

10 Years Euroguidance Cross Border Seminars

Cross Border Seminar 2015: Guidance Crossing Borders

The number of participants per workshop is limited, availability of places is on a first come, first served basis.
The registration website announces workshops according to their short titles.

Workshops

Workshop 1, AT

Online Guidance – Chances and Limits of a Nationwide Collaboration and the Method Itself

Short Title: **Online Guidance**

The Story: Online Guidance started in 2010 with three institutions of the network “Bildungsberatung in Wien”, using the privacy protecting platform beranet (<https://bildungsberatung-online.at>). Their experience with inter-institutional collaboration helped to shape the even more complex inter-regional cooperation that followed 2014, when three additional Austrian provinces joined Online Guidance. Until 2016 another four provinces will participate and make Online Guidance to a nearly nationwide offer with only one province missing.

Chances and Limits: It’s obvious that joint Online Guidance overcomes obstacles like geographical disadvantages or some kinds of disabilities. At the same time it leads to new challenges concerning the collaboration of guidance practitioners, such as a shared understanding of guidance, the distribution of customer inquiries or coordinated public relation. Limitations can also be found in the attitude of guidance practitioners towards Online Guidance or in the method itself. But which borders shall we try to overcome, which limits do we better accept?

The Workshop: In this workshop we share our experience with the set-up and implementation of Online Guidance. We present our online platform, some methods of Online Guidance and - if time permits - we want to work on an example for Online Guidance together.

Our central questions will be:

- Which borders did we overcome by which means?
- Which ways of collaboration did we develop or experiment with?
- Which limits do we accept, e.g. because other methods are more appropriate to reach our aims?
- Which challenges are still unsolved or work in progress?

We are very interested to discuss these questions with the participants of the workshop, so we can share our experiences, visions and questions and learn from each other. Therefore Euroguidance Austria will

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try to find out your experience with Online Guidance and motivation for the workshop in advance. This will help us to adjust our input. Thank you.

Barbara Oberwasserlechner is responsible for the set-up of nationwide Online Guidance in Austria and coordinates the collaboration; works since 1997 as a guidance practitioner and project manager in adult education, since 2011 in “Bildungsberatung in Wien”; practical experience with Online Counselling since 2007 (implementation and Online Guidance); developed her Online Guidance skills with the help of further education and supervision

Barbara Glattauer is philosopher, systemic coach and adult educator; works since 2011 as guidance practitioner at “Bildungsberatung in Wien”; practical experience with Online Counselling since 2011; developed her Online Counselling skills with the help of further education and supervision; Is responsible for the quality management measures at “Bildungsberatung in Wien”.

Target group: Guidance Practitioners, Project Managers

Workshop 2, PL

Image in career coaching and vocational guidance. The use of Image and coaching games in people development processes supporting self-reflection, self-esteem and action taking

Short title: **Image in career coaching**

This is an experiential encounter during which participants will experience a set of creative and deep coaching processes and activities with the use of Image, including use of photography, use of Points of You The Coaching Game and Punctum, asking supportive questions, contacting with own emotions, inspiring the undertake actions, visualizing one’s mission, dreams. They will learn new ways of designing coaching processes and questions, get a knowledge about the meaning of visuals in the developmental process, expand their perspective on how nonverbal expression be used in learning and development.

A fundamental message or “idée fixe” of the approach is to inspire people to open up and to dream big and to support them in formulating life statements, taking decisions and making simple actions plans, thus enabling people to become self-pursuing.

The PROGRAM consists of 4 stages and has the following motto: **“MY DREAMS*MY SKILLS*MY WAY”**

1. 10’ Pause, Inspiration, Arriving mentally and emotionally
2. 30’ A trio of coaching (self-reflection) questions about values in life
3. 60’ My Big Dream – reflecting and planning about future professional project
4. 20’ Summary and discussion, questions and answers

Dorota Raniszewska: Certified business trainer and coach. Certified Points-of-You™ Trainer (<http://points-of-you.us>). Co-creator of the OFF WORDS, a developmental approach combining use of

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Image, Body and Movement, based on Phototherapy, Points of You™, Laban Bartenieff Movement System™ and contact improvisation techniques (<http://offwords.com>). Licensed Motivational Maps™ Consultant (www.motivationalmaps.com). Lecturer at two universities: SWPS in Warsaw – University of Social Sciences and Humanities (<http://swps.edu.pl>) and WSL – High School of Linguistics in Częstochowa (<http://wsl.edu.pl>), where she teaches “Image in Coaching” and Points of You™ approach at the postgraduates coaching and mentoring studies. Provides professional training in the area of “tools, techniques and processes involving Image, Body and Movement in people development” for school teachers in cooperation with The Masovian Centre for Teachers Development (public institution) and for accredited coaches under the Continuous Coach Education Units program by the International Coach Federation (ICF). Currently pursuing Doctorate studies in Sociology at Collegium Civitas in Warsaw in the area of Body sociology. Graduated from French philology at the University of Warsaw. Between 1997-2012 has worked in the commercial sector as a management and human resource manager and consultant, trainer, mentor.

