Transgression bridges - Innovative career counselling

Project - TPI1466 (https://ec.europa.eu/esf/transnationality/TPI-1466)

Country of submission:
Poland (PL)

Call for projects:
PL 2016 Coordinated Call under Priority Axis IV Social innovation and transnational cooperation, Measure 4.3 TC

Call for projects - Proxy:
PL 2016 Coordinated Call under Priority Axis IV Social innovation and transnational cooperation, Measure 4.3 TC

Title in the national language:
Mosty transgresji - innowacyjne poradnictwa kariery

Acronym or short denomination:
Transgression bridges

Measure under which the project is presented in English:
4.3 Transnational cooperation of Operational Programme Knowledge Education Development (OPKED)

Measure under which the project is presented in the National language:
4.3 Współpraca ponadnarodowa, Program Operacyjny Wiedza Edukacja Rozwój (POWER)

Project lead organisation:
Imago Foundation [1]

Languages spoken by the project team:
en

Themes:

Employment
Youth employment
Learning & skills

Project Idea summary:
The pressure on private and public employment agencies is increasing:
- Unemployment rate is decreasing while the number of risk groups (hard clients) is getting higher in public employment offices;
- Unemployed persons do not possess skills/education expected by the employers;
- Private employment agencies are not able to deliver the right work force (quality, quantity) for
their clients;
- Share numbers of economic immigrants from Ukraine are coming to Poland;
- The employment services offer in public sector is wide, but not flexible;
- Counselling tools represent linear way of career design, not adequate for people in transition.

More effective tools of counselling and employment programmes design are in need in order to provide a better transition from education or unemployment to work environment. In the same time polish government is preparing new regulations aiming to restructure public employment offices sector.

The concept of the project is to meet the problems mentioned above by developing new counselling tools and methods based on constructivist counselling approach.

**Problem addressed:**

1. Increased number of hard clients both in public and non-public labour market institutions.
2. Education and skills of clients do not match the needs of employers and mislead them while seeking for the right job position.
3. Assessment and counselling tools are not accurate enough – do not provide enough information, lead to wrong conclusions, do not address clients life-environment and cultural background.
4. Linear way of assessment and design of labour market services.

**Objectives:**

1. Development of new counselling approach in order to enhance effectiveness of labour market services and to create a better match between education/skills and career plans.
2. The increase of quality and effectiveness of employment services, specifically career counselling, provided by public and non-public institutions.
3. The increase of skills and competences of career counsellors and client managers, based on solutions elaborated by the Finnish partner.

**Results and deliverables:**

1. Functional scheme of method implementation process.
2. Workshops, study visits and seminars organized in Poland and Finland.
3. Training materials.
4. Training programs.
5. Career counselling tools.
6. Guidebook how to design and provide employment services based on constructivist career counselling.
7. Recommendations for implementing the method in Poland.

**Expected partners and their roles:**

1. Partners are responsible for activities related to their projects and products, taking place in their countries.
2. Management of the transnational cooperation is in response of each partner mutually.

Possible types of transnational cooperation:

1. Twin/parallel projects: exchange of results, products, tools involving mutual workshops, seminars, study visits, trainings, expert work.
2. Transfer, adaptation and implementation of new solutions, exchange of information and experience related to career counselling.

**Indicative budget for transnational activities:**
€31000

Activities:
Training and education
Exchange of information and material
Study visits
Creation of practical tools for diagnosis, implementation, monitoring and evaluation
Joint development (of products, strategies, methods, etc.) with, or without, parallel testing and implementation

Links:
Imago Foundation website [2]

Target groups:
Unemployed
Long-term unemployed
Persons not actively at work
NGOs (associations, foundations)
Administration (public entities including public employment services, education and training institutions)

End date of transnational activity:
Wednesday, 30 June, 2021

TCAs Involved In:
Transgression bridges - innovative career counseling [3]

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Links