

The National Career Guidance Awards 2020

Compendium of
award-winning contributions

from

Slovakia

Czechia

Hungary

Latvia

Republic of Serbia



euro | guidance



THE NATIONAL CAREER GUIDANCE AWARDS 2020

Compendium of award-winning contributions from **Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia.**



Euroguidance centres organise various activities throughout Europe to support development of lifelong career guidance services in the EU member states and candidate countries.

www.euroguidance.eu

Identifying examples of good guidance practice belongs to those activities, which have the highest potential to inspire others. To this end, Euroguidance centres from Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia decided to prepare a booklet presenting good guidance practices – winning contributions from National Career Guidance Awards organised in abovementioned countries in 2020.



Euroguidance centre in Slovakia is hosted by the Slovak Academic Association for International Cooperation (SAAIC).



Euroguidance centre in the Czech Republic is hosted by the Centre for International Cooperation in Education (DZS).



Euroguidance centre Hungary is hosted by the National Office of Vocational Education and Training and Adult Learning (NSZFH).



Euroguidance centre in Latvia is hosted by the State Education Development Agency (VIAA).



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CONTENT

FOREWORD	5
SLOVAKIA	6
The National Career Guidance Award in Slovakia	7
Awards	8
NGO Mareena:	
Career Guidance for foreigners during the COVID-19 pandemic.....	8
Pavol Horov Grammar School in Michalovce: University Fair.	
More information – better informed decisions	8
Zmudri.sk: Educational platform Zmudri.sk	9
Slovak Agriculture and Food Chamber: Contest “Support your Vocation” ...	10
CZECH REPUBLIC	11
The National Career Guidance Award in the Czech Republic	12
Awards	13
Lucie Václavková: Facebook Group for Career Counsellors:	
Career counsellors, coaches, lecturers and other enthusiasts CZ&SK ...	13
ÚP ČR IPS Děčín, MAS Labské Skály, Petra Drahoňovská and career counsellors at primary schools in Děčín: The Four-Leaf Clover of Career Counselling for 8th graders	13
Krajské centrum vzdělávání a Jazyková škola s právem státní jazykové zkoušky (Info Kariéra): Worksheets for Career Counsellors in Schools	14
Dorota Madziová and Nora Jakobová: Webinar “Online Tools (Not Only) for School Career Counselling”	15
Moravian-Silesian Employment Pact: “My Life after School” web application	15
Special Awards	16
Soňa Gajdaczová and Jakub Štvrtňa: “The Intriguing World of Professions” board game	16
JCMM: Vyberskoly.cz website and the “People and the World of Work” methodological manual	16
Silvie Pýchová, Helena Košťálová, Petra Drahoňovská and Dorota Madziová: Book “Career Counselling in Any Case”	18
Medicomp: GetConnected online trade fair	18

Jihočeská hospodářská komora: Framework for setting up a career counselling system at primary schools	19
AVE ART Ostrava, vyšší odborná škola, střední umělecká škola a základní umělecká škola: "Study!" – support in higher education studies	20
HUNGARY	21
The National Career Guidance Award in Hungary	22
Awards	24
Heves County Educational Service: Online Career Guidance Day for 1st to 11th graders	24
Erzsebet Youth Fund: Support services for comprehensive career planning ..	25
Györgyi Tajti - Lesó and Kitti Majoros: Career Guidance Rage Game – interactive online video game	26
Angelika Hajzer: "Career Aperitif" online group coaching for jobseekers	27
LATVIA	29
The National Career Guidance Award in Latvia	30
Awards	31
Andris Arhomkins: Career development program for youth and educators "Start Strong"	31
Dace Briede-Zālīte: Youth Academy "PACELT PASAULI" (LIFT THE WORLD) ..	32
Inta Lemešonoka: Handbook for guidance practitioners "Competence Based Careers Education"	33
REPUBLIC OF SERBIA	34
The National Career Guidance Award in the Republic of Serbia	35
Awards	36
NIRAS-IP Consult GmbH, Belgrade: "Project: Education to Employment (E2E)"	37
Centre for Career Development and Student Counselling of the University of Belgrade: Workshops for students about different occupations: "Choose and Taste"	37
High School for Economics and Trade in Požarevac: Project for high school girls from rural areas: "TxeONA- Empowered, Brave, Authentic" .	38
Acknowledgements	39

FOREWORD

Dear readers,

The year 2020 was unprecedented for multiple reasons. The COVID-19 pandemic has affected nearly all aspects of social life across the globe and disrupted the usual and routine ways of how we live, work, collaborate and meet with each other. The pandemic and associated travel and social restrictions have posed a serious challenge to everyone and forced professionals, including career guidance practitioners, to break their daily routine and reinvent their working procedures and methods in response to the new circumstances.

In the wake of the pandemic outbreak career counsellors, as well as other helping professions, have found themselves in a complicated situation where face-to-face contact with their clients was significantly limited, in many cases prevented altogether. This situation, however, has driven many career guidance providers to adapt and complement their counselling services so they can remain available to the clients even through the pandemic. These innovative practices in career guidance provision across Europe were highlighted through the “National Career Guidance Award” contests.

In 2020, the National Career Guidance Awards were held in five countries: Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia. The purpose of these contests is to facilitate networking, peer learning and exchange of good practices among career guidance providers across European countries. In addition, they allow career guidance practitioners and professionals to showcase their guidance services, initiatives, activities or projects to wider audience, thereby promoting and improving accessibility of career guidance services.

In this booklet, you will find the descriptions of the 25 most inspiring practices from the competitions held in Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia. We hope you will find these examples interesting and inspiring and that you will enjoy reading through this booklet.

Euroguidance centres in Slovakia, Czechia, Hungary, Latvia and the Republic of Serbia, December 2020

SLOVAKIA

The National Career
Guidance Award
in Slovakia,
2020

The National Career Guidance Award has over the years become a widely recognised nation-wide initiative in the area of career guidance in Slovakia with nearly 200 contenders and 66 awarded organisations in the course of 12 years of its existence. The purpose of the competition is, firstly, to collect and showcase good practices in career guidance provision across the country and sectors; and secondly, to provide a platform for peer exchange and networking. Given the Covid-19 pandemic and severe social restrictions, which deeply affected work of career counsellors, the overarching topic of the 2020 Award was distance counselling.

