

“We are also human”: An asset-based approach to guidance

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PEER LEARNING EVENT

Guidance for immigrants: The labour market potential of diversity

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Themes for discussions

- Paradigm shift of Lifelong Guidance
- Conclusions & Reflections
- ...
- More information about EU policies on LLG at :
 - <http://elgpn.eu>

Need for paradigm shift:

- Identification of specific target groups for policy attention e.g.:
 - Vulnerability due to life circumstances
 - Minority status
 - Social discrimination
 - At risk of social exclusion
- The emphasis has generally been laid on placement as the short-term goal, rather than on supporting career management and progression (ELGPN 2009-10, WP1; Sultana 2010)

Shift from individual focus to group focus

- Categorising groups of citizens in particular ways → danger in locating the roots of a problem within individuals
- A policy focus on groups, and not just individuals, alerts us to the impact of the surrounding environment on people who share similar life circumstances.
- A focus on these shared circumstances is more likely to generate systemic policies that counteract prejudice.
- A ‘group’ approach is also more likely to be politically empowering and enabling
 - ELGPN 2009-10, WP1; Sultana 2010

Conceptual issues

- Policies regarding service provision for target groups need to be sensitive to the way language and terms position clients, service providers and the general public in ways that either **empower or pathologise** groups.
- Language influences perception, and perception influences choices from among policy options.
- The terms used serve to introduce or reinforce particular perspectives regarding groups of citizens, seeing them either as persons with problems, or as persons with resources (ELGPN 2009-10, WP1; Sultana 2010)

-> Shift from remedial approach to proactive approach

Shift from multicultural guidance to intercultural guidance



- If diversity is seen as a problem → guidance is often seen as a measure to help different groups to "fit" into the mainstream system with least disturbance as possible
- However, different groups are likely to require different LLG services, delivered differently
 - policy-makers need to resist the facile strategy of filtering diversity through their own lenses
 - it is important for user groups to identify their own needs, on their own terms, and to be prime actors not only in the development of guidance programmes, but in their delivery as well.

(ELGPN 2009-10, WP1; Sultana 2010)

Parallel paradigm shifts?



Voice of suppliers:

Education & Training

**Career counselling &
Career guidance**



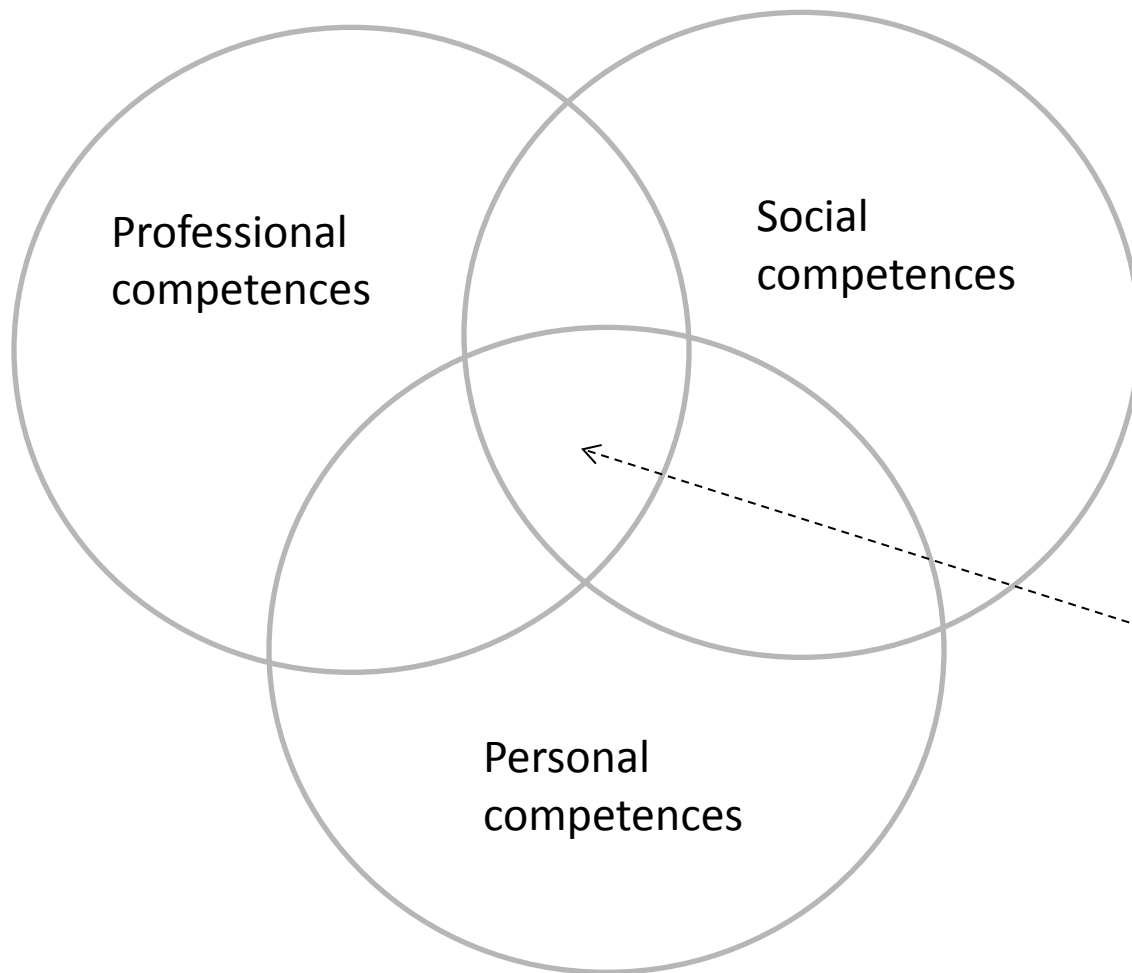
Voice of users:

Lifelong learning

**Careering
Co-careering ?**

Definition of Lifelong Guidance?

