

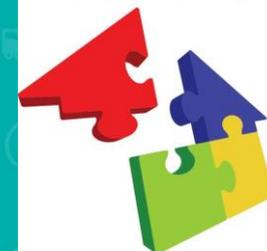
# OAKK

Oulun Aikuiskoulutuskeskus Oy



Erasmus+

worklife



guidance

## CAREER COUNSELLING TOOLBOX FOR ADULT GUIDANCE – TRAINING THU 25.2.2016, 12-16

Erasmus+ / Worklife Guidance – Development of guidance and counseling in  
the workplace

Teea Oja

Master of Education

Educational Psychology

Career and guidance counsellor

Trainer

Oulu Adult Education Centre



# CONTENT OF THE TRAINING

- Start at 12
- Intro
- About lifelong guidance
- Developments of adult guidance in Finland and abroad
- Get to know each other
- Blocks of possibilities in career planning – case exercise
- International career counselling toolbox
- Coffee break
- Practical tools and methods for career counselling (short break in between the workshops)
- How to develop your own competences in the future in worklife guidance
- Feedback about the toolbox and about the training
- Finish at 16

# A MIRROR

You have a mirror in your folder. Take it in your hand and watch yourself in the mirror.

What do you see?

Is there an self-motivated, healthy worker?

Is there a person, who wakes up every morning bursting with passion to do this job you are doing?

- If so, with whom would you like to share this matter?
- If this is not the case, would it be useful for you to talk about it with someone? With whom would you like to talk about it?

Write it down in the middle of the mirror!



## ”GUIDANCE AT THE WORKPLACE” ”WORKPLACE COUNSELLING”

EU ja OECD have done lots of research

→ European Union must become the leading and most dynamic economical area by the year 2020

→ **Lifelong learning** is one of the basic foundations for European societal model and the focus in employment strategies

→ **Lifelong guidance** is needed for lifelong learning to become possible

# RELATED PROJECTS IN FINLAND AND IN EUROPE:

## The Social Partners and Vocational Guidance for Lower-Paid Workers. 2001 - 2002 (Marjatta Vanhalakka-Ruoho)

- This is a European Leonardo-partnership which seeks to gather and disseminate examples of good practice in delivering guidance to lower-paid workers and to develop a set of methods and solutions that can be used by employers, trade unions and guidance services. The project has been carried out with the support of the Leonardo da Vinci Programme of the European Community.

## Life Long Learning Animateurs (EU-Grundtvig-projekti) - L.L.L.A.. 2003 - 2004 (Jussi Onnismaa)

- Tarkoituksena kouluttaa teollisuus- ja palvelualojen luottamus- ja työsuojeluhenkilöistä oman työpaikkansa opintoneuvojia. Oma osuuteni ollut konsultaatiota, suunnittelua sekä koulutusta Työväen akatemian ja Humanistisen ammattikorkeakoulun henkilökunnalle ja projektin kohderyhmälle 2003, mahd. myös 2004.

## Workplace Guidance 2003-2006 (Leonardo da Vinci project)

- The ultimate aim of the project was to assist lower paid workers into lifelong learning through the provision of vocational guidance which would be easily accessible. The project developed a number of educational materials and a training course targeted at vocational guidance counsellors, trade union activists and employers.

## Guidance Merger 2, 2007-2009

- Our project is a transfer of innovation project which aims to transfer learning about the different ways of offering advice and guidance to those in employment. This means advice and guidance which can be integrated into the workplace. This can be done by guidance workers liaising with employers, trade union representatives, training managers and human resource managers.

## NOSTE Aikuisten koulutustason kohottamisohjelma 2003 -2009

- In the context of the programme, the trade union organisation SAK and its member unions trained competence counsellors, whose task was to raise awareness among their colleagues about training options and encourage them to reflect on their own skills and competence development needs. The duties of a competence counsellor had to be performed in addition to other duties, without separate compensation.