In 2020, a total of 18 entries were submitted to the competition. The entries presented a wide range of career guidance services including career counselling for foreigners and third country nationals, career education for secondary school students, promotion of science education as well as online counselling tools and platforms. All contributions demonstrated great creativity and commitment among career guidance practitioners to cope with the pandemic situation.

The board of experts evaluated all entries and selected 4, deemed exceptional in quality, innovation, client orientation, and effectiveness, to be awarded with the National Career

Guidance Award. Due to anti-epidemic measures, the final conference was held entirely online and featured immediate reactions of all awarded organisations. During the online event, representatives of the Ministry of Education, Science, Research and Sport of the Slovak Republic and the Representation of the European Commission in Slovakia praised authors of all submitted entries for their spirit of initiative and commitment.

Moreover, the competition itself went through some major changes and innovations in 2020. We launched a new website – www.euroguidance.sk/nckp - and created video presentations of all organisations participating in the contest. In cooperation with the Slovak Association for Career Guidance and Career Development, an extensive social media campaign was launched to foster the marketing aspect of the National Career Guidance Award and to promote career guidance and counselling services to wider audience.

Finally, we would like to express our gratitude and admiration to all participating organisations, members of the expert committee and the Slovak career guidance community in general for driving innovations and spreading hope in these challenging times.

Euroguidance centre, Slovakia

AWARDS

NGO Mareena

Career Guidance for foreigners during the COVID-19 pandemic

Mareena is a Slovak NGO that provides career guidance and support to people in need of international protection and foreigners living in Slovakia. This target group is particularly vulnerable in the current situation as many foreigners and refugees residing in Slovakia have lost their jobs in the wake of the COVID-19 pandemic outbreak. When the crisis began, the first step taken by the NGO was to map their situation and needs. Based on the responses, Mareena took a prompt action by offering mentoring and career counselling to its clients.

The NGO gathered and employed volunteers (Slovak professionals) to accompany foreigners and people in need of international protection through the whole process of job searching. Other examples of activities carried out by the NGO in reaction to the pandemic included: hosting webinars on topics related to job seeking in the Slovak labour market or keeping foreigners informed about the national pandemic-related measures in English language.

Mareena also launched a social media campaign to promote positive image and impact of foreigners living in Slovakia during the COVID-19 pandemic. Last but not least, Mareena initiated the creation of a coordination group of non-governmental organisations providing services for foreigners living in Slovakia to better address and cater to their needs.

More information:

<https://mareena.sk/>

Pavol Horov Grammar School in Michalovce

University Fair: More information – better informed decision

One of the main missions of the Pavol Horov Grammar School is to prepare its students for the requirements of the local as well as international job market. In this spirit, the school organises a “University Fair” that offers secondary school students a unique opportunity to meet representatives from various Slovak universities and companies. The university fair has been organised by the school staff since 2014.

In 2019, 1103 third- and fourth- year students from 14 secondary schools in the eastern Slovakia attended the event. These young people got answers to

their job- and education-related questions. All attendees were given an overview of career possibilities and study options at different Slovak universities. In total, 29 university faculties, 3 big companies and 2 student agencies were present at the event.

Study and job opportunities were presented in the form of lectures and workshops, e.g. introduction into programming or presentation of special virtual reality devices. Several other interesting activities such as trivia contests and competitions were prepared for students attending the event. The event is unique in that it is organised and coordinated by a team of committed school counsellors and teachers of the grammar school.

More information:

<https://www.gphmi.sk/>

Zmudri.sk

Educational platform Zmudri.sk

Zmudri.sk is an educational platform for students, teachers and career counsellors. The goal of the platform is to contribute to improving young people's knowledge of topics that are relevant to them and their everyday life in the 21st century. It covers topics such as critical thinking, financial literacy, dealing with stress or requirements of the labour market. The platform shares this educational content with the public via short, clear and humorous video lectures which are freely accessible and available online.

The platform has also published several career guidance related videos which are meant to help young people find a suitable job after the graduation and navigate them through their professional lives. These career-related topics include: choosing own future, why (not) to study abroad, applying to a university, how to write a CV, most common job interview questions, volunteering, finding a dream job etc. Moreover, Zmudri.sk also creates methodological materials and resources for teachers, containing detailed descriptions of various activities that can be employed during lessons. In response to the COVID-19 pandemic, the Zmudri.sk project team offered online learning support to teachers and pedagogues in order to better prepare them for distance teaching.

More information:

<https://zmudri.sk>

Slovak Agriculture and Food Chamber (SPPK)

Contest "Support your Vocation"

"Support your Vocation" is an educational contest for students of secondary vocational schools with agricultural and food-related fields of studies and for primary school pupils. The contest was launched in the school year 2019/2020 as a reaction to the steady decline in young people's interest in studying at agriculture-oriented secondary vocational schools.

The aim of the contest was, firstly, to introduce and promote agricultural and food processing fields of studies in an interesting way, secondly, to widen knowledge of primary school pupils about vocations in the agricultural sector, and finally, to boost creativity and sense of professional identity among students of agricultural and food-related fields of studies at secondary vocational schools.

In the first part of the contest, the students at secondary vocational schools created short videos about their respective fields of studies and vocations. In the second part, the 8th and 9th graders at primary schools across Slovakia evaluated and selected the most interesting videos under supervision of their school career counsellors. The creators of the best rated videos were awarded at the final conference alongside their teachers who mentored them throughout the whole process. The most active elementary school teams coordinated by their career counsellors were also awarded during the final conference.

The 8th and 9th graders found it more authentic and credible when somebody, who is around their age, is passing the information about their future career options to them. The contest is unique in that it puts creativity and initiative of young people at the forefront.

More information:

<https://podporodbor.sk/>

CZECH REPUBLIC

The National Career
Guidance Award
in the Czech Republic,
2020

The National Career Guidance Award 2020 in the Czech Republic created once again a space for the presentation of new guidance projects and activities. In 2020, 30 projects from various sectors such as schools, labour offices, NGOs, regional career centres and youth organisations were submitted to the contest. The presentations of the award-winning organisation were given at the 2020 online award ceremony which was part of a bigger online conference "Career guidance and education in the upsidedown world".

