

# PRESENTATION OF KEY FINDINGS AND IDENTIFIED PRIORITY POLICY AREAS

Hybrid Meeting (Hotel Cue in  
Podgorica and online via Zoom)

April 12th 2022





Desk research



Consultation  
workshop to discuss  
open questions



Preparation of the  
Report



Validation workshop

Interviews



# Structure of the Report

01

Context and system overview

Policy Framework

02

Coordination and Cooperation

03

Main services and activities

04

Funding

05

Access

Quality Assurance

06

Use of technology

Conclusions and way forward

# MAJOR FINDINGS FROM DESK RESEARCH, INTERVIEWS AND GROUP MEETINGS



# MAJOR FINDINGS FROM DESK RESEARCH, INTERVIEWS AND GROUP MEETINGS

- A good number of laws and strategies do refer to CGC. **Strategy of lifelong career guidance** (2011-15, and the one 2016-20), followed by the **Programme of lifelong career guidance and counselling 2021-2023**
- Despite the adoption of the first CGC Strategy as early as in 2011, services within the education, training, employment, community and private sectors still remain to be fragmented, rarely well-coordinated, coherently planned, or well-integrated, both at state level and local level.
- Provision of CGC in formal education (schools and universities) not fully developed: it is more about providing information about further education opportunities for final year students
- Provision of CGC in the world of work (unemployed, employed) falls mainly within PES advising formally registered unemployed

# MAJOR FINDINGS FROM DESK RESEARCH, INTERVIEWS AND GROUP MEETINGS

- Provision of CGC by NGO sector
- Funding CGC remains to be an issue
- Access: the demand for career guidance exceeds the supply - employed adults, older adults, people with disabilities, mothers with young children, women returning to work, remote communities, and a range of disadvantaged groups

# MAJOR FINDINGS FROM DESK RESEARCH, INTERVIEWS AND GROUP MEETINGS

- Use of technology underutilized - face-to-face meetings still prevail
- Generally, there are no quality standards for CGC (except for PES and external school evaluation)
- A 'career guidance advisor' it is not a regulated profession in Montenegro – it is not a qualification but a training (except a small number of advisors for professional orientation in PES who are psychologists)
- Quality of data and information needed for CGC is not good enough
- Monitoring, evaluation and policy feedback are not used frequently enough so that improvement initiatives are rare
- Research and study of the topic is insufficient (Career Guidance and Counselling System in Montenegro, 2019, MoE, Euroguidance Center, European Commission, with subtitle “Study on improvement, recommendations and good practice examples in CGC”.)

## KEY RECOMMENDATIONS

- Strengthening the CGC process at primary and secondary schools by offering a systematic provision of this support to students and training school leaders and school teams. The training would include Interpretation of LMI, Using technologies for CGC, involving parents, leading group and individual CGC activities, motivating students to take part in CGC, close cooperation with employers/employer organisations etc

## KEY RECOMMENDATIONS

- Strengthening coordination and cooperation at state level by clear division of roles and responsibilities of each stakeholder involved in the process. Explicit nomination of a formal entity for strategic leadership or a cross-ministerial working group or national lifelong guidance forum is a must. Boosting exchange of data among institutions and thus using statistics and LMI in career guidance and counselling will improve the overall process.

## KEY RECOMMENDATIONS

- Improve Career guidance and counselling for vulnerable groups, including young not in employment, education or training. In doing so, NGOs should be counted on and used to outreach those in need. Specific methodologies and tools to meet the needs of diverse users need to be developed.
- As we living in a technologically advanced era, the use of ICT for career guidance and counselling should be a cross cutting issue in all 3 priority areas.

# QUESTIONS AND ANSWERS

