

AGENDA

TITLE:

Career Guidance Standards for Montenegro

7-10 APRIL 2025

VENUE: HOTEL BIANCA RESORT & SPA, MIRKA VESOVICA BB, 81210 KOLASIN

SUBJECT:

Workshop for developing the outcome of career guidance (career management skills framework), occupational standards for career guidance practitioners, and an ethical code of conduct

SUMMARY:

ETF support to the development of national career guidance standards facilitates (a) the successful implementation of the reform agenda/growth plan of Montenegro, (b) supports the Youth Guarantee by defining occupational standards for guidance practitioners, guidance outcome standards, and an ethical code of conduct, and (c) helps build a LLL system based on a professional cross-sector lifelong guidance system. Cross-sectorial, national career guidance standards covering outcome, competence and ethical standards build the backbone of a national system approach to career guidance in a lifelong perspective.

Occupational standards describe what a practitioner should be able to do in order to fulfil a particular role or task and how good he/she should be able to do it in order to be considered competent. Career guidance outcome standards describe the knowledge, skills, attitudes and social networking skills – in sum career management skills – that any person of any age needs to acquire to be empowered to manage his/her life and career over a lifetime. The ethical code of conduct for CG practitioners describes the values and ethical standards to adhere to at practice level,

The approach applied in the workshop to develop CG standards builds on the principles of the DACUM approach, Functional Job Analysis, and skills foresight methodology, but follows a very light approach in a highly participatory way.

Objectives

The workshop aims to achieve two objectives:

1. first, to define the outcome of career guidance (CG) across sectors referred to as career management skills that empower individuals to manage their lives and careers. The rationale behind the definition of outcomes of CG is to find a common language about what CG is/ means in Montenegro across sectors, and what the benefit of CG is for individuals, communities, organizations, and the society.

2. secondly, to define the required current and future knowledge, skills, attitudes and social networking skills (which as a sum make up competence) of career guidance (CG) practitioners in relation to their tasks in education (schools, VET, Higher Education, Adult Learning and Education), in employment (public employment service, in-company (HR, social partners)), in youth and social inclusion work including outreach, in policy advocacy/ policymaking/ CG system governance in order to perform their tasks successfully. This includes ethical standards.

Participants

Participants include representatives with relevant work portfolio to career guidance/ employability/ employment support from (approximately 25-30 participants):

- Ministry of Labour, Employment and Social Dialogue
- Employment Agency of Montenegro – management level
- Ministry of Education, Science, and Innovation – primary, secondary, VET, higher education, adult learning/lifelong learning; NQF; services for people with disabilities
- Ministry of Economic Development
- Ministry of Public Administration
- Ministry of Sports and Youth
- relevant public agencies
- social partners
- guidance practitioners (from schools, VET, HE, ALE, youth and social inclusion sector, PES, in-company (HR, social partners) including school psychologist representative
- youth representatives

AGENDA

DAY 1 - Monday, 7th April 2025: Transfer by bus to hotel/event location from Podgorica

Time	Agenda Item	Owner
18:00h	Departure from Podgorica to hotel at 18.00h by bus <ul style="list-style-type: none"> place of departure (tbc) 	ETF/Congress
~19:00h	Check in at hotel	
19.00 – 22.00h	Welcome dinner at hotel	ETF, Ministry of Education

DAY 2 – Tuesday, 8th April 2025 - Defining the outcome of career guidance (CG) across sectors (career management skills)

Time	Agenda Item	Owner
09:00 - 09:30	Registration & welcome coffee/tea <ul style="list-style-type: none"> Objectives: participants find a friendly welcoming atmosphere with coffee/tea and croissants etc. with name shields on the table 	Mr Florian Kadletz, ETF
09:30 – 10:00	Introduction and presentation of workshop agenda <ul style="list-style-type: none"> Objectives: all participants <ul style="list-style-type: none"> know what they are engaging in and understand their role and the proposed process and activities and wider policy context have a joint understanding of what CG is & CMS today need to be conduct a tour de table to get to know each other, start building trust and a sense of added value of cooperation 	Ministry of Education (tbc)/ ETF
10:00 – 13:00	2 Break out groups (in Montenegrin with interpretation for Florian in WG 1) <ul style="list-style-type: none"> Objective: co-development of outcomes of CG through the identification of knowledge, skills, attitudes and social networking skills individuals need to manage (1) a <i>first transition</i> from education to employment in Montenegro, and (2) a career <i>over a lifetime</i> in Montenegro coffee and refreshments in room 	WG 1: Prof. Milica Jelic, Florian WG 2: Prof Vučina Zorić
13:00 - 14:30	Lunch break	
14:30 - 17:00	[Continuation in break out groups] <ul style="list-style-type: none"> Objective: co-development of outcomes of CG coffee and refreshments in room 	WG 1: Prof. Milica Jelic, Florian WG 2: Prof Vučina Zorić
17:00 – 17:10	Closure of day 1 and outlook to day 2	Ministry of Education/ ETF

DAY 3 – Wednesday, 9th April 2025 – Rounding up the outcome of career guidance (CG) across sectors (career management skills) & defining the required competence of CG practitioners