Examples of Czech good guidance practices in career counselling are also being disseminated by the Czech edition of the National Career Guidance Award compendium. All award-winning contributions from the 2020 edition of the contest are described below.

Euroguidance centre, Czech Republic



AWARDS

Lucie Václavková

Facebook Group for Career Counsellors: Career counsellors, coaches, lecturers and other enthusiasts CZ&SK

Set up in November 2018, this Facebook group aims to connect career counsellors and create a space for fostering mutual support, development and growth. This activity enables peer-to-peer learning among career counsellors and co-careering. The platform allows members of the career guidance community to engage in activities almost anytime and from anywhere; all they need is their smartphone, an Internet connection and a Facebook account. There is no need to organise meetings (online or offline) to get connected, share information or educate, the Facebook group enables all this through its tools.

The group offers a safe and enclosed space for the community as its content is only visible to its members. Convenient support tools make it easy to navigate the group and search members' posts. The posts may also serve as a useful guide to other resources on the Internet. Given the involvement of career counsellors from various institutions, there is a transfer of know-how across different career-counselling areas and organisations. The group is also successful in terms of transferring know-how from abroad and promoting European mobility. Last but not least, this group offers an opportunity to obtain very quick feedback from the community of career counsellors, e.g. in the area of current educational needs. Counsellors can take advantage of the community and its benefits free of charge.

More information:

<https://www.facebook.com/groups/269280007124056>

ÚP ČR IPS Děčín, MAS Labské Skály, Petra Drahoňovská and career counsellors at primary schools in Děčín

The Four-Leaf Clover of Career Counselling for 8th graders

The title of the project "Four-Leaf Clover of Career Counselling" is a reference to the effective mix of four actors who – in just a short period of time – created a well-balanced information and activation concept of career counselling for 8th graders at primary schools. The Děčín-based contact office of the Labour Office of the Czech Republic organises annual Interactive discussions for 8th graders. However, these discussions could not take place this year due to the closure of schools. The concept sought to transfer the discussions to the online environment.

The main outputs of the activity include an e-book entitled “A Year Before Entrance Exams for Secondary Schools”, the webinar “The Choice of Secondary School is up to You”, and a competition for the most engaging post that tells an interesting career story. Thanks to the commitment of all stakeholders, the 8th graders and their parents received timely information which is important when choosing a secondary school. Counsellors from the Information and Counselling Centre at the Děčín Labour Office created an information e-book. LAG Labské skály (an entity that implements the MAP II project for the Děčín administrative district) organised and financed webinars that were prepared and led by career coach PhDr. Petra Drahoňovská. All important information was passed on by career counsellors to the pupils on an ongoing basis through the online communication channels that were in place at each school.

More information:

www.mapls.cz, www.skoladecin.cz, www.CareerDesigner.cz

Krajské centrum vzdělávání a Jazyková škola s právem státní jazykové zkoušky (Info Kariéra) *Worksheets for Career Counsellors in Schools*

The worksheets are intended for career counsellors at primary and secondary schools who have on various occasions called for practical career guidance aids that could be immediately used in their work with pupils and students. The worksheets are divided into three consecutive sets which are structured along three career management skills areas:

1. developing self-knowledge and self-reflection;
2. working with information about the labour market;
3. developing self-presentation skills.

All three sets of worksheets contain several key activities in each given area – these allow career counsellors to work with pupils on development of the key skills – and accompanying activities related to the topic (introductory session, game, relaxation). The worksheets were designed based on the experience gained from a multi-day group career counselling programme that involved primary and secondary school students and educational care centres which made them well suited both for this target group as well as others. In the area of self-knowledge, the project team has also developed the Expedition Career online application which is linked to the “Ship of Competences” activity and

helps students to explore and develop their soft skills.

Worksheets: <http://www.infokariera.cz/pro-skoly>

Application: <https://ikariera.fpe.zcu.cz/>

Both: <https://bezbarier.zcu.cz/karierove-poradenstvi-zaku-se-svp/materialy>

Dorota Madziová and Nora Jakobová

Webinar “Online Tools (Not Only) for School Career Counselling”

Webinar “Online Tools (not only) for School Career Counselling” is a successful initiative of two experienced career counsellors. Even though each of them comes from a different work environment and a different region of the country, they have come together to create a comprehensive overview of online resources that can be used to implement career counselling in an online environment. A demonstration of working with selected tools, their use in practice and personal experience by both counsellors and participants – all that brings added value. After each webinar, the materials are updated in response to feedback and tips received from the participants. As a result, the webinar is a live and constantly evolving concept.

The relevance of this activity goes beyond the current quarantine situation and the common practice of career counsellors. It not only makes it possible to learn about specifics of working online, but it also creates a space for reflecting on the practice of career counsellors. It motivates counsellors to work in the online space and often encourages them to leave their comfort zone, thus driving the development of their digital competencies. In a broader context, the activity drives change and development of the concept and forms of career counselling in the Czech (school) environment.

More information:

www.linkedin.com/in/dorotamadziova/

www.linkedin.com/in/nora-jakobová-550a7a5

Moravian-Silesian Employment Pact

“My Life after School” web application

The “My Life after School” web application is a new online tool that aims to provide pupils and students of primary and secondary schools in the Moravian-Silesian Region with clear information about various occupations and develop their financial literacy. The application contains various useful infor-

mation, e.g. job descriptions, expected earnings, employment opportunities, required education etc. The target group involves not only students, but also teachers and school counsellors who can take advantage of the web application as a ready-to-use tool to improve the attractiveness of their lessons; as a source of current labour market information; and as a possible output of career counselling process. The application also includes sample worksheets that can be used as a support material when working with this tool.

