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Get inspired!

A brochure on Career Management

It is estimated that, on average, one person will change 12 jobs during their lifetime. This can be a minor career move or a major, life-altering, career change. Either way, in order to make the right choice, we all need to grow the right muscles – knowing oneself, discovering the world of opportunities around us, exploring these opportunities, making informed and conscious choices and decisions. With the many concurring needs and opportunities around us, career management becomes a life skill.

What will you find in the brochure?

We took a look around the world and chose a few of the many programs that could help you get started in designing a career management program for youth. An impressive collection of projects is out there. Here, you will find just a selection of what we considered relevant and inspiring to start with, in your endeavor to develop career orientation programs for your beneficiaries.

How to read?

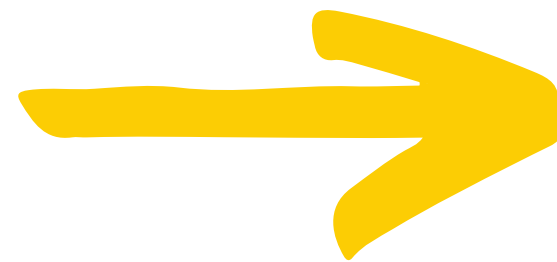
Each program contains details on the key aspects you should know:

- What inspired us to choose it?
- Where was it implemented?
- What group was targeted?
- Who are the main drivers?

Career Management

This brochure is designed to help teachers, youth workers, career counselors or volunteers interested to help youth navigate multiple career management programs around the world and get inspiration for the program that suits your audience and your purpose.

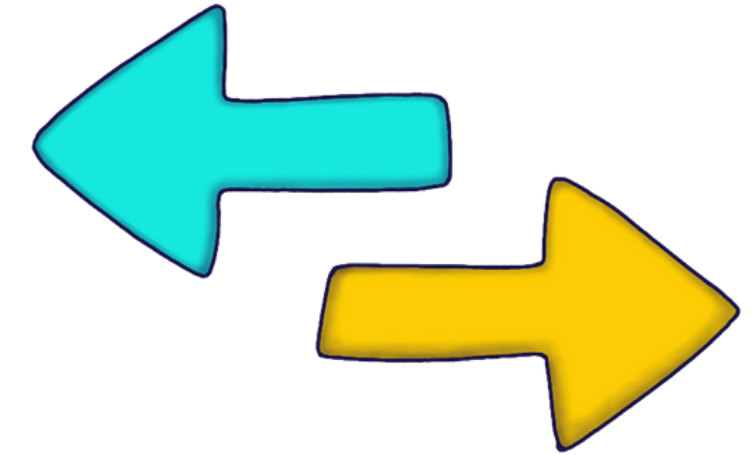
Curious to
read more?



The School & Work Project (EU)

What inspired us?

The impact of the Erasmus+ co-funded project through the engagement of **37 schools**, more than **100 teachers** and school counselors and **4000 students** in a program designed to support pupils through career counseling, right guidance towards the labor market and educate the teachers on how to manage early school leavers.



Target group



- Primary & Secondary School Pupils
- Teachers
- Career counselors

Project coordinator

CIPAT
– Project Scientific
Coordinator - Italy



[read more about the project here!](#)

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“Enterprising and surprising through 8 key competences” (ES8KEYCOM) (EU)



Target group

- Young people, aged 13+

Project coordinator

Baltic Regional Fund



read more about the project here!



What inspired us?

The Erasmus+ Strategic Partnership Program addresses a much-needed topic of preparing youth for the future of work, by developing, through a gamified learning experience, 8 key competencies such as digital skills, social & civic competences, learning to learn, entrepreneurship, cultural awareness etc.

We, the partners in the Career GRIT project, firmly believe that such future skills are the right base layer to have as young people step into the labor market.

9 games to teach 8 lifelong learning competencies

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“Say no to NEET” (EU)

What inspired us?

The Erasmus+ Strategic Partnership Program for Schools was aimed at equipping youth for their future career, by providing access to information about unemployment issues, opportunities on the European market and self-management skills. Furthermore, the project went through multiple stages, such as getting to know different educational systems and cultures, exploring the different counseling catalogues across countries, comparing skills against specific jobs, in order to reach to a “Career portfolio” that was solid enough to give direction for the participating youth.



Target group



- Schools

Project coordinator

Mittelschule Kohfidisch



[read more about the project here!](#)

“Start-up phase” (EU)



Target group

Youth preparing to step into the workplace

Project coordinator

GroepINTRO



[read more about the project here!](#)



What inspired us?