## OpinVerkko – Työelämän koulutusneuvojat (2010-2013)

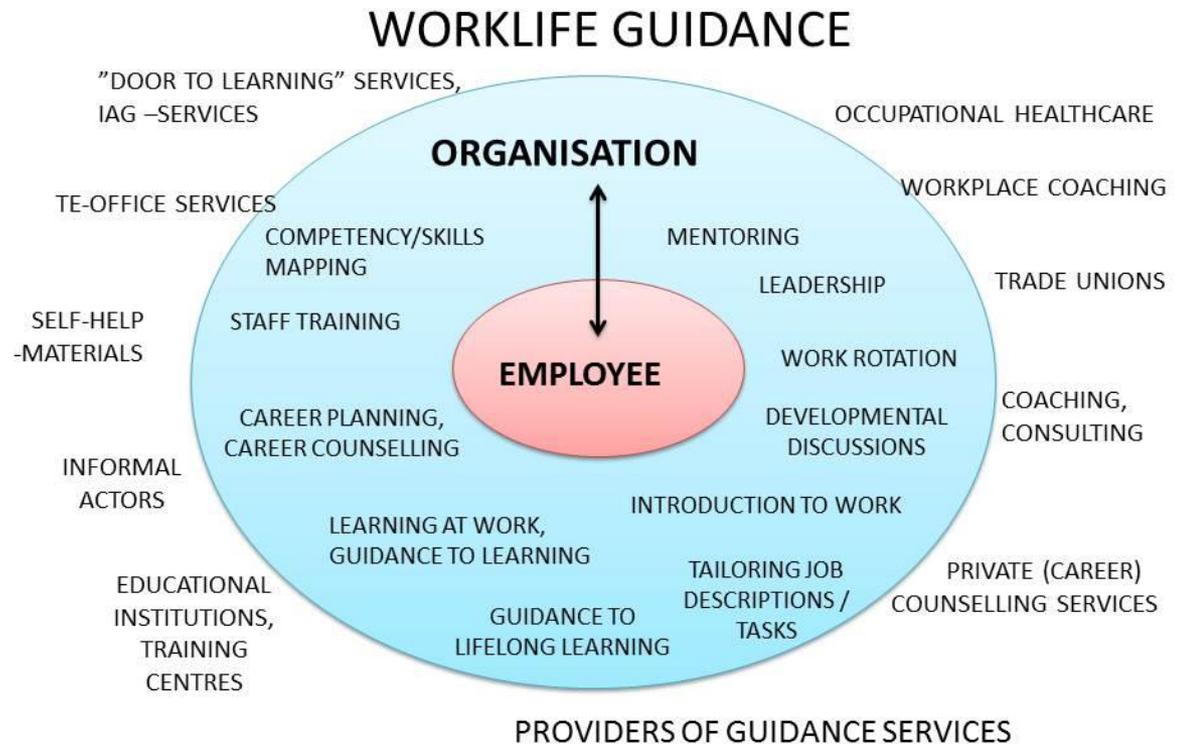
- Projektin tavoitteena on kehittää työelämän neuvonta- ja ohjauspalvelujen tarjontaa, saavuttavuutta sekä parantaa työelämän ja koulutuspalveluiden välistä yhteyttä. Projektissa kehitetään työelämän koulutusneuvojien, vertaisneuvojien, valmiuksia tiedottaa kouluttautumismahdollisuuksista, ohjata työyhteisön jäseniä koulutusneuvontaan ja -ohjaukseen.

## TOKI – Työelämän ohjausosaamisen kehittämisprojekti (ESR 2010-2015)

- OAKK:n projekti kehitti työpaikalla tapahtuvaa ohjausta tarjoamalla työyhteisöjen johtajille, esimiehille ja muille avainhenkilöille valmennusta ohjaustaitoihin. Näin avainhenkilöt voivat itse toimia ohjaajina sekä mahdollistaa ja kehittää työyhteisön työntekijöille suunnattua ohjaustoimintaa.

# TYÖELÄMÄOHJAUS (WORKLIFE GUIDANCE)

## TOKI – TYÖELÄMÄN OHJAUSOSAAMISEN KEHITTÄMISPROJEKTI (ESR) 2010-2015 (TOKI-PROJECT)



# TYÖELÄMÄOHJAUS – WORKLIFE GUIDANCE HANKKEEN TOTEUTUSAIKA 1.9.2014 – 31.8.2016



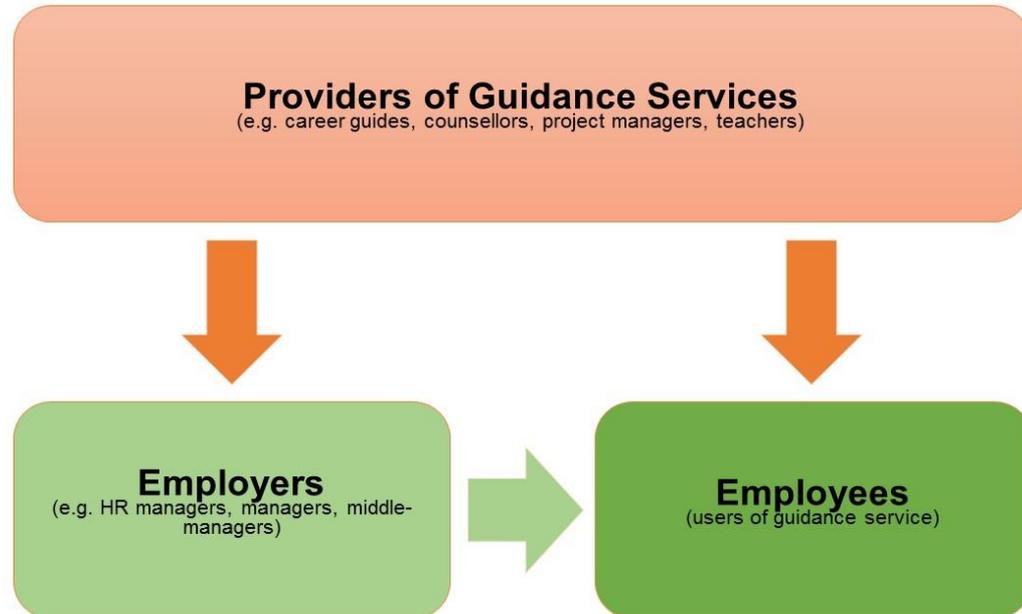
Primary  
Target Group

**Providers of Guidance Services**  
(e.g. career guides, counsellors, project managers, teachers)

Secondary  
Target Groups

**Employers**  
(e.g. HR managers, managers, middle-managers)

**Employees**  
(users of guidance service)



# ELEMENTS OF WORKLIFE GUIDANCE IN ORGANISATION



[WLguidance.wix.com/toolbox](http://WLguidance.wix.com/toolbox)

[www.tyoelamaohjaus.fi](http://www.tyoelamaohjaus.fi)