More information:

www.mujzivotposkole.cz

SPECIAL AWARDS

Soňa Gajdaczová and Jakub Štvrtna

“The Intriguing World of Professions” board game

The board game “The Intriguing World of Professions” introduces children to various professions in a fun and interactive way. Through the game, children are developing an understanding of the required education, personality traits, abilities, skills, and financial remuneration in different professions and they are also exploring what they might do in the future. The game is ideal for playing both at school and at home. It is designed for 2–8 players and tailored to pupils in 4th grade of primary schools and their parents. The objective of the game is to collect a total of 10 tokens for correctly answering tricky tasks related to various professions. There are 146 professions and 1,168 tasks in the game. Each profession is classified in one of twelve different fields – in this way, the game allows to easily find out what a profession entails and what type of person should aspire to pursue it.

More information:

<https://skolnihry.cz/hry/vzhuru-do-sveta-povolani>

JCMM

Vyberskoly.cz website and the “People and the World of Work” methodological manual

The www.vyberskoly.cz web platform was created under the auspices of the South Moravian Region as an online support tool for the Festival of Educa-

tion (formerly the Secondary School Fair) which is held annually at the BVV Trade Fairs Brno complex. As a tool to support online counselling, Výběr školy (School Selection) was introduced last year at the 25th annual Festival of Education. The website focuses mainly on issues relating to helping pupils with their transition from primary to secondary school. The target groups include not only pupils and students, but also their parents and teachers. The website offers practical information that is relevant and valid across the entire Czech Republic.

The platform contains a very wide range of information: (1) a database of all South Moravian secondary schools and their current study programmes; (2) information on career counselling, counselling aimed at foreigners and pupils with special educational needs; and (3) the key section of Practical Information which is organised into 4 sub-areas so that the content is arranged in chronological sequence. The subsections are: Before Studies, Beginning of Studies, During Studies and Conclusion of Studies where all target groups can find information related to entrance examinations, filling in application forms and enrolment cards, scholarship possibilities as well as information on ballroom dance courses for secondary schools.

The methodological manual “People and the World of Work” is an output of the project KaPoDaV – Support for Career Counselling, Entrepreneurship for Sustainable Development and Further Education in the South Moravian Region. It is the result of teamwork between experienced career counsellors and experts from the corporate environment and social networks. Activities described in the manual were verified in practice with pupils and teachers at South Moravian primary and secondary schools. The manual is comprehensive and practice-focused. It contains more than 250 pages describing activities, worksheets and theoretical underpinnings. In addition, the manual includes the “Colourful World” cards which were created on the basis of pupils’ school artwork. The manual aims to inspire others through combining various methods, techniques and approaches, and to support students in developing responsibility for their learning. One of the most important principles applied is the focus on experience and reflection.

More information:

www.vyberskoly.cz

www.vzdelavanivsem.cz/pro-skoly/karierove-poradenstvi

Silvie Pýchová, Helena Košťálová, Petra Drahoňovská and Dorota Madziová
Book “Career Counselling in Any Case”

The book “Career Counselling in Any Case” was published by Wolters Kluwer in May 2020. It was created as a joint effort by four career counsellors who have been meeting professionally for more than 10 years: Silvie Pýchová, Helena Košťálová, Petra Drahoňovská and Dorota Madziová. This publication addresses the need to develop more robust theoretical framework for the field of career counselling in the Czech Republic and to show its complexity.

The book was written by several authors in order to provide different perspectives and insights into the topic of career counselling and changes in the labour market, thus adopting a multi-faceted approach. For instance, the Nominative Chapter focuses on the societal context and how it relates to career counselling, whereas the Genitive Chapter deals with the way current trends affect people. The Dative Chapter is about clients and defining career counselling services, and the Accusative Chapter is about career counsellors as a profession.

The book attempts to present career counselling in a way that allows the reader to understand what both clients and providers as well as other organisations operating in education and other areas can expect from it. The publication was released in printed form and as an e-book. It also includes expert reviews by two representatives of academia: Doc. Iva Kirovová from VSB – The Technical University of Ostrava and Doc. Lenka Krejčová from the Faculty of Arts, Charles University in Prague.

More information:

<https://obchod.wolterskluwer.cz/cz/karierove-poradenstvi-na-kazdy-pad.p5341.html>

Medicomp

GetConnected online trade fair

Launched on 1 June 2020, GetConnected is a three-month online project of the www.careermarket.cz portal and it is intended for students, especially graduates of science and technology-oriented schools. The portal allows users to discuss their current chances in the labour market with a professional career counsellor, a psychologist and a coach, and they can also connect with HR experts and consultants from companies. Consultations take place in both Czech and English.

The project responds to the current confusing situation in the labour market.

The spring 2020 made it impossible for conventional job fairs to take place which, in turn, complicated the situation for both sides. The purpose of virtual meetings is to answer questions such as “How will job opportunities for recent graduates change? How big will be the impact of COVID-19 on labour market trends? Will the style and format of the work change?” Portal partners, partner companies of the Faculty of Mathematics and Physics at Charles University and other independent interested parties took part in the event. The event is the first of its kind in the Czech Republic and, to date, no organisation has prepared any such event for students and graduates of higher education institutions. The pilot project went very well and the organisers expect that the online fair will become a permanent part of conventional job fairs which will be resumed in the next academic year.

Link:

<https://www.careermarket.cz/getconnected>

Jihočeská hospodářská komora

Framework for setting up a career counselling system at primary schools

Since the establishment of the South Bohemian Assistance Centre “Impulse for Career and Practice” in 2018, the organisation has been providing primary and secondary schools with counselling and methodological support in the area of career counselling and career development. Created as part of this activity in 2019, the “Framework for setting up a career counselling system at primary schools” provides school management and persons responsible for delivery of career counselling at schools with methodological support in setting up a career counselling system.

The manual was designed as an interactive document (in printed and electronic form). The interactivity of the manual lies in its self-evaluation procedures. The material is general enough to accommodate the specific characteristics of any given school and, at the same time, it is specific enough to address the career counselling system in place at each particular school; it is based on questions that guide the user and make it easier for them to work with the methodology. The Framework offers different ways of establishing career counselling system, i.e. depending on how the designers of the career counselling system answer each of the questions, the framework will guide them to different results and, by extension, different career counselling systems that address the current needs and possibilities of each school. This mode of op-

eration makes the framework a highly flexible concept – it works as a whole, but it is also possible to use only specific parts that are chosen by school management.

