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GUIDANCE AND ORIENTATION FOR ADULT LEARNERS (GOAL)

RESULTS FROM A EUROPEAN PROJECT ON POLICY LEVEL

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Project focus

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- ❑ Low-qualified adults
 - ❑ Expanded educational guidance services and orientation interventions

- ❑ “As is” situation identified in each partner country

- ❑ Program design and approaches established with stakeholders

- ❑ Program implementation
 - ❑ Developmental support
 - ❑ Summative assessment
 - ❑ Knowledge cumulation

Intervention strategies

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1. Developing and/or enhancing **partnerships and networks** with other organisations serving the target group
2. Engaging in **outreach activities** designed to bring guidance services to the target group
3. Defining the **competences** which counsellors require to enable them to address the specific needs of GOAL participants
4. Developing and effectively using **guidance tools** tailored to low-qualified adults
5. Improving **quality** of guidance services in order to optimize learning outcomes of individuals (based on the 'one step up'- principle)

Participants/service users

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981 service users across the six countries

- ❑ 132 in CZ; 418 FL; 95 IS; 100 LT; 160 SL; 76 NL
- ❑ Different recruitment targets in each country, different target groups and different levels of pre-existing resources to build on
- ❑ Recruitment targets generally achieved (numerically) but some challenges recruiting some groups in some countries

Icelandic pilot

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- ❑ Existing educational guidance services (career)
 - ❑ 14 LLL centres distributed around the country
 - ❑ Services for low-qualified adults
- ❑ Not successful in establishing cooperation with companies
- ❑ Long-term job seekers and people on social welfare
- ❑ Main partners; PES and Social services
 - ❑ Joint up meetings for sharing knowledge, defining the target group and preparing methods and tools (including the Red cross and prison services)



Icelandic pilot cont.

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N=95

- ❑ Career counsellors trained in
 - ❑ motivational interviewing – (confronting “resistance talk”)
 - ❑ using the Career Adapt-Ability Scale (CAAS; Savickas & Porfeli, 2012)
- ❑ 3-5 interviews (primarily group 3)
- ❑ Screening interview - needs identified
- ❑ Examples of measures: Motivational interviewing leading to decision making; assertiveness training; orientation on possibilities; interest inventory; decision making process exercises
- ❑ Follow-up interview



Needs of service users

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Three broad groups:

1. Relatively clear ideas about educational goals
 - Primarily needed information
2. Less clear about goals and/or less motivated
 - Needed more support and guidance to define and pursue educational goals
3. Significant personal barriers
 - Needed a very high level of support in a range of domains

‘Planting seeds’ for future growth

Results

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- Partnerships/networks
 - Various programs in place (sharing of info)
 - Borders of services
 - Definition of the target group
 - Stronger cooperation being built

- Counsellor competences
 - High level of competence (MA degrees, experience)
 - Cooperation with other specialists important
 - Training in successful methods to meet the needs of the target group of high importance

Results cont.

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□ Outreach

- Referrals between organizations most viable method of “outreach”
 - Referral processes need to be refined (specialists together)
- Took time to establish partnerships
- Scheduled counselling interviews had many “no shows” and drop-outs
- Cooperation with companies needs to be established

□ Tools

- Many existing tools – adjusted for the target group
- New tools (motivational interviewing and CAAS)
 - Very valuable for the counsellors

Results cont.

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□ Quality

- High quality – but not many users before GOAL
- Lot of services in place, but not necessarily aiming directly at educational counselling
- Outreach measures had not been working
- Cooperative partnerships need to be strengthened aiming at holistic services for the users

