



Co-operation of NGO and academic sector on the qualification programme for career counsellors in Czechia

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Current context of career guidance in the Czech Republic



What is good!

- ❑ Ongoing **curriculum reform** for primary schools with an emphasis on career education
- ❑ Possibility to finance career counsellors in primary and secondary schools from **EU funds**
- ❑ Development of career guidance at secondary vocational schools as a key issue of the **Education Policy Strategy 2030+**
- ❑ Some **regions** take a systematic approach to the development of career guidance and connect key stakeholders at the regional level, as they can finance career guidance from EU funds
- ❑ **National Career Guidance Award** is awarded by Euroguidance CZ every year and awarded contributions are published in a book
- ❑ **National Guidance Forum** still meets regularly
- ❑ Position of careers adviser is described in the **National Qualifications Framework**



Qualification standard of career advisor in the National Qualification Framework CZ

Source:

<https://www.narodnikvalifikace.cz/en-us/qualification-1538>

Qualification Standard

Vocational competence	Level
Knowledge and comprehension of the applicable legislation in the field of education and employment	6 ●●●●●●○
Searching for, systematising and evaluating career information	6 ●●●●●●○
Applying methods, techniques and procedures of basic career diagnostics	7 ●●●●●●●
Conducting a counselling process and addressing differences between individuals and group counselling	7 ●●●●●●●
Using special methods of communication to address relevant threats, risks or disadvantages	6 ●●●●●●○
Educational activities aimed at developing career management skills	6 ●●●●●●○
Setting up guidance services and cooperation of actors in the field of career guidance	6 ●●●●●●○
Professional development for career advisors	6 ●●●●●●○

Current context of career guidance in the Czech Republic



What is not good yet!

- ❑ In Czechia, we have neither a **lifelong learning strategy** nor a **lifelong guidance strategy**
- ❑ Lack of harmonisation processes and coordination structures between **education and the world of work**
- ❑ The reform of the upper secondary school curriculum system has not yet been successful, currently pupils have a choice of **281 vocational specializations** at the age of 15
- ❑ **Drop-outs** from education are increasing, in some municipalities up to 10 % of pupils do not even complete primary education, Socially disadvantaged regions are particularly affected by **reproduction of poverty**
- ❑ Qualification of career advisor according NQF is mainly used by NGOs, it is not recognized in other sectors (schools, universities), career counsellors in line with NQF are **not covered by the legislation in the field of education**
- ❑ The development of career guidance in schools is **dependent on EU funds**

*Our story began
when we met Peter
van Deursen.*



Short story of Centrum kompetencí I.



- ✓ 2008-2010, I coordinated Euroguidance in the Czech Republic and that's how I got in touch with the CH-Q method. In 2009-2010, I was also involved in ELGPN.
- ✓ With Euroguidance, we brought CH-Q to the Czech Republic through our Dutch colleagues (mainly Peter van Deursen).
- ✓ This experience also brought together the three founders of our organization Centrum kompetencí (Dorota Madziová, Helena Košťálová and me).
- ✓ Before Centrum kompetencí was established, we carried out a EU Grundtvig project on the recognition of prior learning with Switzerland, Austria and Luxembourg (2012-2014). All project partners used the CH-Q method.
- ✓ Dorota and I got CH-Q 1-3 certification and in 2012 we established Centrum kompetencí to provide this training in the Czech Republic.

Short story of Centrum kompetencí II.



- ✓ Centrum kompetencí was established in 2012.
- ✓ Over time, we have expanded our career guidance offer beyond CH-Q and developed our own approach based on competency mapping (inspired mainly by CH-Q and N. E. Amundson)
- ✓ Published 2 books.
- ✓ Developed long-term co-operation with the North Moravian Region.
- ✓ Focused on teachers, women in the labour market, NGO leaders, parents caring for severely disabled children (in cooperation with other organisations)
- ✓ Become an authorised person under the National Qualifications Framework for the recognition of career advisor qualification
- ✓ In 2023, we started cooperation with the Faculty of Humanities Charles University in Prague