Target group: All delegates

Workshop 3, SL

“Differently” (workshop for long term unemployed)

Short title: **Differently**

The workshop “Differently” is somehow different in comparison to established ways of working with unemployed. And it is effective. When creating it, I put together concepts and techniques from authors like Norman E. Amundson, Zimbardo and Boyd, Eva Gutlinger, Jean - Jacques Ruppert, Frances Wilks and myself.

I will shortly present it and then practically introduce some of the techniques, used in the workshop: drawing of one’s book of life, drawing of one’s purpose of life, visualization changing inner pictures, talking about emotions, training of setting the goals and detecting the step towards it.

I will also briefly present web page [Spleti svojo kariero](#) (Knit your career), which was made during the project Life long career guidance (European social fund) at the PES Slovenia. We are developing newer approaches and tools in the field.

Mag. Peter Gabor, psychologist and anthropologist, working as a vocational counsellor at the Employment Service of Slovenia

Target group: Practitioners, Researchers

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Workshop 4, DE

Specifics in guidance with migrant students

Short title: **Guidance with migrant students**

Overview and examples to be discussed on strategies and counselling methods regarding problems for migrant students entering the German labour market. Experiences on working with Universities and Universities of Applied Sciences, Cooperation and Networking situations with different partners.

Opportunities and Problems for Migrant Students in Germany and how to cope with them.

Dr. Bernd Lienstädt, PHD Neurobiology, Careers Guidance Adviser for Graduates and Students at Federal Employment Agency Germany (Bremen), Job Placement Officer for specific target groups (young people with problematic backgrounds) and for Graduates.

Target group: All delegates

Workshop 5, SK

Innovation and digitalization of career counselling and guidance tools in the school environment in Slovakia

Short title: **Innovation and digitalisation**

Workshop will introduce **National project “Comprehensive guidance system for prevention and influencing of socio-pathological phenomena in the school environment”** and especially present products. Part of the workshop will be dedicated to illustration of tools (e.g. briefcase “Guidance as a game”/“Poradenstvo hrou” which consists of different methods and tools).

Project in general aims to improve the preparation of students for the labor market via modernization / innovation of methods and procedures used in career counseling with scope to:

- diagnostic methods, tests (methodological tools),
- counseling methods, procedures, programs,
- sources of information about the world of work, the labor market.

Martin Martinkovič, Ph.D, Coordinator of digitalization for educational and counselling content in National project “Comprehensive guidance system for prevention and influencing of socio-pathological phenomena in the school environment” (The Research Institute for Child Psychology and Pathopsychology - VÚDPaP). Member of the Cross-sector Reference Group for project ESCO (EC). Philosophiae doctor in the field of Social and organizational psychology (Ph.D).

Target group: All delegates

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Workshop 6, AT

Do it like the spider: How network building can improve the access to Lifelong Guidance

Short: title: **Do it like the spider**

To support lifelong learning and active participation in the labour market, career guidance services need to be further developed. Since 2011 the Austrian Ministry for Education has created a new policy in Lifelong Guidance: It aims to establish career guidance services all over the country by creating networks and foster regional cooperation. The networks are located in each province (“Bundesland”) and the service is free for all users.

The workshop gives an overview about these initiatives and demonstrates, how network building can contribute to improve the guidance and counselling system as well as the access for different target groups.

Together we will discuss:

- how networks can help to get better access to different target groups
- how partnership building among stakeholders can be successful
- what the main gaps and challenges in providing career guidance via networks are

Kathrin Weinelt / Ingeborg Wilfinger, Guidance and Counselling Center Burgenland/Austria

Katrin Reiter, Coordinator of the Educational Guidance Network Salzburg/Austria

Target group: Practitioners, Researchers, Stakeholders

Workshop 7, RO

Guidance for a Happy Life

Short title: **Guidance for a Happy Life**

Research in positive psychology (Csikszentmihalyi, 1998; Seligman, 2004; Haidt, 2006; Pink, 2011; Achor, 2010, 2013) underlines the strong link between wellbeing and performance at work. A high level of positivity increases creativeness, energy, concentration, helping individuals become more performant in the tasks they are doing. On the other hand, the flow experiences that appear when the challenges of a task meet the potential abilities of the individual, are an essential component of a happy life, making work one of the important sources of happiness in life.

