Small?

Denmark seen from foreign land
Looks like but a grain of sand
Denmark seen from foreign land
Looks like but a grain of sand
Denmark as we Danes conceive it
Is so big you won’t believe it
Therefore let us compromise
About Denmark’s proper size
Which will truly please us all
Since it’s greater than it’s small
Workplace Guidance: Out of office
Set in brick or virtual?
House of Guidance & Jobmultimeter
Or with people – at work
Workplace Guidance
Helsinki Award, 2006: best EU/LdV guidance project
Promoted by Starfsafl

LdV- project on Vocational Guidance for Lower-Paid Workers

www.workplaceguidance.eu

DK- examples: http://www.gla.ac.uk/wg/danconte.htm
WG Partners

- Iceland – Promoter
- Czech Republic
- Denmark
- Finland
- Italy
- Luxemburg
- Norway
- Spain
- Sweden
- United Kingdom
What is guidance?

Guidance activities

• **Information** on available learning and occupational opportunities
• **Assessment** of an individual's educational needs
• **Advice** on a range of suitable learning opportunities
• **Counselling** to deal with barriers such as low self-confidence or self-esteem
• **Placement** (e.g. in experience in firms or taster courses)
• **Referral** to learning providers or other types of agency, for example, ones dealing with social benefits
• **Advocacy**, by representing the individual
• **Feedback** to learning providers, for example, on the kinds of learning opportunity needed but not currently available
• **Follow-up**, to discover the effects of guidance
Workplace Guidance:
What do we know for sure?

• Guidance & counselling are fluffy concepts
• It matters to get close: IN the workplace
• People not systems vs people AND systems
• Peer guidance with professional backup
• Time in the workplace: industrial agreement
In the workplace
from photographic reportages of www.vejlederforum.dk
Guidance Corner in the workplace
Informal AND formal guidance
Outgoing:
outreach guidance & SMS
Simple guidance tools

Competence display in the lunch-break room:

- **Red** = NO, don’t want to do this or learn
- **Yellow** = might do and will learn
- **Green** = can do and will teach others
Using metaphors in guidance about work – á Islandi

’My work is a whitch’
’What does she say?’, She tells to shape up, be on time and clean up’
’What do you say, then?’
’I tell her to shut up’
Which guidance topics?

- Vocational training
- General adult education
- Leisure activities & links with work
- Personal & workplace development
- Accreditation of prior learning
- Job-rotation
- CV / job-application & self-presentation
In the workplace?

- Guidance corners
- Learning advisors
- Educational ambassadors
- Trade union representatives
- Guidance experts
Contact & references

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Danish University of Education
Tuborgvej 164
DK-2400 Copenhagen NV
Denmark
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Refs:

Careers

My dad is a baker, his taste is the best
in muffins and cakes
And I am his aid, a real bunny maid
I’ve got what it takes
My career is in baking, it’s not my intent
I’d rather be seen in a big circus tent
Careers II

My mom has a circus, an oldfashioned one with horses and clowns
I swing the trapeze, I sell candy and sweets, yell announcements in towns
But the ring is no good place for me when instead
I’d much rather that my career was in bread