The transition from school to work is tough – integration in the new workplace, getting used to a new routine and new requirements can be challenging.

That is why we find value in the “Start-up Phase” project, providing individualized support to youth in Belgium, in order to help them step with success towards their new path, through coaching to apply for a job, facilitating an internship program, training on different business topics and much more.

“YEP Academy” (EU)

What inspired us?

A successful cooperation between students’ associations and the business community, with its main goal of offering support to youth in their search for their career path – all through an integrated, gamified platform including a Job Preference Questionnaire (Holland Test), mentoring opportunities and job opportunities for the ones ready to take the plunge.



Target group



Youth preparing to step into the workplace

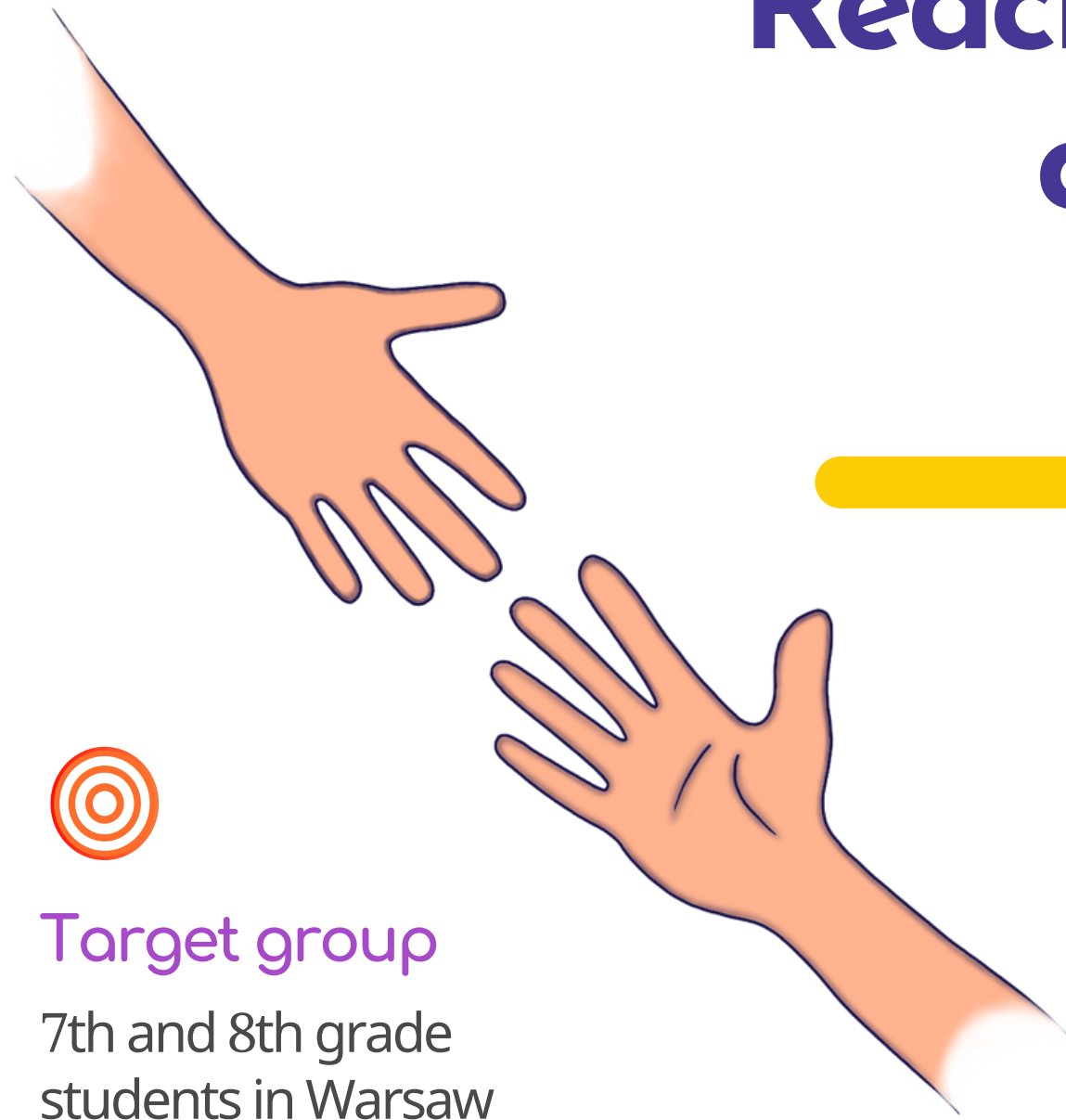
Project coordinator

Cola-Cola Polska



[read more about the project here!](#)

“Reach for more! - development of career counseling in primary schools of the Capital City of Warsaw” (EU)



Target group

7th and 8th grade students in Warsaw

Project coordinator

The Education Office in Warsaw



[read more about the project here!](#)

What inspired us?

