weber

Key Note "New strategies and services in vocational and career guidance in the light of a changing world of work – challenges and future competences for practitioners"

Workshop 6 – Germany: Future of career counsellors' competence – what is expected from practice?

Prof. Dr. Peter C. Weber is Professor for Career Guidance and Counselling at the University of Applied Labour Studies in Mannheim, Germany. He is a member of the IAEVG Board, member of the CEDEFOP CareersNetwork, researcher in the field of career guidance and counselling in national and international projects.

Jeanette Hammer

Workshop 1 – Austria: Opportunities and limitations of Green Guidance.

Is Green Guidance a solution to today's challenges in educational and career guidance?

Jeanette Hammer works as a certified educational counsellor and career guidance counsellor at "bbn Bildungs- und Berufsberatung Niederösterreich – Verband Niederösterreichischer Volkshochschulen" (Educational and Career Guidance Lower Austria – Association of Lower Austrian Adult Education Centres).

Her professional background includes the following tasks and functions in particular:

- Educational and career guidance in a rural region in Lower Austria (individual and group counselling, networking and public relation) as a part of the network educational and vocational guidance in Lower Austria
- Quality and knowledge management for the whole network
- Board member of the Association of Austrian Educational and Vocational Guidance Counsellors
- Board member of a counselling centre for job seekers in Lower Austria

Marija Gudan

Workshop 2 – Croatia: Connecting students and employers: the role of internship

Marija Gudan works at the University of Zagreb, Faculty of Humanities and Social Sciences. She has a Master in education of French language and literature and Master in Polish language and literature, but for the last 9 years she has been working in project management and implementation of projects funded by the EU. For 7 of those 9 years, she was also working as a French teacher for children in primary school and high school. Those seemingly opposite careers helped her improve her communicational and organizational skills and gave her the possibility to work with different groups of clients resulting in great compassion and open-minded way of thinking. An EU project led her to her current position – career counsellor at the Centre for Career Development at the Faculty of Humanities and Social Sciences (University of Zagreb), where she helps students navigate the demanding labour market more easily. She works with students, professors and employers every day. She conducts workshops, does vocational informing and career counselling, but at the same time she is actively involved in the implementation of EU projects.

Zuzana Freibergová

Workshop 3 – Czech Republic: C-Game – game for the first vocational choice

Zuzana Freibergová works for the National Training Fund & Association of Educational Counsellors. For most of her career, she has contributed to the development of career guidance in the Czech Republic at all levels of education and employment sector, through both practice-oriented and research projects, both nationally and internationally.

Sofia Berezka

Workshop 4 – Czech Republic: Prevention of emotional exhaustion at University for Ukrainian refugees

Sofia Berezka graduated from Donbas State Pedagogical University with a degree in practical psychology in 2014, in 2019 received her PhD in Psychology. She worked as a practical psychologist in a preschool educational institution and as an assistant professor at the Department of Practical Psychology at the Donbas State Pedagogical University. Since 2019, she has been working as an associate professor at the Department of Practical Psychology, teaching the disciplines "Psychological Correction", "Self-Knowledge and Communication Competence Training", "Leadership Development and Team Building". She has experience in project activities as part of the work of the NGO "Youth of Eastern Ukraine", also graduated the School of Facilitators under the program "Active citizens" from the British Counsel. She is an Expert of the National Agency for Higher Education Quality of Ukraine. Since 2022, Sofia Berezka has been working as a consultant at the Career and Counselling Centers of Masaryk University.

Beate Gebauer

Workshop 5 – Germany: "Staying on top of the counselling game" – How to keep up and improve your counsellors performance in a fast changing world!

Beate Gebauer – Studies of political sciences in Munich. Several years of work experience in international business at multinational companies of the tech industry. Joined the Federal Agency of Employment Hamburg in 2016, working as a guidance counsellor in the Youth Employment Agency (Hamburg model for guidance) with young people from 15–25 since then.

Birgit Tschense

Workshop 5 – Germany: “Staying on top of the counselling game” – How to keep up and improve your counsellors performance in a fast changing world!

Birgit Tschense – Studies in German, journalism, media, political science in Bamberg and Düsseldorf. Initial work experience in journalism and market research. Since 2002, a studies and career counsellor at the Federal Employment Agency Düsseldorf. Training Expert (2013), Eurodesk Mobility Advisor (2014), University Lecturer (2017), EURES-Advisor (2022).

Jenny Schulz

Workshop 6 – Germany: Future of career counsellors’ competence – what is expected from practice?

Jenny Schulz, M.A., is a research assistant at the University of Applied Labour Studies in Mannheim and a career counsellor. She has worked in various counselling contexts at the Federal Employment Agency in Germany.

Judit Osika

Workshop 7 – Hungary: How can we become more skilled at motivating students in this VUCA (volatile, uncertain, complex and ambiguous) world?

