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Supporting careers and learning

Towards common standards for monitoring and evaluation in Europe

21 and 22 March 2022 Virtual event

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Towards a general framework of evaluation of career counselling services: The Polish case

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STRUCTURE

- 1. Career counselling in Poland
 - A. Background
 - B. Institutional map of main providers of career guidance 3
 - C. Key sectors of career guidance in Poland
- 2. Theory-based evaluation premises and promises
- 3. Theoretical model of the intervention
- 4. Career counselling evaluation framework



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CAREER COUNSELLING PROVIDERS

- 1. Various career counselling providers operate under different regulations and authorities
- 2. Three public sectors: education, higher education, labour market
- 3. Free-market services



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EVALUATION BY SECTORS

1.Education

- A. Evaluations of the functioning of individual schools prevail
- B. Career guidance is not a compulsory part of the scope of these evaluations

2.Labour market

- A. Perspective of short-term changes in the labour market situation of unemployed clients of career counseling
- 3. Higher education
 - A. No specific regulations
- 4.Free-market
 - A. No specific regulations



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THE THEORY-BASED EVALUATION

- 1. "Theory" = set of assumptions describing the impact of the intervention in its context
- 2. Reconstruction of the casual chain beyond the evaluated intervention
 - A. Taking context into account
 - B. Understanding intervention mechanisms (what's behind the indicators)
- 3. Useful for making recommendations



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RESULTS

- 1. Map of the career counselling system
- 2. Scheme of the intervention theory
- 3. Proposal of evaluation framework



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EXAMINATION OF CAUSAL PATHS PROPOSED IN CAREER COUNSELLING TBE DIAGRAM - EXAMPLE

| Relationship from the diagram | Assumptions | Key research questions |
|---|--|--|
| Career-counselling provider → Client's competences necessary to make informed educational and professional decisions (A1) Other career-counselling providers → Client's competences necessary to make informed educational and professional decisions (F2) | Clients have the minimal competences es/resources to participate fully and benefit from career counselling services. Clients are motivated to participate in the career counselling process. Career counselling services reflect the needs of clients. Counselling services are conducted comprehensively (by one entity or by several cooperating entities providing services in this area). Counselling services are of high quality / professionally conducted/carried out following the quality standards. | What are the main categories of career counselling clients? Why are they interested in career counselling services? What are the mechanisms of career counselling services client selection? Are there any barriers to the client participation in career counselling (also considering deficits on the client side)? How are career guidance services tailored to the individual needs of their users? What are the quality assurance mechanisms for the career guidance services? How do they work? How are career guidance services conducted comprehensively? |



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12. Long-term effect:

professional and

educational client's

activity

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Career counselling's TBE diagram

(reconstruct

intervention

ion the

theory

10. Internal contextual factors/ initial individual resources Public authorities and governing Human capital: bodies 10a. Mental and physical health 10b. Initial educational level and professional competencies Economic capital 10c. Household's disposable income and savings 10d. Material resources 3. Supporting institutions: research 2. Social environment of clients Characterised by the level .g. peers, parents and coordination of: teachers) 1a. human resources 1. Career-1b. material resources 9. Short-term effect: competencies necessary to make counselling provider 1c non-material resources informed educational and professional decisions 1d feedback loops evaluation and monitoring Coordination 5 Education and training services providers 11. External contextual factors 11a. Labour market characteristics 16b. Educational system characteristics 11c. Housing infrastructure and 6. Job placement services services providers 11d. Transport infrastructure and 7. Other career counselling 8. Employers

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Thank you

Reference: Bielecki, J. Plachecki, T. and Stasiowski, J. (2022). Towards a general framework of evaluation of career counselling services: the Polish case. In Cedefop et al. (2022). *Towards European standards for monitoring and evaluation of lifelong guidance systems and services (Vol. I)*. Luxembourg: Publications Office of the European Union. Cedefop working paper; No 9, pp. 29-56. http://data.europa.eu/doi/10.2801/422672

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