A systemic approach, funded through the Regional Operational Program, Priority axis X Education, taken by the City of Warsaw, reaching 110 schools, 50 teachers and more than 800 students, in a project aimed at providing primary school students with the opportunity to benefit from individual counseling at school. By creating a bridge between the University, the local business environment and schools, this project is significantly improving the ability to provide quality career counseling services in primary schools.

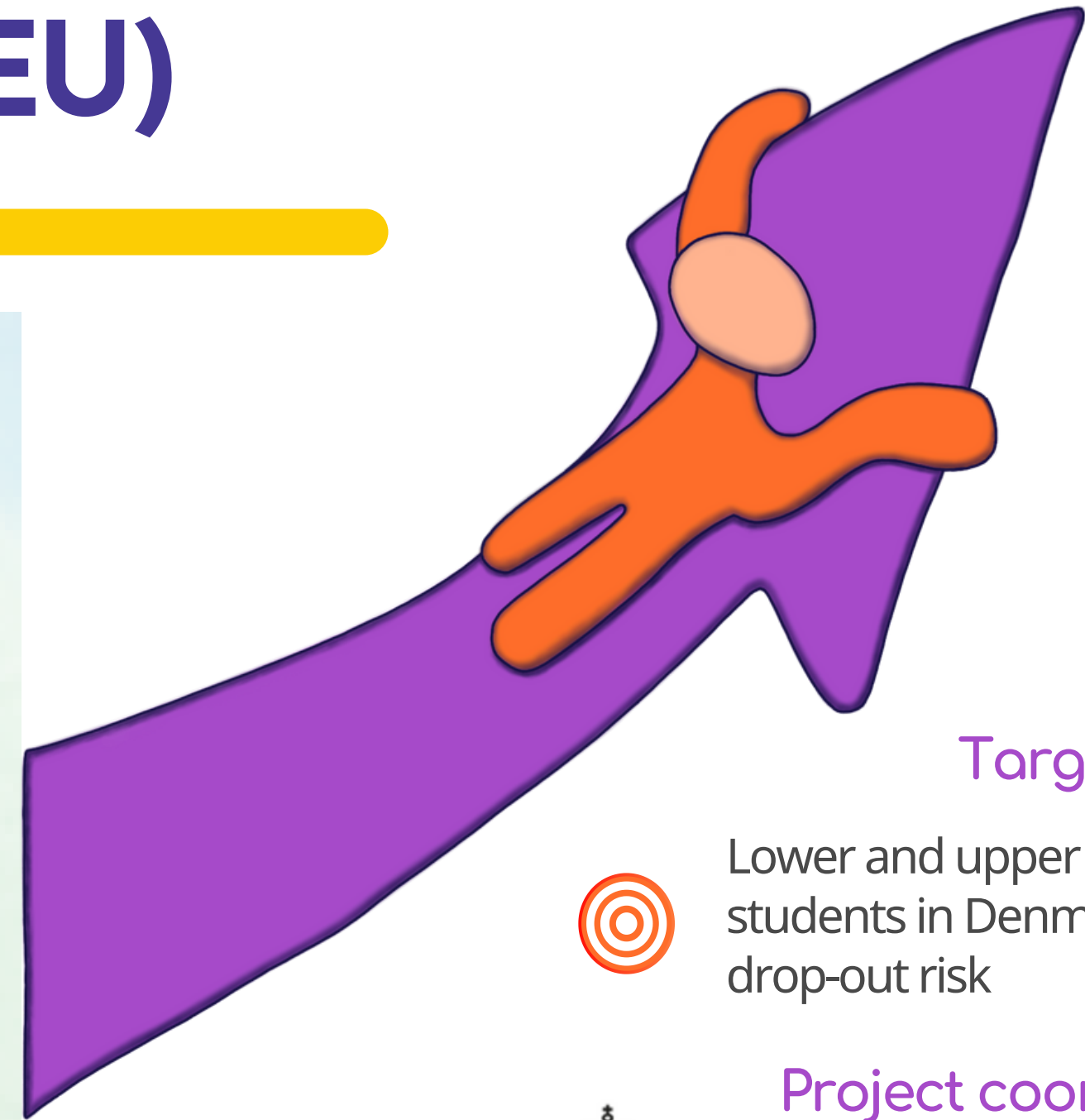
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“Youth Guidance Centers” (EU)

What inspired us?