□ Policy

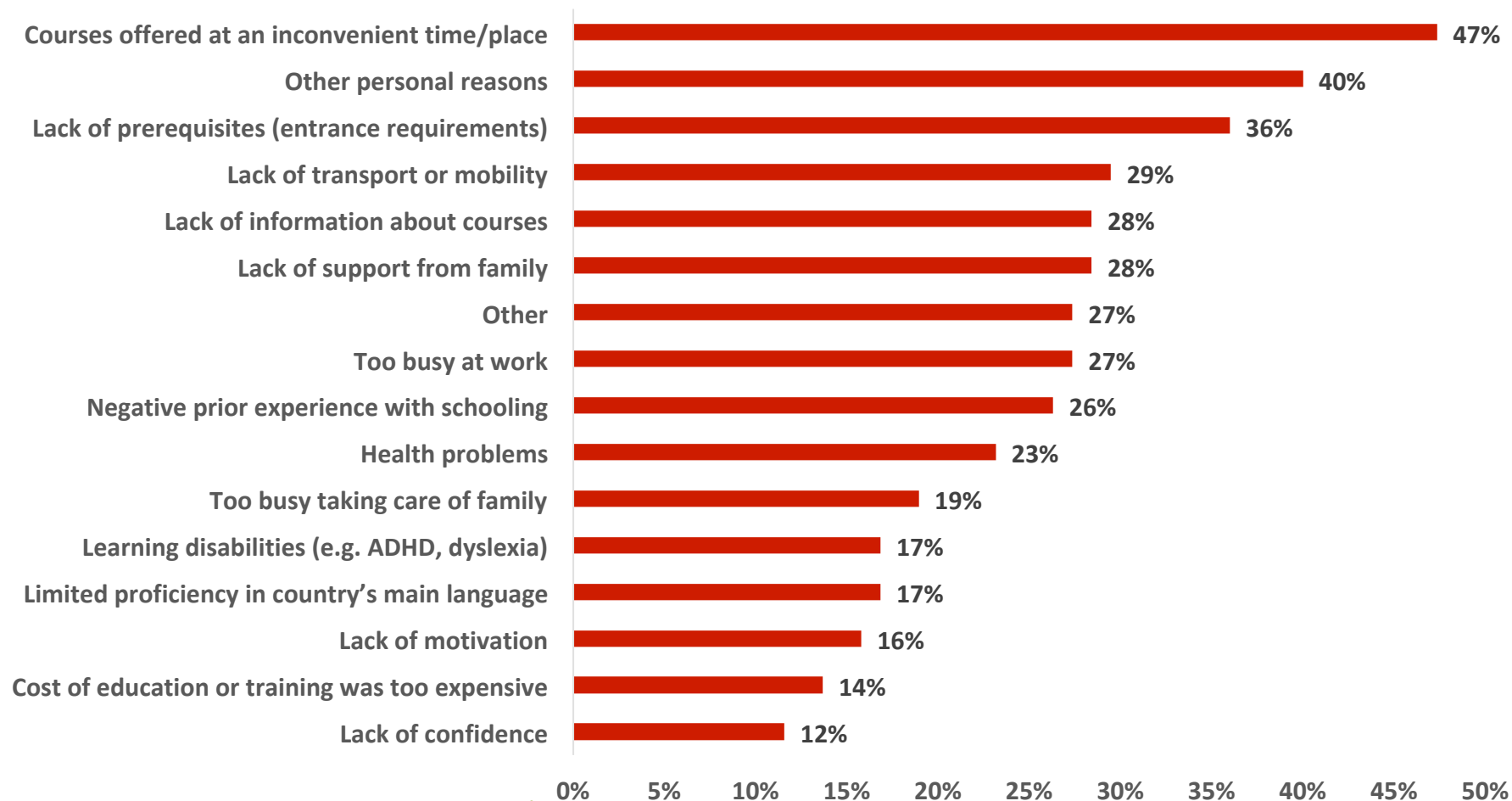
- Lack of discussion and cooperation
- After GOAL; more understanding of the different roles of stakeholders in working towards holistic services
- Planning and structuring is on-going

Results



HÁSKÓLI ÍSLANDS
MENNTAVÍSINDASVIÐ

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User's voice

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I am more self-assured in my future goals, I am more positive and think towards the future in a more positive way. In the beginning, I knew I wanted to accomplish something, but I wasn't sure what. Now I am more confident about what I want to do and how I want to achieve it. (GOAL Follow-Up Survey, March 2017).

Thank you for your attention 😊

Further information on project websites:

- ▣ www.projectgoal.eu
- ▣ www.adultguidance.eu

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