

# Career check for young adults

**POLICY DEVELOPMENT****PRACTICAL MEASURE/INITIATIVE** AUSTRIA

## Timeline

2019 **Design**2020 **Implementation**2021 **Implementation**2022 **Implementation**2023 **Implementation**2024 **Implementation****ID number 38750**

## Background

The career centres of the Austrian Economic Chambers have been offering a partially standardised talent check for young people at the interface between lower and upper secondary level (7th and 8th grade) throughout Austria for several years. This talent check is supposed to consist of different test procedures on interests, abilities and personality and is usually accompanied by counselling services. In several federal provinces, the talent check is offered and carried out for all young people aged about 13 to 14 years.

However, vocational orientation is not only of great importance in the transition from secondary level to upper secondary level, young people who are about to complete a general or vocational secondary school or college also need support in their further education and career choices. To date, there has been no comparable offer by the career centres of the Economic Chambers for the transition from upper secondary school to the next level of education and training (e.g. universities) or the labour market to support career orientation in school.

## Objectives

The aim of the measures is to use a combination of testing and counselling to find a further career path that best suits a person's interests, skills, personality traits, wishes and ideas so that they can make their education and career choices more easily.

This should also reduce a certain mismatch problem in the labour market by better matching the skills needs of companies and the skills development of young people.

## Description

In 2020, the Career check for young adults was introduced by the Austrian Economic Chambers and rolled out in five federal provinces. The career check is a combination of testing and counselling that supports young people in their career development. The development of the career check started in 2019 in cooperation with experts from the career centres of the regional Economic Chambers with the support of the Austrian Federal Economic Chamber.

The career check includes a test and an individually arranged counselling interview with a psychologist. In the course of the first appointment, the participants complete a battery of tests consisting of an ability test that records their strengths and abilities in various areas, as well as interest and personality questionnaires. The time required for testing and counselling is about 4 to 5 hours. The battery of tests used was compiled on the basis of existing test procedures and adapted to the target group.

In the course of the counselling appointment, the results of the career check are presented and discussed in detail. The participants learn where their individual potential and inclinations lie and how they can incorporate these into their school and vocational development.

The career check for young adults is aimed at people aged 17 to 25, especially those in transition from upper secondary school to the labour market or further education and training.

In principle, the career check is subject to a fee of about EUR 180, but in individual federal provinces it can also be offered cheaper or free of charge due to subsidies from the provincial governments or other partners

The career check for young adults is offered by the career centres of the regional Economic Chambers. Currently, the career check is offered in 6 provinces with regional adaptations. By the end of 2023, it is planned that the offer is rolled out to the whole of Austria.

The development and implementation of the career check for young adults is part of the 'We educate the economy' initiative of the Austrian Federal Economic Chamber.

#### **2019 Design**

In 2019, the Career check for young adults was under development.

#### **2020 Implementation**

In 2020, the development of the Career check for young adults was completed (initial work started in 2019) and the career check was implemented in five of the nine provinces.

#### **2021 Implementation**

In 2021, the measure is in place and running in six federal states (Salzburg, Upper Austria, Lower Austria, Tirol, Vorarlberg, Burgenland). There have been no relevant changes or innovations.

#### **2022 Implementation**

In 2022 no relevant changes took place. The check is currently being carried out in Salzburg, Upper Austria, Lower Austria and Burgenland.

#### **2023 Implementation**

In 2023 no relevant changes took place. The check is currently being carried out in Salzburg, Upper Austria, Lower Austria and Burgenland.

#### **2024 Implementation**

Aslo in 2024, the career check is being carried out in four of the nine federal states. There have been no relevant changes or innovations.

## **Bodies responsible**

- Regional entities of the Austrian Economic Chamber (WKO)
- Austrian Federal Economic Chamber (WKO)

## Target group

### Learners

Learners in upper secondary, including apprentices  
 Young people (15-29 years old)  
 Young people not in employment, education or training (NEETs)  
 Learners at risk of early leaving or/and early leavers

## Thematic categories

### Supporting lifelong learning culture and increasing participation

Lifelong guidance

## Subsystem

IVET CVET

## Further reading

[Information and contacts for the career checks \(in German only\)](#)

## Related policy developments

### 2024 Implementation

### We educate the economy plan: promoting innovative and excellence in VET

The We educate the economy plan was approved in 2018 by the Austrian Economic Chamber and focusses on developing projects in five fields:

 AUSTRIA

#### Type of development

Strategy/Action  
 plan

#### Subsystem

IVET CVET

### “ ... ” Cite as

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