The project is designed as a long-term approach to support youth in risk of drop-out transition from lower secondary to upper secondary school, with the help of Youth Guidance Counsellors, through a collaboration between Municipality and the schools.

The project is especially significant as it highlights the role of the youth guidance counsellor, visible in the results of the project – 41% of the students declaring themselves engaged in school also mentioned the counsellor has had an impact in building their post school-completion plans.



Target group



Lower and upper secondary students in Denmark, with a drop-out risk



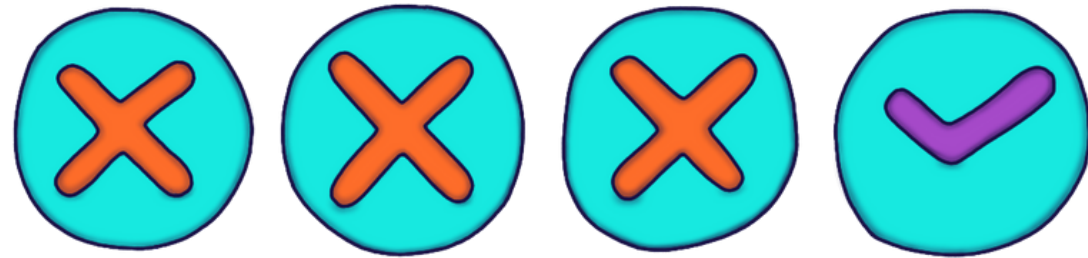
THE MINISTRY OF
CHILDREN
AND EDUCATION

Project coordinator

Ministry of Children
and Education

[read more about the project here!](#)

“BOP: Vocational orientation programme, offered at vocational training centres” (EU)



Target group

All students in Bavaria, Germany in the 7th, 8th and 9th year of schooling, especially in secondary schools which do not lead to an academic career.

Project coordinator

Federal Ministry of
Education and
Research (BMBF)



Bundesministerium
für Bildung
und Forschung

[read more about the project here!](#)

What inspired us?

The longevity of the program, running since its pilot in 2008 and its reach, supporting more than 815,000 students to choose the right path for them is impressive.