Judit Osika is a leadership facilitator and coach. Judit works on projects in the corporate sector and in the educational sector too. This connection between these sectors allows her to have a hands-on mentality and a practical approach when it comes to working with teenagers and young adults on self-leadership skills and career orientation. Next to working with high-schools and universities, she also works with initiatives on facilitating entrepreneurial mindset hackathons, summer schools and start-up competitions.

Tibor Bors Borbély-Pecze

Workshop 8 – Hungary: Career equilibrium and sustainable development

Dr. habil. Tibor Bors Borbély-Pecze is an Associate Professor in Hungary. He has been serving two decades in the national public administration. His specific areas of expertise are: Public Employment Services service design and implementation, skills development and lifelong guidance policy. He has also been active as a PES and career/lifelong guidance (LLG) development expert at the international level. He was the member of the IAEVG Board 2015–2019.

He is the author of more than 200 journal articles, books and book chapters. He is the Co-editor of the Hungarian Labour Market Review. He is a second term volunteer in the CEDEFOP CareersNet network and member of the Advisory Board in the EU27 (2022–2025).

He is the Vice-President of the Hungarian Pedagogical Society, Chair of the Career Education Division, and the International Centre for Career Development and Public Policy (ICCDPP), also an International Fellow of the National Institute for Career Education and Counselling (NICEC) in the United Kingdom. His research interests are in career guidance policy development and evaluation at the global level, with a special focus on Europe and the so-called transition countries (former Communist countries).

Inta Lemešonoka

Workshop 9 – Latvia: Cardiogram of Life

Dr. paed. Inta Lemešonoka is the Chair of the Latvian Career Development Support Association. Since 2005 she has been involved in school staff training, mainly focusing on the development and provision of modern career guidance services for young persons, including their parents. Since 2007 she has published 6 books in Latvian and English on providing career support in schools, on parents' support of children's career choices, and on career guidance for youth with social risk status. Inta has extensive experience in the development of publications and methodological materials for guidance practitioners. Inta has 13 years of practical experience in face-to-face career counselling, since 2019 also counselling online. She has participated in national and international projects and working groups on career guidance issues.

Agita Smitina

Workshop 10 – Latvia: Counselling Issues with International Students

Dr. sc. admin Agita Smitina, career counsellor and assistant professor at Vidzeme University of Applied Sciences, has worked as a career counsellor in higher education for 13 years.

Tânia Marlene Pacheco Nunes

Workshop 11 – Portugal: Well-being matters: socio-emotional development practices in school

Tânia Marlene Pacheco Nunes works for Agrupamento de Escolas de Cristelo, Paredes, Porto (agcristelo.edu.pt). She is a school psychologist, with a Masters and PhD in Psychology applied to the School area, by the Minho University. Currently working in school context and linked to higher education. Self-regulation of learning, inclusive education, school engagement and socio-emotional well-being are her main topics of interest.

Andrijana Stojanović

Workshop 12 – Serbia: Practical Training for Practitioners: Enhancing Employment Outcomes for Safe House Beneficiaries

Andrijana Stojanović worked at the Safe House for a period of six years, and has since served as the Manager of the Shelter for the Homeless and Day Care for Children with Disabilities (Center for social protection services) since last year. In partnership with Caritas and the Austrian YourJob Project, the "Training for Employment of Safe House Users" program was established. As part of the project, Andrijana Stojanović and career counsellor Milicom Bogdanov co-authored a manual, „Manual for the employment of users of the Social service – Safe House“. This project was awarded Tempus's first prize for exemplary practices.

Peter Rusiňák

Workshop 13 – Slovakia: Train the Trainer – Future Skills

Peter Rusiňák is a PhD. graduate from the University of Economics in Bratislava, Slovakia, who is passionate about bridging the world of academia with businesses and entrepreneurs. He coordinates all AmCham Slovakia education initiatives, including the Train the Trainer program where business professionals support high school and university teachers in developing their soft skills. In his spare time, Peter trains future leaders in soft skills, communication and business etiquette.

Nastja Raj

Workshop 15 – Slovenia: How to navigate as career counsellor

Nastja Raj is a career counsellor working with jobseekers at the Employment service of Slovenia. Nastja Raj is a political scientist and philosopher with more than fifteen years of experience in both the commercial and public sector providing career counselling to various target populations of jobseekers and the unemployed. She has been a EURES Adviser for international mobility for five years; she is skilled at organising online recruitment events and a training expert within the EURES network.

Katarina Kavčič

Workshop 15 – Slovenia: How to navigate as career counsellor

Katarina Kavčič is a career counsellor working with employers at Employment service of Slovenia. She has more than 10 years of experiences working in public sector. Her main expertise is working with employers and jobseekers. For the last seven years she has been EURES adviser, providing support to employers recruiting internationally and career counselling jobseekers looking for opportunities abroad. She is a social security specialist in the EURES network of training experts.



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)



Co-funded by the
European Union

This publication reflects the view only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.