More information:

www.impulsprokarieru.cz

AVE ART Ostrava, vyšší odborná škola, střední umělecká škola a základní umělecká škola

“Study!” – support in higher education studies

Launched in September 2018, this e-activity for students of a secondary art school aims to support and reinforce students' career orientation in their studies at higher education institutions in the Czech Republic as well as abroad. The main content of the activity is facilitating online communication with successful graduates of the school who have continued their studies at higher education institutions and who describe in their own words their school selection experience and entrance examinations. They focus on the preparation, the creation of an art portfolio, the examination process, the possibility of appeal, and how to find out the result of admissions procedures. Therefore, the activity aims to facilitate school selection and assist students with timely preparation for the admissions procedure.

These contributions are posted on the school's website – both on the career counsellor's and the school's general social media platforms. Follow-up activities are carried out throughout the school year: individual and group meetings with the school's career counsellor, posts by the career counsellor about post-secondary education fairs and dates of entrance examinations at different universities and international professional mobilities of students.

More information:

<https://aveart.cz/>

HUNGARY

The National Career
Guidance Award
in Hungary,
2020

The Hungarian Euroguidance Centre announced its call for applications for the National Career Guidance Award in 2020 for the third time. Deeply rooted in international tradition and widely recognised, the 2020 Award again was aimed at gathering the best career counselling practices in Hungary, providing an opportunity for guidance professionals to present their activities, sharing their good practices and offering a platform for the promotion of good examples and means.

Analysing the experience gained over the last four years, the starting point for this year was to open up the call to all organisations, institutions and individuals that provide career counselling, career guidance, job search guidance and career advice services in Hungary without any specific restrictions. Our goal was to reach as broad professional audience as possible and strengthen professional collaboration based on mutual interests.

This year's call for applications included no separate categories either; it was up to the applying organisations and individuals to decide what counselling-related topics, methods, activities, tools or services they described in their submissions. However, with a view to younger audiences' needs being geared towards online platforms, methods for using online

tools were preferred. This preference was also justified by the current pandemic. With regard to target groups for the submissions in previous years, a fairly low number of applications concerning adult target groups were received. With a view to the lifelong learning approach, applications concerning adults were assessed separately this year.

A total of 33 valid submissions were received in 2020. Examining the composition of applicants, it is concluded that all notable organisations/institutions involved in career counselling in Hungary were represented. The applications received in summer 2020 were assessed by a committee of four experts invited by Euroguidance Hungary based on specific professional criteria.

The official award ceremony of the Euroguidance Career Counselling Award 2020 and a seminar for sharing good practices with over 100 attendees took place online on 12 November 2020. The event also celebrated the 20th anniversary of the Euroguidance Centre in Hungary. At the event, the first three award winners with the highest overall scores and the winner among the applicants with submissions concerning adult target groups were presented as part of a plenary lecture. During the afternoon workshops, participants could get acquainted with 12 different

submissions as well as the activities of the winners of the Euroguidance Career Counselling Award in Czechia, Latvia, Slovakia and Serbia.

We would like to thank all those who have contributed to the success of the Euroguidance Career Counselling Award 2020 with their application, as well as to those who supported the

promotion of good practices in Hungary through their presentations at the award ceremony and with their contribution to this publication.

Team of the Euroguidance Centre in Hungary



AWARDS

Heves County Educational Service

Online Career Guidance Day for 1st to 11th graders

While working under digital arrangements, the career counselling working group of the Heves County Educational Service prepared a collection of exercises for children in grades 1 to 11 to be used for implementing an Online Career Guidance Day. The primary goal was to help implement an Online Career Guidance Day that expands the career knowledge and self-awareness of schoolchildren through games and online exercises and enable them to learn while playing. However, the exercises can also be used independently, inserted into subject curricula as well as applied or adapted as part of the work of class teachers.

The exercises were designed by taking account of the development areas highlighted by the National Core Curriculum and the specific features of the age groups:

- Materials for grades 1 to 3 were made with voice-over to help children that have a little harder time reading.
- For grades 4 to 8, series of more complex exercises and escape-room games were prepared.
- For grades 9 to 11, materials contained information on vocational training and higher education studies after graduation and self-awareness and career-knowledge components complemented by online games and links.

Exercises can be reviewed in 30 minutes; however, it requires approximately 4x45 minutes to do the games and additional (offline) exercises available at the online links, that is how an “exercise” covers an entire career guidance day. It is possible to stop during each exercise and insert breaks so that schoolchildren do not need to do them all at once.

Exercises were forwarded to teachers in the form of three types of links:

1. Link to the exercise: presentations are displayed as slideshows, with live links within the games.
2. Teaching aid on the exercise in pdf format: the entire exercise is in pdf format, enabling the teacher to see the structure, process and length of the exercise. It also has working links, but the slideshow has no audio or animation.

3. Printable exercise sheet, which is an abridged version of the game. Approx. 4-page abridged version of each game/exercise as an exercise sheet. These are made for schoolchildren who have no access to the material in digital form so they can work on them using pen and paper. Each exercise sheet includes a key at the end.

More information:

<https://palyavalasztas.hmpedszakszolgalat.hu/>

Erzsebet Youth Fund

Support services for comprehensive career planning

Implemented by Erzsebet Ifjusági Alap Nonprofit Kft. (Erzsébet Youth Fund), the project “Comprehensive youth development – New generation reloaded (EFOP-1.2.3-VEKOP-15-2015-00001)” includes activities that contribute to improving youth employment chances and planning a successful career in the long term through comprehensive services. The national youth advisory network provides local access to the services.

Services for career planning include:

1. Personal (individual and team-based) career counselling

The core objective of the service is to help the youth develop and improve their career-building skills. Individual counselling services are tailored to the decision-making points along each individual career with specific consideration to age and living situations. The basis for counselling is a person-centred helping conversation (Rogers’ helping conversation). Thanks to this method, the assessment and feedback integrated into the process can be better implemented for the youth and helps consolidate information. Enquiries and invitations to team-based sessions primarily come from teachers, while individual counselling is usually initiated by parents for their children.