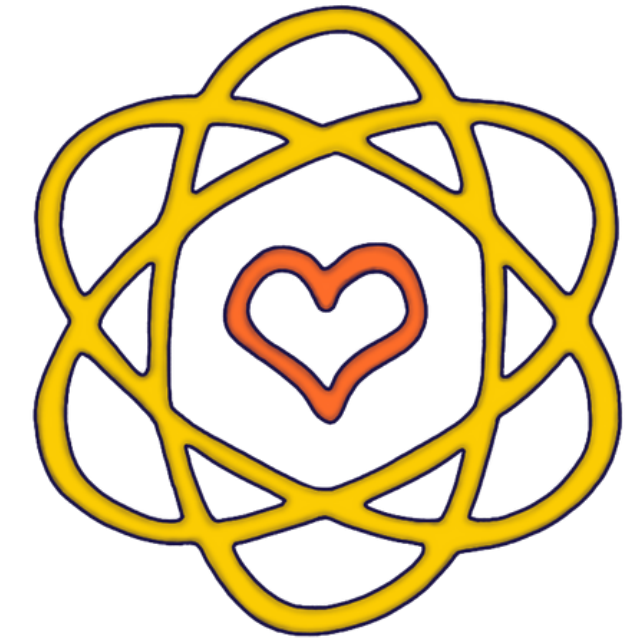
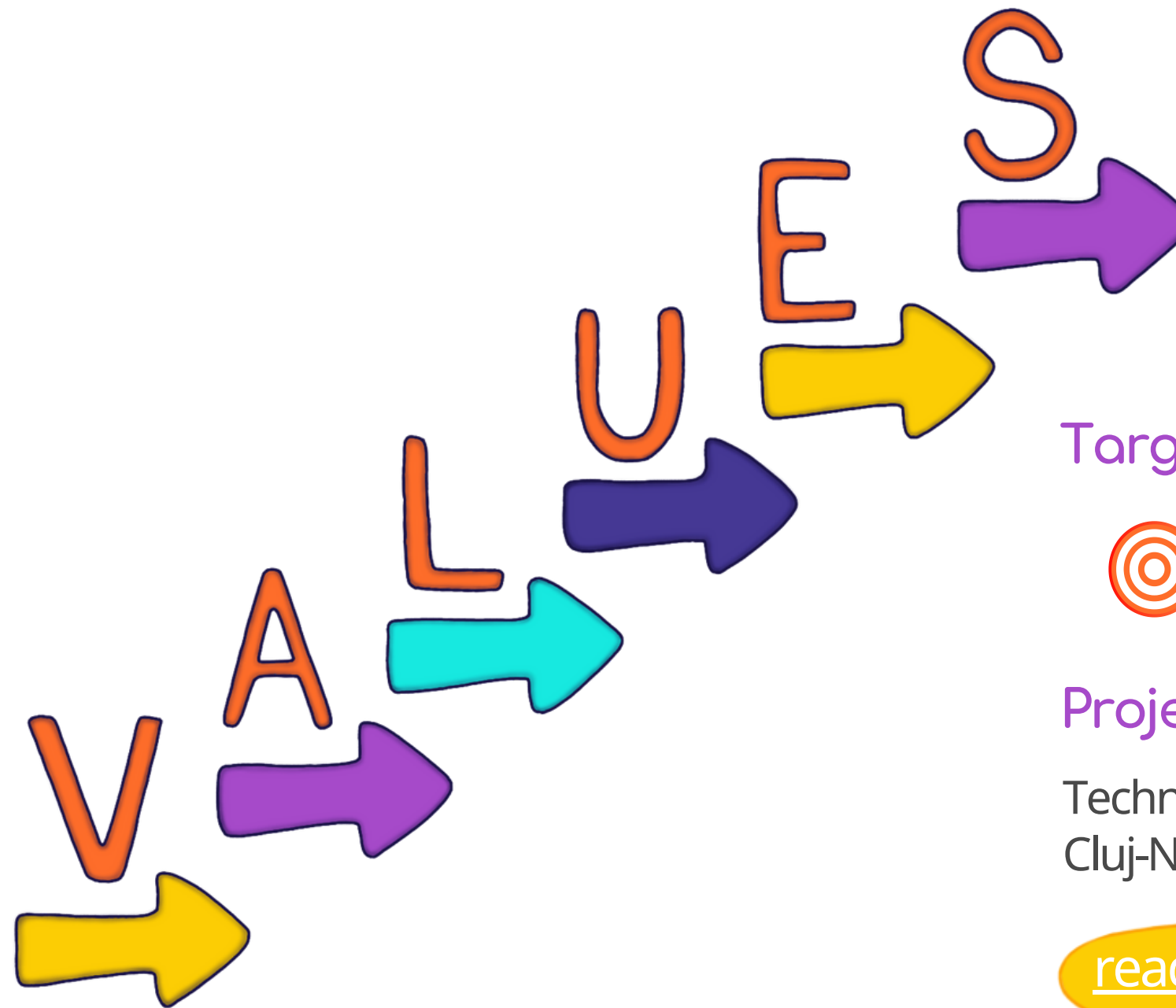
BOP provides students with “hands-on” insights into at least three different professions over the course of two weeks, and makes them see where their skills can best be put to use, with a special attention to their potential and strengths, versus lack of resources. Moreover, offering students the opportunity to prove themselves outside of school has added to the success of the projects and its good publicity among the beneficiaries.

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“Training for LIFE: Leadership Initiative For Europe” (EU)

What inspired us?

The Comenius project, run between 2013 and 2015, an initiative aimed at educating young high-school students about the possibilities of the future, helping them to identify their values, strengths, weaknesses, their personal and professional goals.



Target group



Youth in upper secondary school, aged 13 to 18 years old

Project coordinator

Technical College “Ana Aslan”,
Cluj-Napoca, Romania



[read more about the project here!](#)

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“FOCUS: Developing learning, life and interpersonal skills through a new form - teaching curricula for Secondary students.” (EU)



Target group

Youth in upper secondary school,
aged 14 to 18 years old

Project coordinator

Technical College “Ana
Aslan”, Cluj-Napoca,
Romania



What inspired us?