Since the mission of guidance practitioners is to support individuals in their pursuit of happiness, we will explore this bidirectional relationship between work and wellbeing.

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Within the workshop, participants will learn and experience evidence based interventions proven to increase positivity and will explore the path towards flow experiences that contribute to productivity and wellbeing.

Ioana Panc, PhD, Associate Professor, Titu Maiorescu University, Bucharest, Romania; Executive Director of NBCC Romania and Vicepresident of the Romanian Counselors Association, Dr. Panc facilitates counseling professionalization in Romania, coordinates the development of the professional community and promotes new educational programs relevant for the helping professions in her country. She works closely with educational and business organizations interested in supporting the development of the counseling profession in Romania. As the founder of Career Counseling Center at [Titu Maiorescu University in Bucharest](#) and Associate Professor in the [Psychology Department](#), Dr. Panc's professional interests are in the area of career development, but her background includes expertise in European funded projects and human resources consultancy. Since 2009, as an International Master Trainer GCDF, Dr. Panc is delivering the Global Career Development Facilitator(GCDF) training both in academical and business sector internationally.

Target group: All delegates

Workshop 8, HR

Applying Psychological Counselling in Student Career Guidance

Short title: **Psychological Counselling, students**

The hallmark of the new organisational reality is change. In the last decade, young people's transitions from school to work have become longer, more complex and more turbulent. The concept of employability cuts across all these factors as a highly expected outcome, as well as an indicator of one's performance in terms of joining the world of work.

It is an aim of this workshop to demonstrate that professional career guidance can be enhanced by awareness of techniques and approaches in use by other professions especially in context of career management skills namely personal and career management. At the same time we will try to look into adapting cognitive behavioural approach for use within career counselling and coaching. In addition we will try to propose strategies and highlight aspects relevant for the implementation of career management skills contents in counselling context.

Structure:

In this workshop participants will explore specific competencies individuals need to develop successfully in order to pursue their careers, namely self-assessment skills, efficacy beliefs and metacognition. The workshop will be interactive and will include participants' review of their own practices. We will put an emphasis on how career workers can use the elements of cognitive behavioural approach in general as a medium for the delivery of career guidance and to define strategies for the development of career management skills.

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Objectives

- to frame the relation between career guidance and specific counselling approach
- to propose strategies and highlight aspects relevant for the implementation of career management skills contents in context of the cognitive behavioural approach framework
- to share examples of good practice amongst experts

Ivana Mrgan, Career guidance and cognitive behavioural practitioner. Currently working as a student career counsellor. Previous working experience includes career counselling and informing as an advisor of Croatian Employment Service on operational and central organisational level and working as a Human Resource Assistant for several private organisations. Presently volunteering as a counsellor in few education and counselling centres.

About Student Counselling and Support Centre

In order to provide support in the development and improvement of students' academic and career-life skills, the University of Zagreb established the Student Counselling and Support Centre.

The Centre organizes various forms of activities within the following areas:

- counselling related to academic and personal problems
- career counselling and guidance
- academic and life skills development

Activities regarding career counselling and guidance are conducted through: individual and group counselling, educational workshops and lectures, career-life skills workshops, development of educational and self-help materials. Specified activities are focused on enhancing skills within the area of psychological assessment and self-assessment of work potential, making career choices and goal-setting. In addition, one of the main goals is to enhance job-searching methods and work adjustment skills.

Target group: Practitioners

Workshop 9, CZ

How could career counselling be enriched by dialogical approach? Between psychotherapy and counselling

Short title: **Dialogical approach**

Recently, approaches based on constructivism and especially social constructionism has been introduced into the field of career counselling in Czech Republic, such as in the field of psychotherapy, common inspirational source for career counsellors. Questions rise in relation to this theoretical and practical development. For example: How in particular these perspectives and related practices could be useful and enriching for clients of career counselling? How the collaborative and dialogical psychotherapy could inspire the field of career counselling? What are the possible limits?

Workshop will consist of short theoretical introduction into the collaborative and dialogical assumption and principles and practical exercise and/or consultation based on these principles. Following group reflection will be focused on the searching for the answers of questions raised above.

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Mgr. Jakub Černý, Psychologist, therapist, co-founder of Narativ group (www.narativ.cz). He has been working as a private practitioner and lector. He is interested in postmodern collaborative and dialogical approaches in psychotherapy and counselling. He participated on the translation of the book *Career development and system theory*.

