

**„Master in
career guidance and organizational development“**

Concept of the study program

CEDEFOP

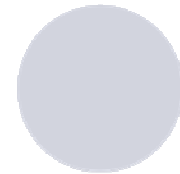
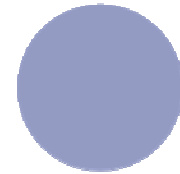
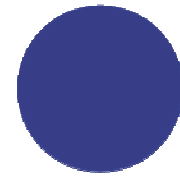
**Peer learning event on quality in career guidance and
counselling – towards European frameworks for the
training and competence of career guidance
practitioners**

Thessalonica, 13.-14. October 2008

Peter C. Weber, Ruprecht-Karls-Universität Heidelberg

pweber@ibw.uni-heidelberg.de

m.a.bob



Targets of the study program

- **Strengthening of**
 - **Professionalism**
 - **Quality**
 - **Scientific orientation**
- **in guidance and counselling for the field of education, vocation and employment**



Targets of the study program

- **Expertise spectrum for the alumni of the study program:**
 - **Professional guidance and counselling**
 - **Administration and Management in counselling organisations**
 - **Content and strategy development of concepts**
 - **Research in guidance and counselling**



Target groups

- **The degree programme targets the following two groups:**
 - **People with experience as practitioners and**
 - **People who would like to prepare themselves specifically to work in this field (coming from related professional fields)**
- **Different groups form the whole field (education, vocation, human resource development, and others)**



Study requirements

- **Requirements for admission to the master's degree programme are:**
 - **A completed degree (Bachelor) or a comparable completed degree**
 - **At least 12 months of professional, practical experience**
 - **Ongoing practical experience during the participation in the program**