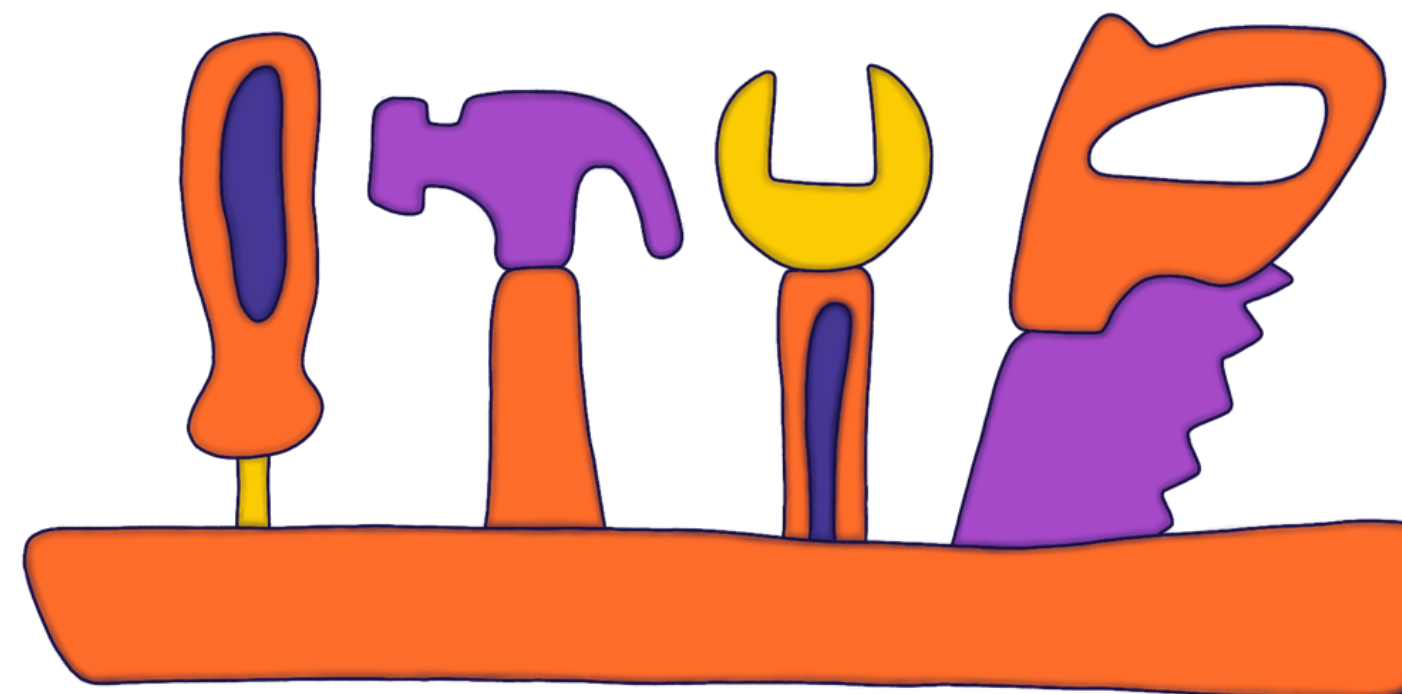
One of the few projects in Romania aimed at building a curricula for the Guidance and Career Counseling Classes, targeting directly the needs of the youth, with subjects ranging from learning styles, efficient communication, managing emotions, problem solving and green development, thus introducing the youth into the skills of the future.

[read more about the project here!](#)

“E-Mates. My job - my future” (EU)

What inspired us?

E-Mates is a project aimed at developing entrepreneurial skills in youth, with the purpose of preventing youth unemployment, while equipping them with the right skills to support their own dreams and transition into adulthood. A key aspect of the project was tapping into the value of the local ecosystem in each partner's country, thus developing a sustainability mindset.



Project coordinator

"Ekzarh Yosif I" Foreign Languages High School, Lovech, Bulgaria

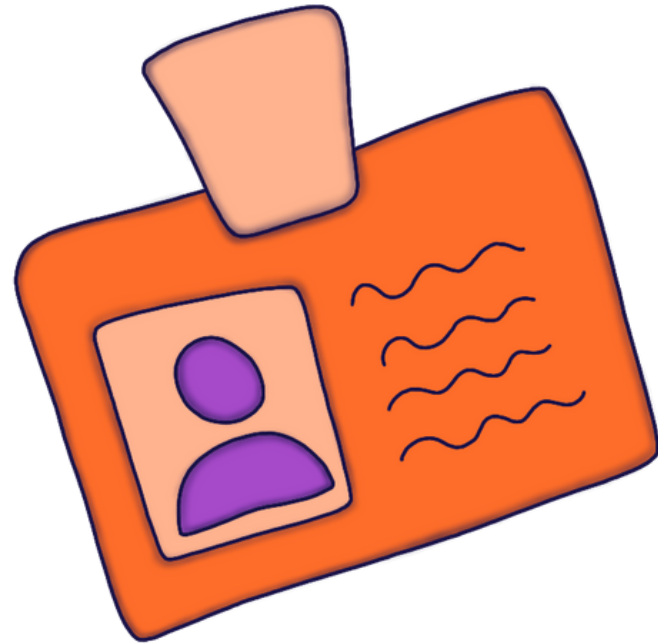


Target group



Youth in upper secondary school, aged 14 to 18 years old

[read more about the project here!](#)



Target group

Women residing in Ontario, having immigrated to Canada in the last 5 years, with eligibility to work.