2. Online counselling platform

Through the online counselling web platform, they provide information and counselling on a number of topics from further education to local youth information to official administration and job search. The online customer service and professional counselling is also provided anonymously on this platform. In 2020, one of the consequences of the COVID-19 pandemic was that per-

sonal interactions have been significantly reduced and primarily shifted to the online area. In this period, the continuity of services related to career planning has been sustained predominantly through online communication platforms. Social distancing shifted the focus to methods that enable participants to effectively process information individually or as a team using shared online platforms.

3. LÉPTEM - Legyél ÉletPályaTervező Most! (Be a Career Planner Now!)

The main goal of the virtual career counselling platform is to support the youth in learning about career opportunities and successfully choosing a career or a profession. When designing the website, it was important to make learning processes more interesting and effective through gamification.

The key objective of the service is to suggest a potential career for the player; therefore, while playing the game, the program collects relevant information about the player to suggest potential career fields and careers.

Personal counselling and services supporting online career counselling are components of a comprehensive service system to ensure that the youth have sufficient information to make decisions about choosing a profession and/or a career. Data show that a total of 5,226 people have used personal career counselling and the online counselling platform by August 2020.

More information:

www.futournet.hu

www.unp.hu

www.szakerto.unp.hu

Györgyi Tajti - Lesó and Kitti Majoros

Career Guidance Rage Game – interactive online video game

Györgyi Tajti-Lesó and Kitti Majoros wished to create an exciting, unique video game that filled a gap in its field in relation to digital education. They wanted a game which suits the computer use habits of the current primary school age group, as there are many children who like playing computer games, yet there are very few career guidance-related video games, particularly ones that are free of charge.

Two online video games were developed for grades 1-4 and grades 5-8, based on the specific characteristics of the age groups. Separate career guidance

video games were developed for junior and senior age groups which can be played on laptop or desktop devices as controlling the protagonist of the game requires a keyboard.

As far as the tasks are concerned, the primary school age group can encounter the content and features of the various professions (activities, necessary school qualifications, risks and threats, work conditions) while having to remain creative and clever as it is not enough for them to know the answer to the questions, they have to pay attention to instructions related to the various levels. Apart from developing pupils' skills, the video game also has a competency development effect as controlling the "protagonist" requires hand-eye coordination, quick reflexes and manual dexterity. Both adventure games were developed on gamefoot and consist of five levels, which the children can explore through a character with the purpose of expanding their career knowledge. The difference between the two video games lies in their difficulty. In the case of the junior age group, we asked questions about simpler, more well-known professions, adapting to the skills that will likely be required. The video game also assists the work of teachers and career counsellors. The game can be incorporated into a career guidance day, specific class or even IT class activities as career guidance is integrated into the Core Curriculum. The video game is available through the subjects in the National collection of online career guidance tasks dispatched to the schools and through the palyavalasztas.hmpedzakszolgalat.hu website for teachers and students interested in the subject. Completing the tasks does not require the presence of any experts, yet the discussion of the results and experiences can be more efficient with the involvement of a professional.

More information:

<https://palyavalasztas.hmpedzakszolgalat.hu/>

Angelika Hajzer

"Career Aperitif" online group coaching for jobseekers

The target groups of the application are those adults who have become job-seekers due to COVID-19 and have thus lost motivation and enthusiasm and cannot find a way out after losing their focus.

"Career Aperitif" is a small-group, free of charge online course consisting of 5 sessions in which – with the help of a moderator – four-person groups can

discuss and process various individual problems collectively, guided by open-ended questions. These include issues that are extremely topical for participants, relating to their job search due to which they have lost motivation and enthusiasm and cannot find a way out having lost their focus.

The method applied is "Team coaching" – or "Action Learning", which is based on empirical learning, and as such, participants learn and develop through the resolution of specific problems. The method brings participants closer to the problem, allowing them to come up with a solution in a short period of time, one that can be immediately adapted in their everyday lives during their job search. Over the course of 5x2- hour - sessions, participants of the online coaching can:

- Uncover and share their problems, difficulties and hindrances arising in relation to the loss of jobs and job-seeking.
- Gain experience on themselves and how their fellow participants function.
- Create the possibility of elaborating – by utilising their insights – innovative and creative solutions, and the steps to realise them.
- Reinforce their self-confidence and motivation, to recover focus and also to play a role in the development of other group members.
- Recognise the significance of empathy, understanding, acceptance and cooperation.

Six months after the online sessions, there is a single-session discussion where participants report on how they are doing as far as the job search is concerned, how they can integrate the best practices acquired during the programme, and where they stand in terms of setting objectives/accomplishing objectives.

Results:

- 3 group sessions were held between March 2020 and July 2020, with a total of 16 participants, of whom 6 found jobs and 2 continued their careers as entrepreneurs.
- Thanks to the Career Aperitif programme, participants wished to continue this initiative and help others left without jobs, as a result of which several volunteers from these groups established ÉNPROJEKT (www.enprojekt.hu), which remains active to this day.

LATVIA

The National Career
Guidance Award
in Latvia,
2020

Following the successful pilot competition in 2019, Euroguidance Latvia organized a National Career Guidance Awards competition for the second time in 2020. The scope of the 2020 awards competition was expanded by addressing not only the school and vocational education sector, but also higher education, the public employment service, and private guidance service providers.

An updated electronic Application Form was designed allowing contestants to nominate themselves with respect to the three main components of the Latvian national guidance system, namely, (i) careers information, (ii) careers education, and (iii) career counselling. In total, 13 applications were submitted and were evaluated

against the criteria: significance of practice, innovation, and impact.

The selection panel was nominated by the Latvian National Guidance Forum from among their members, thus providing high-level expertise for assessing the achievements of contestants. Three award winners were announced online in November 2020, yet due to COVID-19 restrictions, the awards ceremony was postponed along with the IAEVG Riga International conference to 2021. Nevertheless, Latvian award-winning practices were presented online during national awards conferences in Hungary and Czech Republic in November 2020.