Lifelong learning and retraining programme at the Faculty of Humanities Charles University in Prague in cooperation with Centrum kompetencí

Fakulta humanitních studií
Univerzity Karlovy v Praze
ve spolupráci
s Centrem kompetencí
otevřít nový vzdělávací program

SPUŠTĚNÍ ZÁPISU
listopad 2024
ZAČÁTEK PROGRAMU
únor 2025
ROZSAH A CENA
250 hod. | 30.000 Kč

**KARIÉROVÝ
PORADCE**
**KARIÉROVÁ
PORADKYŇĚ**



PROGRAM VEDE K ZÍSKÁNÍ
KVALIFIKACE KARIÉROVÉHO
PORADCE PODLE NÁRODNÍ
SOUSTAVY KVALIFIKACÍ.

KURZ JE VEDEN ODBORNÍKY
OCENĚNÝMI NÁRODNÍ CENOU
KARIÉROVÉHO PORADENSTVÍ.



Silvie Pýchová
kariérová poradkyně,
odbornice na vzdělávací
politiku



Dorota Madzišová
kariérová poradkyně,
metodička



Petra Drahoňovská
kariérová poradkyně a koučka
CareerDesigner



Nora Jakobová
školská psycholožka a kariérová
poradkyně



Lenka Krejčová
školská psycholožka



Iva Kirovová
psycholožka, odbornice
na kariérové poradenství
a rozvoj kariéry



Lenka Němcová
kariérová poradkyně, lektorka
a metodička kariérového
poradenství



Více informací o vzdělávacím programu a přihlášování
do kurzu na webu FHS UK v sekci Programy
celoživotního vzdělávání, konkrétně na tomto odkazu:
fhs.cuni.cz/FHS-2894.html



Motives for cooperation with the university



- ❑ Bringing together expertise from the non-profit sector, the world of retraining and academic sphere
- ❑ Building new capacities in career guidance through retraining
- ❑ Greater sustainability of the training programme on the ground of a university, independent of EU funds
- ❑ Strengthening the interest of professionals in academia in the topic of career guidance

Basic data on our educational programme



2 organisations in leading this programme (Faculty of Humanities and Centrum kompetencí)

1 accreditation by the Ministry of Education

250 hours of education provided

3 self-experience training sessions

4,5 hours of an individual qualification exam according to the qualification standard of the National Qualification Framework

2 certificates for graduates (1 for a lifelong learning programme from the Faculty of Humanities and 1 for a qualification as a career advisor on the basis of a qualification exam from Centrum kompetencí)

2 years of existence

29 participants in 2 years

3rd year will start in February 2025

1 National Career Guidance Award

Content of the programme



1. Orientation in the current legislation in the field of education and employment (12 h)
2. Searching, systematising and evaluating career information (13 h)
3. Application of methods, techniques and procedures of basic career diagnostics (24 h)
4. Conducting the counselling process and individual and group counselling (48 h)
5. Use of special communication methods to compensate for relevant special needs (30 h)
6. Educational activities aimed at developing career management skills (30 h)
7. Setting up counselling services and cooperation of actors in the field of career counselling (49 h)
8. Professional development for career counsellors (44 h)

Examples of evaluations by our participants

Connecting with practice, discussion and insight into different fields and connecting; knowledge and skills of career guidance.

The most beneficial for me personally are practical demonstrations of activities, their evaluation and reflection on their application in practice.

Individual approach, quality lecturers, self-experiential activities.

A chance to see how the lecturers think about career counselling and human development.

Teaching team, content complexity, group dynamics.

Practicality (activities in practice, recommendations from practice), variety of lecturers.

Thoughts for the future



- ❑ Extend network of experts from NGO sector in cooperation with the academic sphere
- ❑ Initiate more Ph.D. studies in the field of career guidance
- ❑ Identify topics covered by academic experts in the Czech Republic where is the potential for academic cooperation in the field career guidance
- ❑ Provide follow-up supports for graduates from this retraining programme
- ❑ Develop cooperation between the university counselling services and the participants in our programme



Thank you for your attention!

Questions??

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