Project coordinator

Newcomer Women's Services,
Toronto, Canada



[read more about the project here!](#)

"Sister2Sister Advanced Leadership Program" (Canada)



What inspired us?

The focus on the vulnerable group in a specific location, which many countries and cities require, is highlighted in a great way by Newcomer Women's Services non-profit organization. This project is a skills and leadership development program that bridges the gap between employer needs and newcomer women skills through an intensive training in soft and hard skills capped by a paid internship.

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“First Nations and Inuit Summer Work Experience Program” (Canada)

What inspired us?

With focus on the minorities in a specific location, this project is a means to support the First Nations and Inuit communities to obtain employment and, ultimately, enrolling into university or college.



Target group

First Nations and Inuit secondary and post-secondary students aged 15 to 30 years old, who are ordinarily resident on reserve, in recognized communities or on community lands.

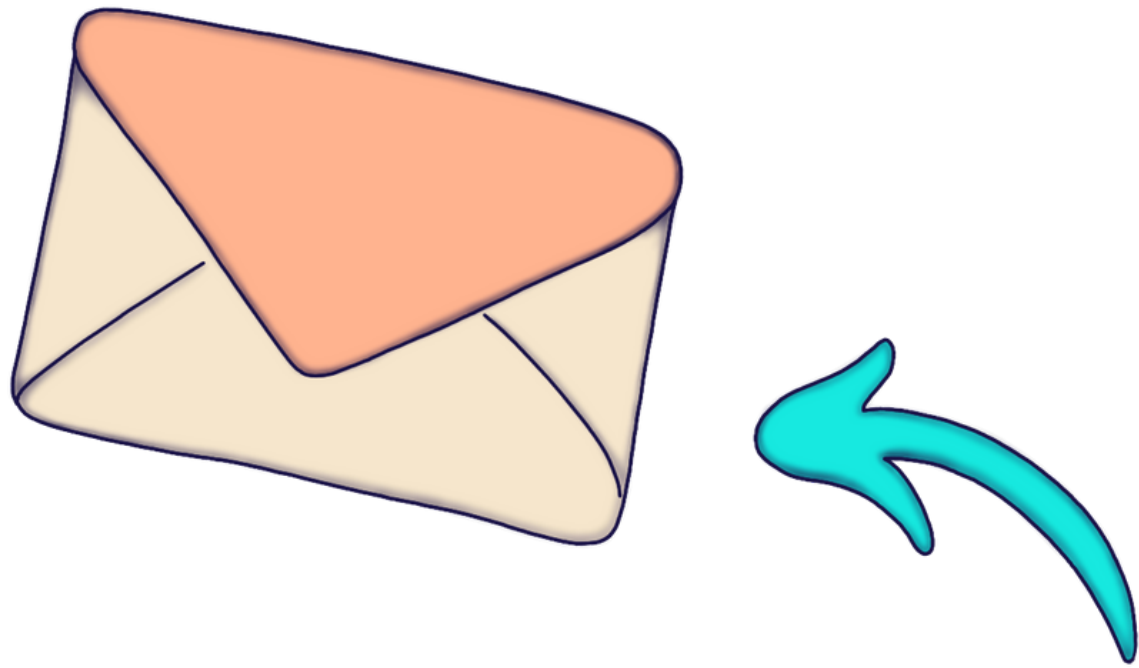


Project coordinator

Government of Canada -
Indigenous Services Canada

[read more about the project here!](#)

“CAVE Youth Employment Program” (Canada)



Target group

Canadian residents living in British Columbia, 17-29 years of age

Project coordinator

Douglas College, Canada



[read more about the project here!](#)