Mgr. Kateřina Novotná, Psychologist, therapist, co-founder of Narativ group (www.narativ.cz).

Target group: Practitioners, Researchers

Workshop 10, DE

Guide My W@y! – A European Career Guidance Concept for International Youth Mobility

Short title: **Guide My W@y!**

The Guide My W@y project will address the needs and demands by delivering an open access, practice-oriented European career guidance concept (ECCO).

This concept focuses on a systematic elaboration of European guidance counselling methods based on the target's group needs. The concept will be adapted to the essentials of area knowledge in the field of international circular mobility of young people (both vocational education and job mobility)

The goal of the project is to merge the concept with new technologies (interactive, autodidactic Internet Portal) and digital learning equipment (virtual classroom and e-Counselling dialogues) as a chance to a new and further development of an efficient, low-threshold, low cost and open-access e-learning and teaching opportunity.

Prof. Dr. Florian Kreutzer, Professor of Sociology at the University of Applied Labour Studies (HdBA) since 2008. DAAD Visiting Assistant Professor at Rice University (USA), Lecturer and Researcher at University of Erfurt and University of Hagen (Germany). Consultant and Project Manager of the European Social Funds (ESF) in Thuringia/ Germany. Research Project on transnational careers of expatriates (Publication *Transnationale Karrieren im Westdeutschen Verlag* in 2006). Research on institutional frameworks and sociology of counselling (Publications in 2010 and 2014).

Target group: All delegates

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Workshop 11, SK

Braveness vs performance? Overcoming the learned helplessness with experience based learning methodology

Short title: **Braveness vs performance?**

In TANDEM, n. o., we work with teenagers and university students on the field of career guidance since 2009. Our main experiences show that the education system and the classical career guidance provides information but does not support those skills, what are the most important when comes to decision making in their “real life”, such as proactivity, braveness, creativity and ability to think “out of the box”, risk-taking and curiosity. On the other hand, these students are mainly surrounded by very strong expectations and in many cases they suffer with learned helplessness, especially those who do not provide high performance in the classical subjects.

The main goals of the workshop:

- to discuss and understand the phenomenon of learned helplessness within the teenagers and young adults in terms of career guidance
- to show psychodramatic and experience-based exercises supporting braveness, risk-taking and problem-solving
- to offer a mini self-reflective experience to the participants about their own personal barriers and discuss how can we reflect on our own inner borders and the client barriers at the same time.

***Krisztina Molnár**, leader at TANDEM n.o., Slovakia, trainer, counsellor at TANDEM n.o. since 2009 (founder), certificate from counselling (HUMANIKUM Kutatás-fejlesztési és Oktatási Non-profit Közhasznú Kft., Hungary) acquired in 2012, course leader and counsellor at University H. Selyeho: career management and future planning university courses (2011, 2012), active participation in organizing and leading career counselling projects for youth (15-18 years): interactive career day since 2011 (Mesterségem cíMerre?), researcher in topics concerning the career choice and personality development of youth (15-18 years) - publications: “Állj pályára!” (“Choose your path”) – 2011, “Ki formál?” (“Who forms you?”) – 2014, Workshop leader on Euroguidance Cross Border Seminar 2014 in Zagreb (“How to choose your path” - interactive workshop about prevention of youth unemployment), working as a researcher for Hungarian National Labour Office (2014-)*

Target group: Practitioners

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Workshop 12, HU

'Bridging the gap' by a joint training of teachers and career and social practitioners in guidance

Short title: **Bridging the gap**

The workshop will introduce the rationale and the methodology of our blended learning training in lifelong guidance.

The training aims at bridging the gap between education, employment and social inclusion as practitioners are being trained from these areas in lifelong guidance. The main focus of the training is to enable professionals to be career advisors in their respected fields and to build a strong relationship between sectors (education / labour / social sector). The workshop will introduce some of the techniques used in the training and will give a general overview of our results so far.

***Fruzsina Lukács PhD** is the leader of the group responsible for developing career management tools in the SROP 2.2.2-12/1 EU project ('Development of the Hungarian Lifelong Guidance System') and a part time lecturer at the Psychology Department of Szent István University, Gödöllő teaching career psychology subjects. She has a PhD in career psychology. Her doctoral thesis centered on the relationship between career indecision and personal identity and other psychological constructs among high school and higher education students. She has been a career advisor for high school students for 6 years. Her current fields of interests are the role time perspective plays in indecision, web-based tools and ways to research effectiveness of career related sessions (evidence-based practice). She is a delegate of the Ministry of National Economy in ELGPN.*

Target group: All delegates

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