- **What?** Activities: e.g. information giving, advice, counselling, assessment, teaching, advocacy
- **For whom/With who?** All citizens
- **When?** Any age and point in their lives
- **Focus?** Making meaningful life choices on learning and work. Empowerment to manage learning and career
- **Career?** Individual lifepaths in learning, work and in others settings in which these capacities and competences are learned and/or used
- **Where?** Education, training, employment, community, private
 - EU Council of Ministries Resolution on lifelong guidance 2004



Key and
Transversal
Competences

Rethinking of:

**Lifelong
Career
Management
Skills** as one key
competence of
Lifelong Learning

Lifelong Career Management Skills (CMS)

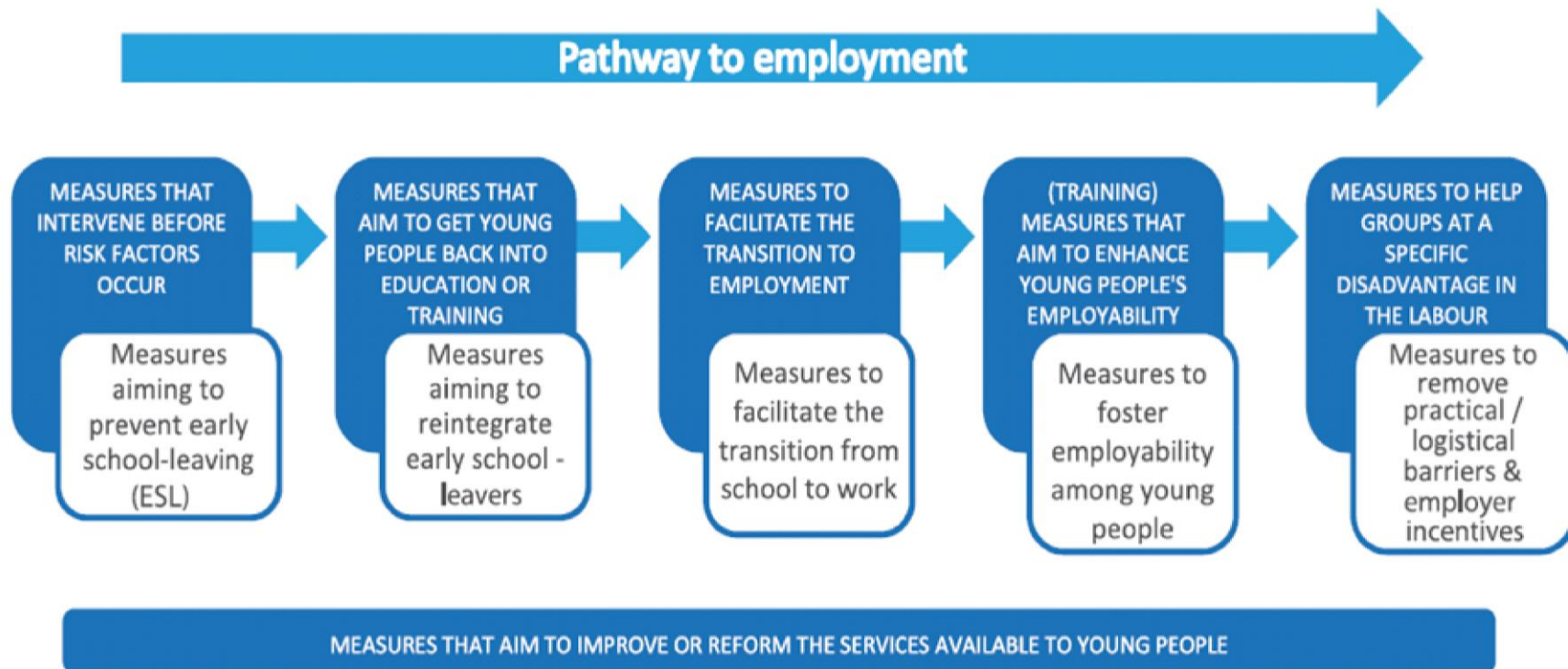


- “Career management skills refer to a whole range of competences which provide structured ways for individuals and groups to gather, analyse, synthesise and organise self, educational and occupational information, as well as the skills to make and implement decisions and transitions.”

(ELGPN 2010)

Measures to promote employability

(Eurofound 2012)



Conclusions

- Well-functioning guidance systems improve education, training & labour market efficiency & effectiveness (lower drop-out, higher productivity, addressing skills shortages and emerging competence areas)
- The **role and locus of lifelong guidance** in this respect needs to be more widely recognized!
- LLG as an entitlement for citizens and an element of social contract

ELGPN Products:

- LLG Policy Development, European Resource Kit for Policy Makers
- ELGPN Progress report 2011-12
- Concept Notes
 - Flexicurity,
 - Youth Unemployment
 - Career Management Skills
 - Youth Guarantee
- Glossary



Thank you!

For further information, please contact:

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