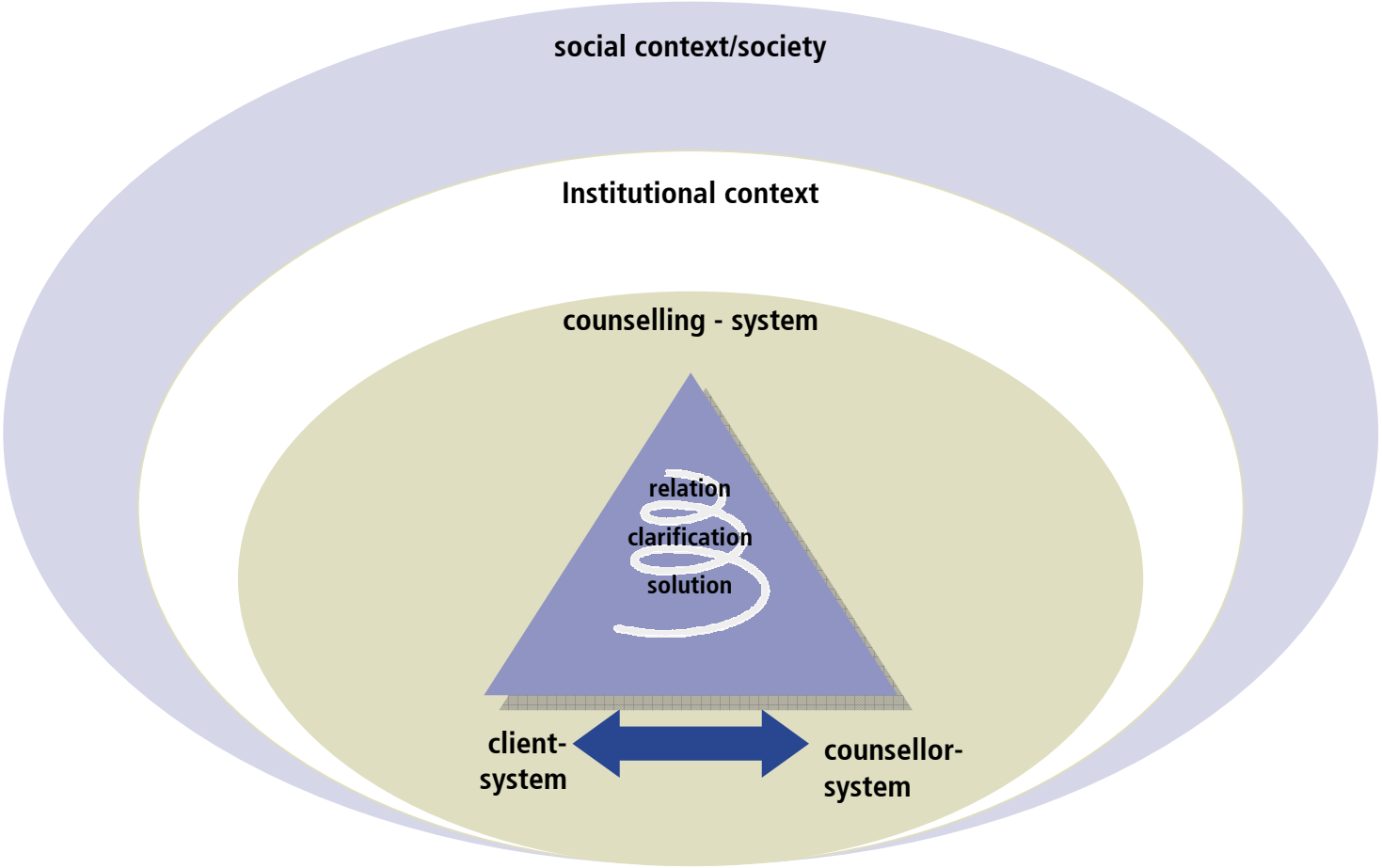


Competence development and didactical concept

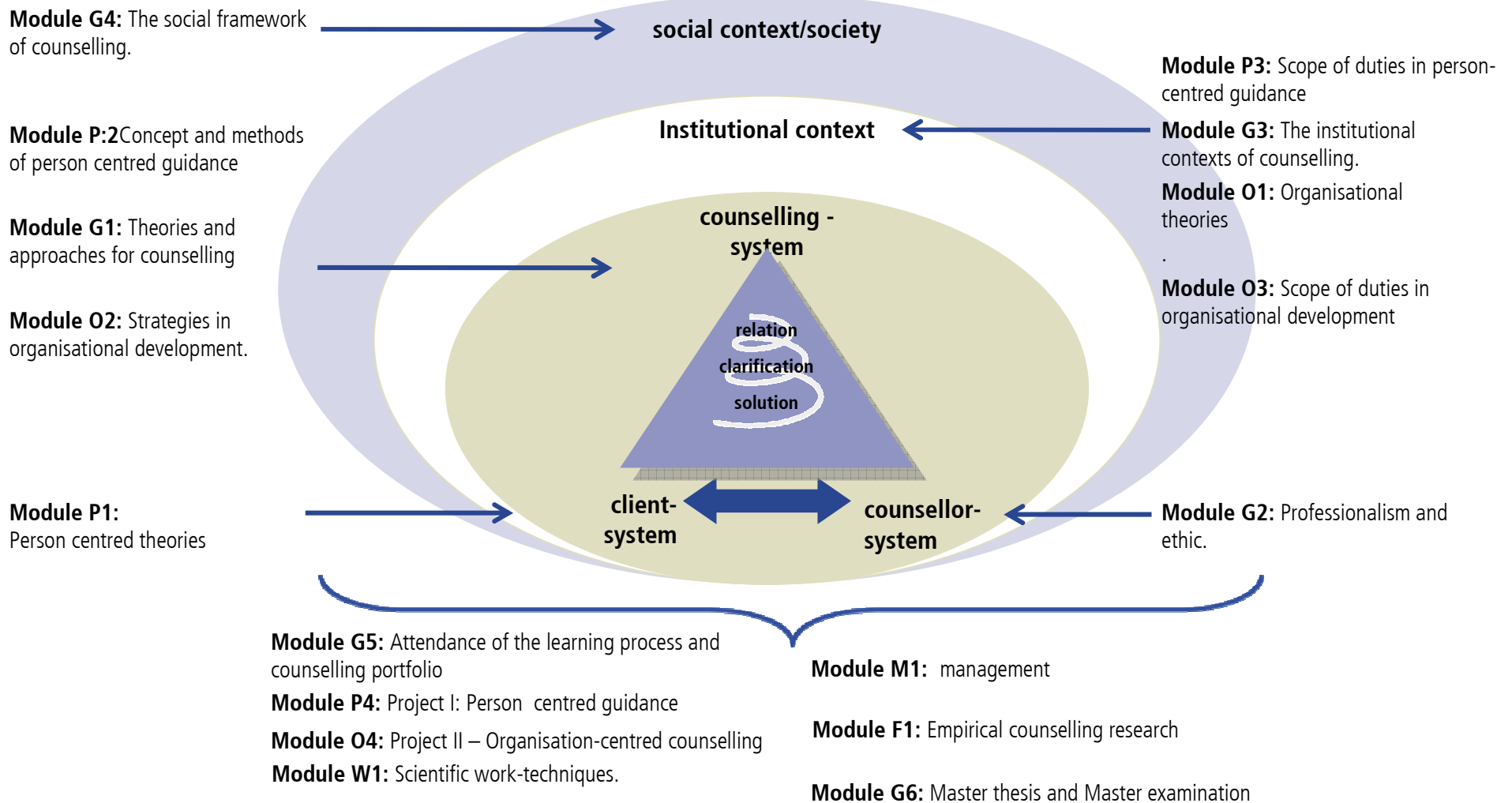
- **A social science-based understanding of counselling and interdisciplinary**
- **It aims to develop competences on an scientific level with a strong practice orientation**
- **Orientation on competence standards**
- **The concept of 'teaching and learning' develops skills to acquiring professional counselling capabilities and related capabilities**
- **Combination of theoretical discussion with practical exercise**
- **Combination of online-preparation, real time training and learning and supervision**
- **The program builds on ongoing practical experience of the professionals**



