

# Career management skills and career guidance for young unemployed: Lessons from the European Lifelong Guidance Policy Network

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**Workshop 2:** Fostering youth employment by exploiting new job creation opportunities

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# Why lifelong guidance is important?

- Well-functioning guidance systems improve education, training & labour market efficiency & effectiveness (lower drop-out, higher productivity, addressing skills shortages and emerging competence areas)
- The priorities in the EU 2020 key strategies and the Flagship initiatives imply the active role of citizens through acquisition of CMS
- The **role and locus of lifelong guidance** in this respect needs to be more widely recognized!

# EU Council: Invitations to Member States 21.11.2008

- Encourage the lifelong acquisition of ***career management skills***;
- Facilitate ***access*** by all citizens to guidance services;
- Develop the ***quality assurance*** of guidance provision;
- Encourage ***coordination and cooperation*** among the various national, regional and local stakeholders.
  
- Use the opportunities provided under the Lifelong Learning Programme and the European Structural Funds, in accordance with Member States' priorities.

# European Lifelong Guidance Policy Network, ELGPN



- A member state driven network established 2007
- 29 members 2 observers
- A structured tool for European co-operation
- ELGPN is a conclusion to meet the challenges the policy makers and European citizens meet in implementing the EU 2020 strategies and the tools supporting the strategy (e.g. EQF,EUROPASS, ECVET, ECTS...)
- ELGPN is supported under the LLP (EU Commission 75%)

# ELGPN membership

- The national partners
  - represent a lifelong learning perspective, covering education, training and employment for both young people and adults
  - are clearly linked to relevant policy-making processes within their country.
  - have the capacity both to contribute to the activities of the network and to involve the relevant national stakeholders in the education, training and employment sectors, including the social partners and guidance practitioners.
- Composition of delegations 2011-12:
  - Educational sector                      **48** delegates from 25 countries
  - Employment sector                      **23** delegates from 15 countries
  - NGOs    **30** delegates from 15 countries

# ELGPN as a member-state-driven network



- A mechanism to promote structured co-operation between its member countries
- A forerunner of the EU 2020 working methodology – lifelong guidance as a cross-cutting issue
- A valuable arena for mutual learning
- Strong ownership and commitment among the Network Members

# ELGPN New Products 24 October 2012:



- LLG Policy Development, European Resource Kit for Policy Makers
- ELGPN Progress report 2011-12
- Concept Notes
  - Flexicurity,
  - Youth Unemployment
  - Career Management Skills



# Definition of Lifelong Guidance?

- **What?** Activities: e.g. information giving, advice, counselling, assessment, teaching, advocacy
- **For whom/With who?** All citizens
- **When?** Any age and point in their lives
- **Focus?** Making meaningful life choices on learning and work. Empowerment to manage learning and career
- **Career?** Individual lifepaths in learning, work and in others settings in which these capacities and competences are learned and/or used
- **Where?** Education, training, employment, community, private
  - EU Council of Ministries Resolution on lifelong guidance 2004



# Lifelong Career Management Skills (CMS)



- “Career management skills refer to a whole range of competences which provide structured ways for individuals and groups to gather, analyse, synthesise and organise self, educational and occupational information, as well as the skills to make and implement decisions and transitions.”

(ELGPN 2010)

# Career Management Skills

- Career Management Skills (CMS) are important and can be useful, but cannot solve structural problems
- CMS are cornerstones of employability
- CMS should be linked to National Quality Frameworks
- Delivery of CMS in PES settings
  - need to go beyond short-term concerns with CMS needed to gain immediate job placement, to more long-term concerns with planning and managing one's own career development.
- Qualifications of staff involved in delivering CMS

