



Erasmus+ Meaningful Guidance for Adults & Young People

Developing and Managing Career Resilience
in Adult and Vocational Education and Training

06 - 08 November, Dublin



Apply by 06 October

The challenges and opportunities involved in providing Guidance for Adults in context of RPL/VPL, 'Upskilling', 'Skills for Work', meeting the challenges of integration and provision of Life Long Guidance support

GRETB Adult Guidance Coordinator/Counsellor:

Nuala Kilgannon

7th November 2019

What are We Going to Cover Today?

- Setting the Context of ETB's and AEGI model of Guidance
- Explore Project - the Role of Guidance ?
- TOBAR Project - RPL and the Role of Guidance?
- European Context looking at two Erasmus+ KA2 Projects

Education and Training Boards (ETBs) in Ireland



1st of July 2013, the 33 Vocational Education Committees - VEC's - and FAS Training Services amalgamated to become 16 Education Training Boards



gretb

Bord Oideachais agus Oiliúna
na Gaillimhe agus Ros Comáin
*Galway and Roscommon
Education and Training Board*

What is GRETB ?

One of 16 Education and Training Boards in Ireland

GRETB provide a wide range of education services to a diverse population with different educational, social and cultural needs in a large region in the West of Ireland population of over 323,000.

GRETB administers an annual budget of approximately €90 million, has almost 1,800 staff and over 20,000 learners/trainees/beneficiaries.

Community National School for those aged 4/5 to 12/13 years

20 Secondary Schools for those aged 12/13 to 18 Years

Outdoor Education Centre, an Education Centre in a Prison
and an Education Centre for refugees

Supporting the provision, coordination and Assessment of
Youth Work Services in Region

40 Further Education and Training Centres and numerous
community based education programmes, training and
services for those 16+ with over 14,000 learners taking
part in programmes both full and part-time

Galway and Roscommon Education and Training Board

VAST Range of Programmes in Adult, Further, Education and Training

Adult Basic Education Service

English for Speakers of Other Languages

Youthreach

Skills to Advance

Community Education

Contracted Training

Local Training Initiatives

BTEI - Back to Education Initiative

Explore Project

Training Centre

Apprenticeships

Community Training Centres

Refugee Resettlement Programme

Skills For Work

Evening Programmes

Traineeships

Adult Guidance and Information Service

Post Leaving Certificate Colleges

Recognition of Prior Learning

Specialist Training Providers

VTOS - Vocational Training Opportunity Scheme

Adult Educational Guidance and Information Services

Set up in 2000 following White Paper in Adult Education called 'Learning For Life'

2019 there are 37 services in total based in the 16 Education and Training Board covering every County and City in Ireland

Every Year approx. 50,000 beneficiaries in Country

GRETB AGIS approx. 2,500 to 3,500 beneficiaries each year

Adult Educational Guidance Initiative's

The overall aim of the AEGI is to offer a guidance and information service to those over the age of 16 who are out of formal education which includes impartial adult education information, one-to-one guidance and group guidance, which will help people to make informed educational, career and life choices.

The AEGI is based on an integrated model of adult educational guidance counselling which is inclusive of the pre-entry, entry, ongoing and pre-exit stages and is inclusive of personal, educational and vocational guidance; working in partnership at local level, meeting a spectrum of guidance needs of the target groups, employing a range of methodologies including information provision, one-to-one guidance, group guidance and outreach provision

Model of Guidance in AEGI's

2012 DES Operational
Guidelines

Guiding Principles:

- Accessible
 - Confidential
 - Impartial
 - Integrated
 - Team Approach
- Appropriate
Equality of Opportunity
Individual Ownership and Opportunity
Quality Standards and Delivery
Transparent

The AEGI targets individuals and groups that experience particular and acute barriers to participation and are more difficult to engage in the formal learning process

- Adults and young people aged over 16 who left school with low or no formal qualifications or low literacy levels
- The unemployed, particularly those who are part of the Government's activation agenda.
- The long-term unemployed and those at risk of becoming long-term unemployed, especially those in the older age groups
- Those not in work but not eligible to be on the Live Register
- Those in the workplace with basic skills needs
- Disadvantaged women who have particular experience of barriers to participation
- Disadvantaged men, including those experiencing rural isolation
- Lone Parents and others with caring responsibilities that may prohibit their participation in full time courses
- Travellers/ Homeless People /Substance Misusers/ Ex-offenders/People with Disabilities
- People for whom English is not the mother tongue
- Former Residents of designated education institutions and eligible family members.

Guidance facilitates the learning of career management skills critical to managing one's own learning and work life paths (EU Council Resolution 2004, 2008)

Solas FET Strategy Guidance “enables individuals and (therefore) communities to achieve their developmental, personal, social, career and employment aspirations. Guidance facilitates the acquisition of Career Management Skills and benefits employees throughout their working life.”

A person-centred, impartial approach enables adults to make meaningful and informed educational/ training/ employment choices.

EXPLORE

EXPLORE is a Regional Skills Fora initiative developed to help address the issue of Ireland's low level of participation in lifelong learning, particularly targeting persons over 35 years of age in manufacturing employment.