Euroguidance centre, Latvia



AWARDS

Andris Arhomkins

Career development program for youth and educators “Start Strong”

Andris Arhomkins was awarded a national career guidance award for his contributions in 2019 in the area of careers education. Andris Arhomkins has conducted numerous career support events for young people and teachers of secondary schools.

The career development programme “Start Strong” provides students and educators from EU and non-EU countries with a wide range of career building activities such as workshops, seminars, conferences, coaching sessions, student contests, boot camps etc. In 2019 “Start Strong” trainers delivered more than 200 interactive career building workshops for high school students and educators in Latvia, Lithuania, Estonia and Belarus. The workshops were highly successful and showed an ever growing demand. These career activities were widely attended not only by youth, but also by educators, parents and local people of all ages who were either unemployed or wished to change their career and find a new job.

In autumn of 2019 “Start Strong” organized an international career development conference for educators called “Heartbeat of Career”. The Conference involved teachers and career counsellors from seven countries including Latvia, Lithuania, Estonia, Turkey, Poland, Ukraine, and Belarus. During the conference participants were introduced to the “Start Strong” career development methodology and they became certified trainers of this programme. After the conference participants continue to implement “Start Strong” methods in their countries.

Another successful initiative of “Start Strong” is an annual international entrepreneurship contest for high-school students called “Start Strong 3+3”. Approximately one thousand students from Baltic States apply for this contest each year and compete for the main prize - a trip to the USA. The contest lasts for 7 months. From October till April students go through intensive hands-on entrepreneurship training as well as create their own student companies, sell products, work on various community projects and voluntary work activities. At the end of the contest the winners from each country are awarded with the grand prix- trip to the USA and participation at the week-long youth camp hosted by the University of Washington in Seattle. After the trip students return to their home countries and start to work on various community projects.

More information:

<https://startstrong.eu/en>

Dace Briede-Zālīte

Youth Academy "PACELT PASAULI" (LIFT THE WORLD)

Dace Briede-Zālīte was awarded a national career guidance award for contributions in careers education. The most important achievements in 2019 included the organisation of career lessons for 4630 young people, personally meeting with 2700 youngsters, giving lectures on goal planning and personality analysis (DISC) methodology for determining career choices. Dace Briede-Zālīte has actively participated in the EU funded project "PROTI UN DARI" (Know and Do) for young people who are neither in education, nor employment and are therefore at risk of exclusion from the world of work. She has also provided numerous individual consultations during the national education exhibition "School 2019". Additionally, she has carried out a career event in a Nordplus funded project for the Baltic States, as well as has created a set of digital intellectual games.

The founder of the Youth Academy "PACELT PASAULI" (Lift the World), Dace Briede-Zālīte has created this service-minded career guidance concept already in 2010. This started out as an initiative to support young people in finding their future profession by involving school teachers and adults in order to help children to build a better future. The programmes of the Youth Academy help young people to develop self-confidence and understand their needs, as well as providing additional knowledge on how to become more successful in life and future choices.

The Youth Academy "PACELT PASAULI" works not only with young people regarding careers education, but also gives lectures to parents and teachers. These programmes are designed to improve communication among young people, parents and teachers. Visits to schools with a goal mapping programme and career guidance for youth started back in 2010, being among pioneers in youth career counselling in Latvia. Since 2017 work has begun in the EU-funded project "Proti un Dari", where programmes created by Dace Briede-Zālīte have been applied in career counselling for young adults to find an appropriate career path, especially for those who find it difficult to integrate into the labour market.

More information:

www.paceltpasauli.lv, www.dacebz.com

Inta Lemešonoka

Handbook for guidance practitioners “Competence Based Careers Education”

Inta Lemešonoka was awarded a national career guidance award for contributions to careers information. The most important achievements in 2019 included preparation of several teaching materials. The “Competence based careers education. Handbook for Teachers” was published in paperback and in electronic format. The author has also participated and led seminars dealing with the use of methodological materials included in the book for educators in various regions of Latvia.

Dr. paed. Inta Lemešonoka shares her experience on how to promote the development of pupils’ career management skills in the learning process at different stages of education using the competence-based approach. The handbook is expected to be used by educators, school career counsellors, class and subject teachers, as well as pre-school educators and informal education specialists. The handbook offers a careers education programme including suggestions for thematic planning, methodological recommendations in careers education through a competence-based approach, materials for pupils’ creative activity in self-discovery and awareness about the variety of future career opportunities, interest education classes, various worksheets for exploring the suitability of the pupil’s personality for certain areas of professional activity and specific professions; a list of career information resources (website addresses, references on e-career guidance, etc.).

More information:

https://www.zvaigzne.lv/lv/gramatas/apraksts/166347-kompetencu_pieejja_karjeras_izglitiba_skola_rokasgramata_skolotajiem.html

REPUBLIC OF SERBIA

The National Career
Guidance Award
in the Republic of Serbia
2020

In 2020, the Euroguidance Centre in the Republic of Serbia organized 5th National Career Guidance Awards for best practices.

The purpose of the National Career Guidance Awards is the promotion of organizations and individuals who have developed career guidance services, tools and methods. Organizations and practitioners from all relevant sectors (education, youth work, employment services, etc.) were invited to submit their practices for the competition. There was a total of 19 applications from individuals and organizations, such as elementary schools, high schools, non-profit and private organizations.

The Selection Committee comprised representatives of the Ministry of Education, Science and Technological Development, Ministry of Youth and Sports, Qualification Agency, NGO "Belgrade Open School", as well as the Euroguidance centres from Croatia, Montenegro and Serbia. Participation of the Euroguidance Croatia's and Montenegro's representative in the Selection Committee gave an international dimension to the selection process.

As in the previous year, the quality of practices was evaluated according to the following criteria:

- Contribution of the practice to the development of users' career management skills
- Relevance to the target group
- Mechanisms for ensuring the quality of the practice
- Potential for replication by other stakeholders or in other sectors (for example, whether a good practice from one school may be implemented in other schools in the country or across Europe)

The Committee decided to give three awards and four acknowledgments as well as to publicly commend four practices for its contribution to the improvement of the quality of guidance.