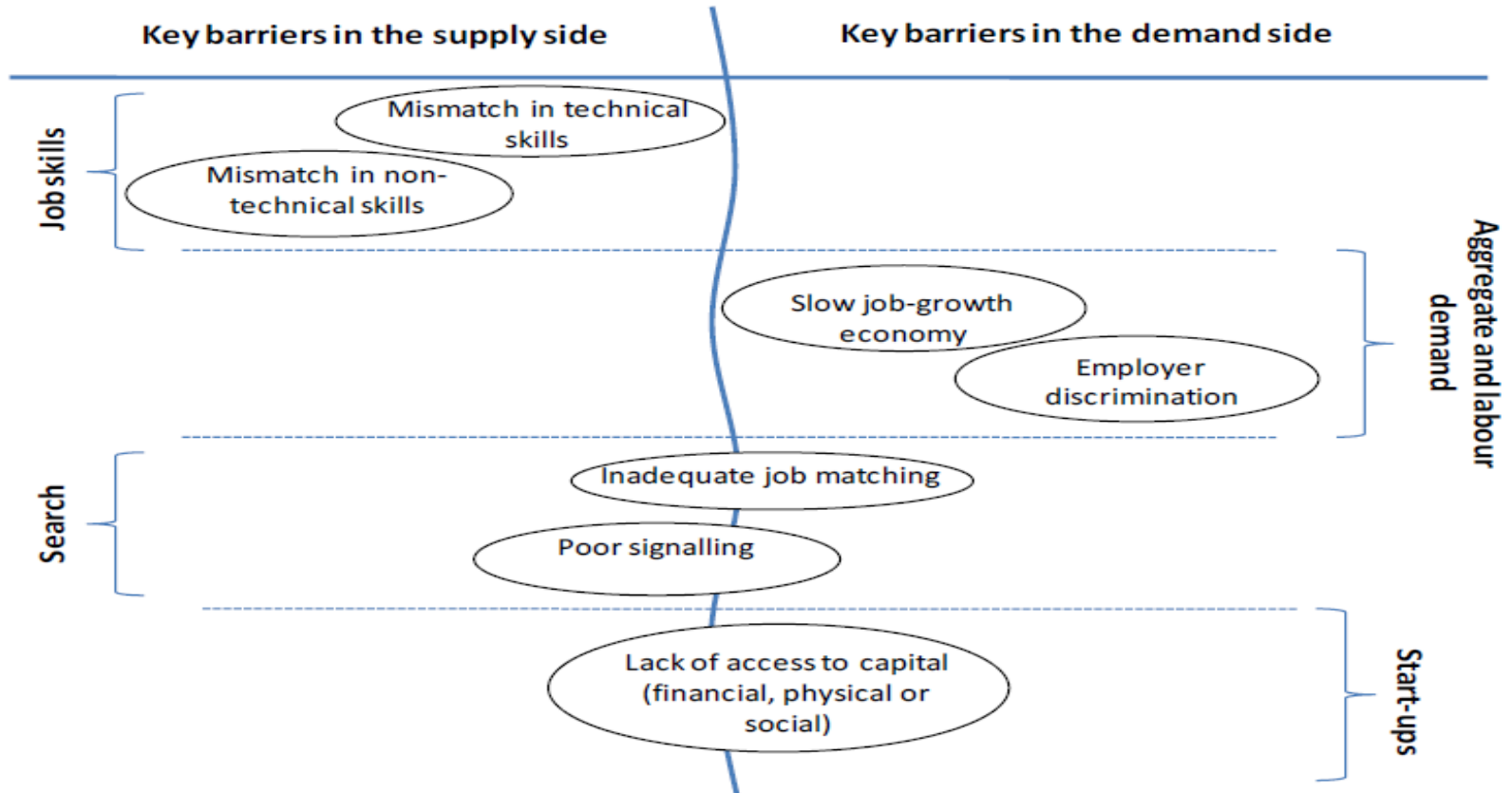
# Youth Unemployment: a crisis in our midst?



Hughes, D. & Borbély-Pecze, T.B. (2012) *Youth Unemployment: A Crisis In Our Midst*, European Lifelong Guidance Policy Network (ELGPN), Finland: University of Jyväskylä.

- (i) What are the current trends and challenges facing young people and policy-makers across Europe?
- (ii) What policies, including good and interesting practices, are emerging in differing European Union (EU) Member-States in response to youth unemployment?
- (iii) What more can be done to address youth unemployment, drawing on lifelong guidance policies and practices?
- (iv) How can policies for responsive lifelong guidance services make a positive contribution to new and emerging government delivery plans within and across Member-States?
- (v) What are the key questions to inform the EU's and Member-States' education, training, employment and social inclusion priorities?

# Key labour market challenges for youth



Source: ILO, 2010a, p.54

# Concept note: a practical tool





- New questions concerning the adaptation of public policies, as well as the adaptability of citizens, particularly young people who are among the most vulnerable groups
- Differing forms of public, private and voluntary/community sector alliances are on the increase
- How best to harness new social partnerships to help stem a rise in youth unemployment?
- Examples of differing approaches policy e.g. work experience, improving the relationships between education and work, youth guarantees, job-search support, the promotion of entrepreneurship, guidance/counselling programmes, apprenticeships, internships, personal training records and active citizenship/volunteer activities.

# Full report available at: <http://elgpn.eu>



**EUROPEAN LIFELONG GUIDANCE POLICY NETWORK (ELGPN)** aims to assist the European Union Member States (and the neighbouring countries eligible for the Lifelong Learning Programme) and the European Commission in developing European co-operation on lifelong guidance in both the education and the employment sectors. The purpose of the network is to promote co-operation and systems development at member-country level in implementing the priorities identified in its 2010 strategy and its Resolution on Lifelong Guidance (2004, 2008). The Network was established in 2007 by the member-states; the Commission supports its activities under the Lifelong Learning Programme.

  Education and Culture DG  
Lifelong Learning Programme  
With the support of the Lifelong Learning Programme of the Commission

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**YOUTH UNEMPLOYMENT IS A GROWING PROBLEM** across Europe, with significant implications for individuals, communities, economies and societies. This paper analyses the current trends facing young people and policy-makers, and the policies and good/interesting practices emerging in different EU Member States in response to youth unemployment. It then explores what more can be done, drawing on lifelong guidance policies and practices. In particular, it examines how policies for responsive lifelong guidance services can contribute to new and emerging government delivery plans within and across Member States. Finally, it identifies key questions to inform Member States' education, training, employment and social inclusion policies.

The report has been commissioned by ELGPN, and supported by a reference group drawn from its members. The views expressed, however, are those of its authors and do not necessarily represent the views of ELGPN or its member-countries.

The authors are Dr Deirdre Hughes, OBE (United Kingdom) and Dr Tibor Bors Borbély-Pecze (Hungary).

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