Time	Agenda Item	Owner
09:00 - 10:30	<p>Presentation of the output per WG of day 1 in plenary</p> <ul style="list-style-type: none"> • Objectives: all participants <ul style="list-style-type: none"> ○ see the result of their work and can revise and/or add to the output; facilitators merge the output of the two WGs into one set of knowledge, skills, attitudes and social networking skills ○ understand what the outcome of career guidance is, i.e. career management skills (CMS), & already get an understanding what competences guidance practitioners need to have to support learners develop such CMS 	Prof. Milica Jelic, Prof Vučina Zorić, Florian
10:30 – 12:00	<p>2 Break out groups: Identification of competences of practitioners (in Montenegrin language with interpretation for Florian group 1)</p> <ul style="list-style-type: none"> • Group 1: practitioners from education sector (primary and secondary schools, VET, HE, non-formal adult learning), responsible for policy advocacy/ policymaking/ CG system governance in education sector • Group 2: practitioners from employment sector (PES, in-company (HR, social partners), practitioners from youth and social inclusion work including outreach (also NGOs), responsible for policy advocacy/ policymaking/ CG system governance in employment, youth and social policy sector • Objectives: all participants <ul style="list-style-type: none"> ○ define the current areas of responsibility, meaning the tasks of a CG practitioner /responsible in (a) a primary/ secondary/ VET school, in Higher Education, in adult education, (b) in employment support work (in the public employment service, in other settings like chambers, trade unions, in-company etc.), youth and social inclusion work including outreach (what does a CG practitioner do?) ○ define other tasks that would need to be added and what existing tasks need to change in relation to future readiness of practitioners (based on labour market trends) • coffee and refreshments in room 	WG 1: Prof. Milica Jelic, Florian WG 2: Prof Vučina Zorić
12:00 – 13:00	<p>Continuation of the 2 break out groups: Identification of competences of practitioners per sector (in Montenegrin language with interpretation for Florian group 1)</p> <ul style="list-style-type: none"> • Objective: participants define what knowledge, skills, attitudes and social networking skills practitioners need to fulfil their tasks successfully by (1) defining general areas of competence which represent a major function or responsibility of the occupation (5-max 15) and which are to be related to the Montenegro NQF, and by (2) defining for each of those general areas of competence concrete knowledge, skills, attitudes and social networking skills (5-max 30 skills for each general competence area) that also include ethical behaviour (use IAEVG code of conduct as source) 	WG 1: Prof. Milica Jelic, Florian WG 2: Prof Vučina Zorić
13:00 - 14:30	Lunch break	
14:30 – 17:00	[Continuation in break out groups]	WG 1: Prof. Milica Jelic, Florian WG 2: Prof Vučina Zorić
17:00 – 17:10	Closure of day 1 and outlook to day 2	Ministry of Education/ ETF

DAY 4 – Thursday, 10th April 2025 - Defining the required competence of CG practitioners

Time	Agenda Item	Owner
09:00 - 11:00	<p>2 Break out groups: presentation of the output of day 2 per WG</p> <ul style="list-style-type: none"> • Group 1: practitioners from education sector (primary and secondary schools, VET, HE, non-formal adult learning), responsables for policy advocacy/ policymaking/ CG system governance in education sector • Group 2: practitioners from employment sector (PES, in-company (HR, social partners), practitioners from youth and social inclusion work including outreach (also NGOs), responsables for policy advocacy/ policymaking/ CG system governance in employment, youth and social policy sector • Objectives: participants in each of the two WGs <ul style="list-style-type: none"> ○ see the result of their work and can revise and/or add to the output; facilitators merge the output of the two WGs into one set of knowledge, skills, attitudes and social networking skills ○ understand what competences CG practitioners need to support learners develop CMS • coffee and refreshments in room 	<p>WG 1: Prof. Milica Jelic, Florian WG 2: Prof Vučina Zorić</p>
11:00 – 11:30	Coffee break	
11:30 – 13:00	<p>Bringing output from break out groups together – presentation of the output of WGs 1 & 2 in plenary</p> <ul style="list-style-type: none"> • Objectives: all participants <ul style="list-style-type: none"> ○ reflect on the result of their work in order to revise and/or add to the output and validate it ○ identify the overlaps between the competence profiles of practitioners/responsibles for CG in education, in employment, in youth and social inclusion work, in outreach, in advocacy/ policymaking/ CG system governance ○ define common competences to all profiles as common core competences and others as specialised competences by coding the generic general competence areas (A, B, C etc.) and the related specific knowledge, skills and attitudes (A1, A 2, A 3 etc.) and by coding the specialised ones (S1, S2, S3 etc.) – facilitators to merge and bring the sticky cards in the correct order 	<p>Prof. Milica Jelic, Prof Vučina Zorić, Florian</p>
13:00 - 14:30	Lunch break	
14:30 – 16:30	Continuation - Bringing output from break out groups together	
16:30 – 16:45	Closure of event & next steps	Ministry of Education/ ETF
17:15 – 18:00	Transfer back to Podgorica	

Follow up activities

- identifying the overlaps between the competences of young people facing their first transition, and adults, and
- defining common competences for all as common core CMS and make explicit the others as lifelong CMS

- Coding the generic general competence areas (A, B, C etc.) and the related specific knowledge, skills and attitudes (A1, A 2, A 3 etc.)
- Developing the draft CMS framework
- Following up bilaterally with all stakeholders after the workshop to discuss the draft CMS framework bilaterally, integrate feedback to finalize the draft CMS framework
- Send the final draft CMS framework for consultation to a larger group of stakeholders for final feedback