The results of the competition were announced at the annual National Euroguidance Conference "Career Guidance and Counselling in the Republic of Serbia and Europe", that was held online this year. The participants of the conference had the chance to hear about awarded examples of good practice in a panel discussion and to learn about other examples by reading the short publication that presents all of them.

Apart from awards and public recognition, the representatives of the awarded best practices had an opportunity to extend their knowledge

in career guidance conferences, as well as to present their work at different international events.

More information about the National Career Guidance Awards in

Serbia and the awarded best practices can be found on the website of the National Euroguidance Centre: www.euroguidance.rs, and in our publication: "Karijera i mobilnost".



AWARDS

1st AWARD

NIRAS-IP Consult GmbH, Belgrade

“Project: Education to Employment (E2E)”

“Project: Education to Employment (E2E)” is an eight-year partnership project between the governments of Switzerland and Serbia, designed to create pre-conditions for faster employment of youth. It has a set of career guidance and counselling activities that were established in 5 cities in Serbia. The aim of the services is to support young people in self-assessment of the competencies and potentials important for the decision-making process when choosing an occupation, education, career planning, and preparing for the job market. It includes live and online services, individual and group counselling, career information services about opportunities for employment and meetings with employers. As a part of this service, there is a free online quiz Wayfi that supports the process of self-assessment of interests and clarifying personal career development plans.

More information:

<https://znanjemdoposla.rs/en/about-e2e>

2nd AWARD

Centre for Career Development and Student Counselling of the University of Belgrade

Workshops for students about different occupations: “Choose and Taste”

This is a series of workshops that help students to learn about different occupations and skills. Each workshop consisted of a presentation of an expert in the field and one practical task that aims to give participants the opportunity to taste the skills needed for a career in that area. The programme is followed up with 6 audio interviews available on the Centre’s YouTube channel and each one has main messages, tips for developing a career in that area and resources for further information.

More information:

<http://www.razvojkarijere.bg.ac.rs>

3rd AWARD

High School for Economics and Trade in Požarevac

Project for high school girls from rural areas: “TxeONA- Empowered, Brave, Authentic”

Organisation “Veles” from Vladičin Han, youth organisation “Urban strim” and High School for Economics and Trade in Požarevac conducted series of career guidance activities for girls from rural areas within the project named: “TxeONA- Empowered, Brave, Authentic”. The main goal is to empower girls to recognize various learning opportunities, develop independent decisions and encourage them to be active in their community. Some of the activities were:

- Training programmes on entrepreneurship, social and time management skills
- Creating business plans with mentors
- Creating personal and professional development plans
- Meetings with women entrepreneurs from the local community

More information:

<http://urbanstream.co.rs/pospesivanje-zaposljivosti-mladih-2/txeona-osnaza-hrabra-autenticna>

ACKNOWLEDGEMENTS

Due to the large number of good practices that were received, the Selection Committee decided to give acknowledgements to four more practices:

- **For innovative use of ICT tools**

Technical school, Bor

“Escape game: Get free, find your Career”

- **For adapting activities to new circumstances and needs of the target group**

Centre for Career Development and Student Counselling, University of Kragujevac

“April Workshops of the Centre for Career Development”

- **For the development of materials aimed at improving career**

management skills of high school students

Medical High School in Čačak

“A manual for smart and easy communication - the first step”

- **For continuous support programme and material adaptation in**

accordance with the needs of high school students

Seventh Belgrade Grammar School

“Cycle of Workshops: Where am I and how can I proceed?”

Whilst evaluating applications, the Selection Committee wanted to highlight specific quality in certain practices and therefore following applications have been publicly commended:

- **For choosing the topic of educational mobility in the framework of career information activities**

High School of Economy “Đuka Dinić” in Leskovac

“Promoting Student Career Opportunities through Mobility”

- **For the introduction of a compulsory subject about career guidance**

Faculty of Engineer Management in Belgrade

“Subject Accreditation: Engineer communication 1”

- **For implementing career guidance activities into the regular school curriculum**

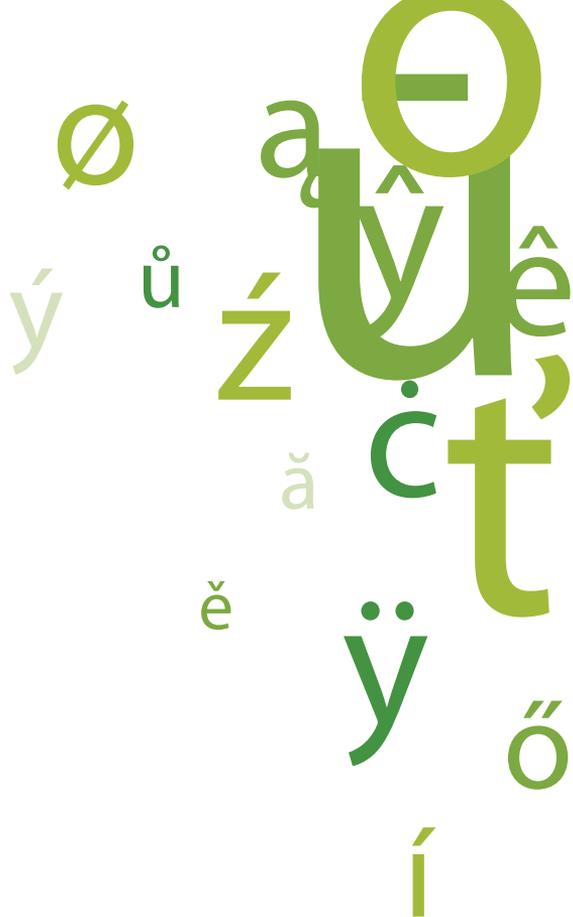
High School of Chemical and Food Technology in Belgrade

“A Star Technique in Preparation for a Job Interview”

- **For understanding the needs of the target group and adjustment of the activities**

Agricultural High School in Bač

“Let’s all Graduate – Prevention of Early School Dropout of Roma Students”



 euro|guidance
European Network to Support
Guidance and Counselling

SAAIC
Slovak Academic Association
for International Cooperation
Euroguidance centre
Bratislava 2020