

Best practices in career guidance: Belgian career vouchers and Dutch instruments



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Workshop in a glance..

- **Career vouchers in Belgium (VDAB)**
- **Preliminary look at instruments in the Netherlands (HAN)**
- **Questions/discussion?**

VDAB

Introduction on quality operational level; analysing instruments for career guidance

- **Study to systematically inventory (and analyse) (Dutch) instruments on career guidance/advice, including**
 - review of (scientific) international literature on instruments;
 - interviews with selection of providers of these instruments (18)
- **Octobre 2018 – April 2019**
- **Today; preliminary results of the interviews**

Results interviews (1)

18 Instruments:

- Questionnaires(/tests)
 - self-perception
 - online
- Often combined with one or more conversations with career coach (& intake)
- Often resulting in a personal report, containing personal profile/personal labour market position

Participants:

- non-specific, usually at least VET-level, sometimes in-company

Results interviews (2)

Instruments often consisting of several modules, with focus on..

- Personal characteristics;
 - personality (big five)
 - motivation
 - working experience/competences/skills
 - personal values/interests
 - flexibility/adaptability
- Labour market information
 - general (regional, sectoral)– specific jobs (vacancies)
- General job information

Results interviews (3)

Main goals of the instruments:

- to have participants (systematically) reflect on own competences, job and career (awareness, ‘shock effect’)
- to assist in determining suitable jobs and job opportunities, alternative jobs
- to stimulate them to act/move (sometimes action plan); strengthening labour market position, changing jobs..

Results interviews (4)

Evaluation of instruments

- (Long term) effects considered difficult to measure, little information on effects (eg job change/labour market)
- Evaluation results focus on
 - satisfaction (with guidance/instrument(s))
 - recognition of results/report
 - completion rate of the instrument (online)
 - psychometric quality of scales (reliability)

Results interviews (5)

Some conditions for success:

- safety/privacy (no consequences); avoid fear of job loss/forced change
- participant literacy, ICT skills (starting at VET level 2?)
- easy to complete (eg time to complete, language)
- combination with (at least one) conversation with a career coach (personal significance)
- provide participants with specific suggestions on how to act (/action plan)
- validity of labour market information (up to date?)
- cooperation between partners in combining instruments

Questions

- **Difference between focus of instrument on shortterm (LMI) or longterm (personal characteristics) perspectives?**
- **‘voluntary participation’ bias (safety): only those already thinking about own career who participate?**
- **Labour market information validity and prognosis; difference between vacancy based and skills based...?**