



Tempus Project 517119-TEMPUS-1-2011-RS-TEMPUS-SMGR
**DEVELOPMENT OF CAREER GUIDANCE AIMED AT
IMPROVING HIGHER EDUCATION IN SERBIA**

Careers

Career guidance in Poland



Koordinator – Nosilac projekta:

UNIVERZITET U BEOGRADU, CENTAR ZA RAZVOJ KARIJERE I SAVETOVANJE STUDENATA



Career guidance system in Poland

Tasks concerning career guidance are located within:

- Ministry of National Education,
- Ministry of Labour and Social Policy,
- Ministry of National Defence,
- Non-public sector (agencies and NGO's).



Career guidance system in Poland – domain of education

Target group: children and youth until completion of school education

- free of charge
- facultative

Forms:

- Psychological and Pedagogical Counselling Centres
- Vocational counsellors and qualified teachers at schools
- School Career Centres



Career guidance system in Poland – domain of labour

Target group: unemployed and job seeking persons, employees,

- free of charge

Forms:

- Poviast Labour Offices,
- Voivodeship Labour Offices,
- Voluntary Labour Corps (youth aged 15 – 25),
- Academic Career Services.



Career guidance system in Poland – non-public sector

Target group: all stakeholders,

- May be free of charge

Forms:

- Vocational Guidance Agencies
- NGO



Career guidance offered by universities' career centres – target groups

- Students
- Graduates
- Candidates



Career guidance offered by universities' career centres - forms

- Individual support
- Group meetings



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Career guidance offered by universities' career centres – staff qualifications

- career guidance master degree, postgraduate studies
- psychology, pedagogy with appropriate courses



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Career guidance offered by universities' career centres – University of Silesia case

Students and graduates oriented guidance

PROBLEM 1: lack of professional goals or obstacles in realization of existing goals



they have never had any professional goals

change in a situation on labour market

personal/health/other problems preventing them from realization of existing goals



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Career guidance offered by universities' career centres – University of Silesia case

Methods:

1. diagnosis of professional competences – tests and feed back
2. diagnosis of client's environmental resources, possibilities, potential contraindications for particular profession
3. confrontation of all gathered information with client's motivation



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Career guidance offered by universities' career centres – University of Silesia case

PROBLEM 2: problems with finding job despite existing professional goals



ineffective CV and/or
cover letter

inappropriate
techniques of job
searching

passivity/ motivational
problems



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Methods:

diagnosis of the problem

discussion and work on particular sphere being the cause of the problem (methods depending on the difficulties)



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PROBLEM 3: personal/psychological problems resulting with difficulties in being successful on labour market



difficulties of different kind located between psycho-social functioning and functioning on labour market



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Career guidance offered by universities' career centres – University of Silesia case

Methods:

diagnosis of the problem joined with psychological support

Client requires
psychotherapy



1. directing client to psychotherapy centre
2. simultaneously work on professional choices, excluding psychological problems

Client does not require
psychotherapy



career guidance carried out analogically to process in problem 1, simultaneously with psychological support



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Thank you for your attention ☺

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