Systemic model for guidance and counselling



Structure of modules in m.a.bob



Basic modules (G)

- **Module G1: Theories and approaches for counselling as an interaction process.**
- **Module G2: Professionalism and ethic.**
- **Module G3: The institutional contexts of counselling.**
- **Module G4: The social framework of counselling.**
- **Module G5: Attendance of the learning process and counselling portfolio.**
- **Module G6: Master thesis and master examination.**



Consolidation modules 'person-centred guidance and counselling' (P)

- **Module P1: Person centred theories**
- **Module P2: Concept and methods of person centred guidance and counselling.**
- **Module P3: Scope of duties in person-centred guidance and counselling.**
- **Module P4: Project I: Person centred guidance and counselling.**



Consolidation modules 'organisation-centred counselling'(O)

- **Module 01: Organisational theories and models of organisational development.**
- **Module 02: Strategies in organisational development and counselling in organisations.**
- **Module 03: Scope of duties in organisational development and counselling in organisations.**
- **Module 04: Project II: Organisation-centred counselling.**



Consolidation modules and optional modules

- Consolidation modules:
 - Module F1: Empirical counselling research.
 - Module M1: management in counselling-institutions and for self employed counsellors.
- Optional modules:
 - Scientific work-techniques
 - Project-Management
 - Competence Certification
 - Practise of Assessment and Diagnostic
 - Demographic change and counselling 45+
 - Supervision



Formal structure of the program

1st semester	2nd semester	3rd semester	4th semester	5th semester
Modules encompassing 21 ECTS	Modules encompassing 11 ECTS	Modules encompassing 21 ECTS	Modules encompassing 11 ECTS	Master's thesis 15 ECTS
	1st project "personal counselling" 12 ECTS		2nd project "organisational counselling" 12 ECTS	Oral exam 5 ECTS
Counselling practice 3 ECTS	Counselling practice 1 ECTS	Counselling practice 3 ECTS	Counselling practice 1 ECTS	Counselling practice 4 ECTS
24 ECTS = 720 hours	24 ECTS = 720 hours	24 ECTS = 720 hours	24 ECTS = 720 hours	24 ECTS = 720 hours
Total				120 ECTS = 3600 hours



Further perspectives

- Implementation of a national framework of competence standards for guidance and counselling practitioners and differentiation of professional profiles
- Further institutionalisation of competence development activities for guidance and counselling practitioners
- Re-structuring of the existing educational opportunities in Germany, including better recognition of competences and previous qualification paths
- International interlinking between comparable programs on bachelor and master level (establishment of an European Network)
- Increasing of research in counselling and guidance
- Support the progress to more and better quality in the whole system including standards, systematic evaluation and quality development

