



Methodologies for Capacity Building of Career Practitioners and Continually Supporting their Work

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Združenie pre kariérové
poradenstvo a rozvoj kariéry



Professional association - overview

- the **largest professional association** of career practitioners in Slovakia
- established in **2014**
- **bottom-up** initiative
- **collaborative** and **cross-sectoral** approach
- **voluntary** (open) membership
- nearly **150 members** (individuals and organisations)
- reputation of **a knowledge-broker** and a reliable national as well as international partner



Professional association - objectives

- I. to **facilitate networking** of career guidance practitioners and guidance actors in Slovakia and exchange of good practices;
- II. to **improve competences** of career guidance practitioners and professionals;
- III. to **spread awareness** about career guidance services and improve their accessibility to all citizens;
- IV. to **be an advocate** of career guidance at policy level.



Capacity building and CPD

- Organisation of **regular training events** and **nation-wide initiatives**
- Delivery of **accredited courses** on career guidance
- Involvement in **international projects and networks** (e.g. NICE, IAEVG, CareersNet)
- Provision of **mobility opportunities** for career counsellors
- Development of **quality standards** and **mentoring programme**

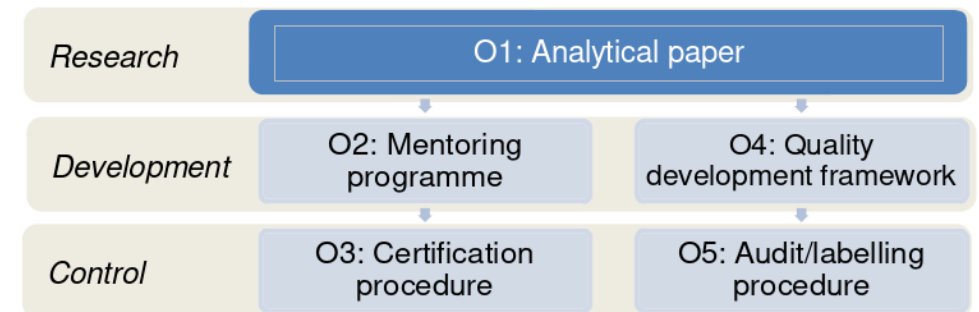
= creating a **learning eco-system**



Quality standards - background

- developed in **2019** in cooperation with partners from 7 EU countries through **Erasmus+**
- all outputs **freely available** at <https://guidancequality.eu/>
- development preceded by an **extensive research**
- **professional development** rather than a normative tool
- **service-oriented** standards structured along 5 thematic areas:

- I. Ethical service with clear mission and goals
- II. Service using multidisciplinary resources
- III. Client-centred service
- IV. Clear outcomes for clients and for society
- V. Continuous improvement





Quality standards – challenges and next steps

- **limited reach**

- voluntary tool; not yet adopted by any public authority / service
- low professionalisation of the sector – career guidance still seen as a function rather than a vocation
- relevance varies across sectors – existence of parallel quality assurance mechanisms

but...

- quality standards and certification included in the Lifelong Learning and Guidance Strategy (currently in the pipeline)
- great **reference point** - basis for development of other programmes and tools (e.g. accredited training programme in career guidance, e-learning "Career Guidance for the 21st Century")



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Conclusion

- Professional association as **a focal point** within the lifelong guidance system
 - i. Providing quality training and networking opportunities for counsellors
 - ii. Shaping and cultivating discourse
 - iii. Influencing decision-making (e.g. LLG Strategy, curriculum reform)
- Training -> Capacity building -> Professionalisation -> **Access and quality**



Thank you for your attention

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