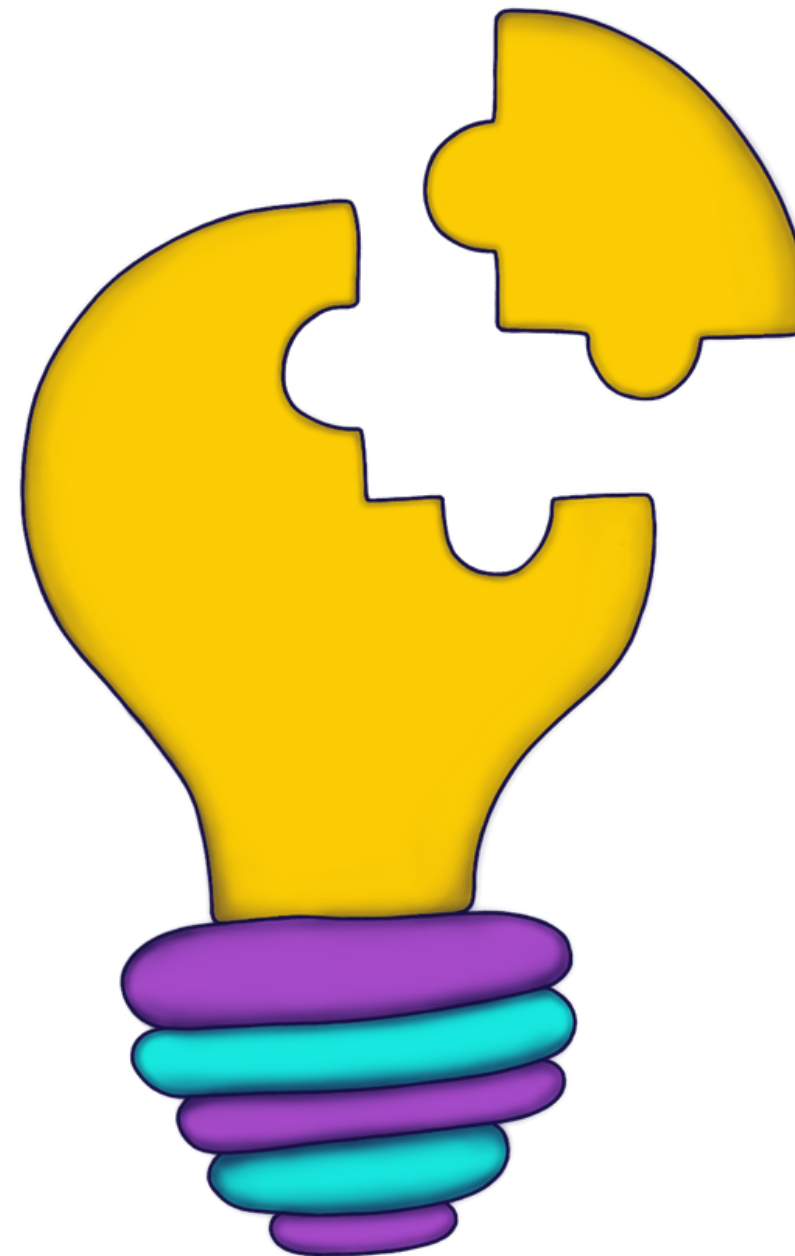
What inspired us?

An end-to-end program, offering solid preparation to youth in order to obtain their first job – from resume building and interviewing skills training, to job search support and financial aid support, along with a great incentive for local employers to hire CAVE program participants.

“Univative - A Consulting Competition” (Australia)

What inspired us?

How else to prepare yourself for the future workplace, if not by participating in a project aimed at giving you real world problems to solve? We deeply appreciate this initiative, building practical employability skills including team work, problem solving, creative thinking, communication, project management for more than 1380 students since its start in Sydney, Australia.



Target group

Students in participating Universities across Sydney.

Project coordinator

University of
South Wales,
Australia



UNSW
SYDNEY

[read more about the project here!](#)

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CareerGRIT is our aim at supporting the teachers, headmasters, volunteers and youth workers in their path to guiding youth in their professional and academic life.

It is a project co-financed by the European Commission, through Erasmus+ program, where three organizations have collaborated:

- **EvoCariera (Cluj-Napoca, Romania)**
- **Cluj-Napoca Volunteering Center (Cluj-Napoca, Romania)**
- **Stowarzyszenie EDUQ (Lebork, Poland)**

We all hope to support youth in their development and to help them in making the right decisions related to their future and we acknowledge that it is only with the help of the significant adults in their life that they will be able to receive the proper guidance, hence we put our hearts and heads together to design this project - with youth and for youth, as our end beneficiaries.



Co-funded by the
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of the European Union



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In order to build the program, our organizations have gone through some critical and very important steps:

- documentation of good practices across the globe related to career guidance
- documentation of good practices and programs that involve youth in their decision making and program design process
- co-design workshops with youth, in both Romania and Poland

The training comprises 40 hours of learning in group or individually, and it's structured based on a series of objectives and behaviors that we have understood are relevant in order to facilitate a career guiding session for youth. Practice and experiential learning are at the core of the sessions. And most importantly, we put faith in the participants' desire to be partners of the young people they guide in their endeavor to prepare for their adult life.

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



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