EXPLORE

The European Union (EU) target of 15% for adult participation in learning activities to be reached by 2020.

- Teaches Digital Skills

- Explore improved health & wellbeing in the workplace

- Explore opportunities for skills enhancement

EXPLORE

EXPLORE OPPORTUNITIES FOR SKILLS ENHANCEMENT

Mapping Individual Skills Sets ?

Work Guidance

Devised a Creative Workshop to EXPLORE and Validate the Individual Skills Sets of each Employee.
One to One Guidance Session with Guidance Counsellor to EXPLORE Options.

Recognition of Prior Learning – Pilot ‘Tobar’ Project

‘TOBAR’ is the Irish for well i.e. the well of knowledge that people have acquired throughout their life.

A Pilot project between 10 ETB’s and the Irish Defence Forces in an attempt to identify and recognise any prior learning that a participant on this pilot might have.

Context of Irish Defence Forces

- Contracts after X years of Service could retire from the Defence Forces on pension
- A lot had 10/15/20 years service but were still of working age in their 40's/50's/60's
- Army Certificates vrs Civvy Certificates
- Army Experience vrs Civvy Experience
- Highly Defined/Regulated Duties, Roles and Responsibilities

What Was the Role of Guidance in Tobar RPL Project ?

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graph TD; A[What Was the Role of Guidance in Tobar RPL Project ?] --> B[Mapping Individual Skills Sets, Experience and Transferrable Skills to the Civvy World ?]; B --> C[Career/Vocational Guidance or Work Guidance]; C --> D[• Devised a Skills Checker to Identify Appropriate level of RPL  
• One to One Session with Guidance Counsellor to review Previous Roles, validated the Individual Skills Sets and transferrable skills and potential options available on exit from Defence Forces .];
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Mapping Individual Skills Sets, Experience and Transferrable Skills to the Civvy World ?

Career/Vocational Guidance or Work Guidance

- Devised a Skills Checker to Identify Appropriate level of RPL
- One to One Session with Guidance Counsellor to review Previous Roles, validated the Individual Skills Sets and transferrable skills and potential options available on exit from Defence Forces .

SKILLS TO ADVANCE: EMPLOYEE DEVELOPMENT

- Skills to Advance is an exciting new initiative that offers upskilling and reskilling opportunities to employees in lower level jobs.
- It benefits employees and SMEs through education and training.
- Additionally, Skills to advance can assist SMEs in identifying their training needs and provide training to their workforce.
- Skills to Advance aims to equip employees with the skills to progress in their current job, or to take advantage of new job opportunities.

career
guidance in
working
life

Erasmus+

Career Guidance in Working Life

Norway – Fonix AS Lead Partner

Slovenia - STEP Institut, zavod za psihologijo dela in podjetnistvo

Portugal - CITEVE: CENTRO TECNOLOGICO DAS INDUSTRIAS TEXTIL E DO VESTUARIO DE PORTUGAL

Denmark- VUC Storstrøm

Ireland - Galway and Roscommon Education and Training Board

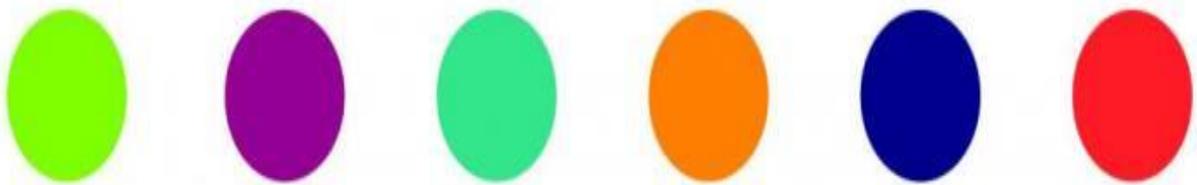
Slovenia - LJUDSKA UNIVERZA PTUJ

Career Guidance in Working Life

The main outcomes of our project will be a twofold organised in two different Intellectual Outputs:

A Comparative Study - based on national reports about today's use of guidance tools in each partner country

Guidance Manual - To create a practical Guidance manual to be used by teachers / trainers (coaches) in their practical consulting work with low skilled employees and jobseekers.



ACCENT

Accelerating Coaching and Counseling
through e-Tools and innovative Training

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through e-Tools and innovative Training



Germany- FRIEDRICH-ALEXANDER-UNIVERSITAET ERLANGEN NUERNBERG

Portugal - EUROPEAN BOARD FOR CERTIFIED COUNSELORS (EBCC) ASSOCIACAO

Finland - Kansan Sivistystyön Liitto KSL ry

UK - ASPIRE IGEN GROUP LIMITED

Galway and Roscommon Education & Training Board -AEGI



Do you want to reach the hard-to-reach?

Are you a career counsellor, guidance practitioner or coach working with hard-to-reach groups?



Improve your knowledge about hard-to-reach groups!



Develop target group specific coaching skills!



Increase your Intercultural Competences!



Benefit from e-Tools in the process of counselling & coaching!

Want to know more?
Visit us at www.accent-project.eu



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