



NATIONAL OFFICE OF
VOCATIONAL EDUCATION AND
TRAINING AND ADULT LEARNING

Euroguidance Career Guidance Award

Good practices in Hungary



Published by:
National Office of Vocational Education and Training and Adult Learning
Euroguidance Magyarország
Publishing authority: Zita Magyar dr., president
Pre-press preparation, production: NOVETAL Printing House

2023



**EUROGUIDANCE
CAREER GUIDANCE AWARD 2022**

Good practices in Hungary

CONTENTS

THE APPLICANTS	6
TYPES OF ENTRIES	6
TARGET GROUPS FOR THE CALL	7
ENTRIES	7
EUROGUIDANCE FOR YOUTH – 1ST PRIZE	
<i>What Should I Be When I Grow Up?</i>	
<i>Innovative Career Guidance for High School Students</i>	8
EUROGUIDANCE FOR YOUTH – 2ND PRIZE	
<i>'Career is Your Choice' Pilot Program at Szent Benedek High School in Józsefváros</i>	10
EUROGUIDANCE FOR YOUTH – 3RD PRIZE	
<i>Career Guidance Advent Calendar</i>	12
EUROGUIDANCE FOR ADULTS – 1ST PRIZE	
<i>Professions On Trial</i>	14
EUROGUIDANCE FOR ADULTS – 2ND PRIZE	
<i>Career Change Programme – Never Too Late to Change</i>	16
EUROGUIDANCE FOR ADULTS – 3RD PRIZE	
<i>Expanding Career Guidance Services at the Békés County Government Office</i>	18
SPECIAL AWARD FOR CAREER GUIDANCE SUPPORTING METHODOLOGY	
<i>Career Lifebelt</i>	20
SPECIAL AWARD FOR BOARD GAME IN SUPPORT OF CAREER GUIDANCE	
<i>You Hold the Key to Success! – Career Choice Escape Game</i>	22
SPECIAL AWARD FOR MOTIVATION	
<i>Career Guidance Experience Classes in the Heart of Vác</i>	24
SPECIAL AWARD FOR ENTRY INVOLVING VOLUNTEERING	
<i>Career Guidance 90' Online</i>	26
SPECIAL AWARD FOR INNOVATIVE INDIVIDUAL SUPPORT TOOL	
<i>My Journey – Lapbook</i>	28
SPECIAL AWARD FOR COMPREHENSIVE INDIVIDUAL SUPPORT TOOL	
<i>The Role of Labour Value Cards, Occupation Cards and a Picture Questionnaire on Interests to Help with Career Choices During Career Guidance</i>	30
SPECIAL AWARD FOR COMPREHENSIVE INSTITUTIONAL SUPPORT TOOL	
<i>Online Career Days at the Kecskemét Vocational Education and Training Centre</i>	32
SPECIAL AWARD FOR INTERACTIVE AND MULTIMEDIA SUPPORT TOOL	
<i>Innovative Components of Vocational Education and Training Marketing in the Occupational Guidance Activities of the Békés County Chamber of Commerce and Industry</i>	34

EUROGUIDANCE CAREER GUIDANCE AWARD

Operating under the auspices of the National Office of Vocational Education and Training and Adult Learning, the Euroguidance Hungary Centre announced its call for entries for the Euroguidance Career Guidance Award for the fourth time in 2022, with entries submitted across the country.

Presented every two years, the Euroguidance Career Guidance Award's primary objective is to collect good career guidance practices in Hungary and provide a platform for promoting good examples and tools used in career guidance.

Entries received were evaluated by a committee appointed by Euroguidance Hungary consisting of the following experts:

DR. RÉKA TÖRÖK, COUNSELLING PSYCHOLOGIST, *Faculty of Education and Psychology, Eötvös Loránd University*

DR. IDA FAZAKAS, ASSOCIATE PROFESSOR, *Eszterházy Károly University*

DR. ANDREA VISZTENVELT, ASSISTANT LECTURER, *Hungarian University of Agriculture and Life Sciences*

ESZTER KARVÁZY, EUROGUIDANCE PROJECT MANAGER, *National Office of Vocational Education and Training and Adult Learning*

The applicants

The call is open to all organisations, institutions and individuals that provide lifelong guidance/vocational guidance, career transition and career change guidance, rehabilitation guidance, employment guidance, job search guidance, career guidance in Hungary.

Entries can be submitted by primary, secondary and higher education institutions, adult education providers, institutions run by state, county or local governments, nonprofit organisations, businesses, companies as well as individuals.

Types of entries

The Euroguidance Career Guidance Award is open to entries on activities, methodologies and tools related to lifelong guidance services. A prerequisite for submitting entries is that the tools/methodologies used for the activities and/or services must be novel, meaning that they were first applied in 2021 or 2022.

The activities and/or services (tools/methodologies) described in the entries may be aimed at:

- promoting the improvement of self-awareness (e.g. developing a tool, self-awareness process, methodological guidance, etc.);
- expanding career knowledge (e.g. understanding a sector or occupation, providing relevant labour-market and training information);
- supporting career planning (e.g. job search techniques, online counselling methodologies, etc.).

Target groups for the call

The full scope of users of the services set out in the call (primary and secondary school students, youth, adults, jobseekers, career transitioners, disadvantaged groups, etc.) was eligible.

Entries

Winning entries for the Euroguidance Career Guidance Award are presented in our publication.

Applicants for the Euroguidance for Youth Award with the highest total scores:

1. WHAT SHOULD I BE WHEN I GROW UP? INNOVATIVE CAREER GUIDANCE FOR HIGH SCHOOL STUDENTS, *Krisztina Veresné Kalcsó and Ibolya Federics*
2. "CAREER IS YOUR CHOICE" PILOT PROGRAMME AT SZENT BENEDEK HIGH SCHOOL IN JÓZSEFVÁROS, BUDAPEST, *Miénk a Pálya Foundation*
3. CAREER GUIDANCE ADVENT CALENDAR, *Széchenyi István Technical School of the Székesfehérvár VET Centre*

Applicants for the Euroguidance for Adults Award with the highest total scores:

1. PROFESSIONS ON TRIAL, *Community Welfare Association for the Security of Kispeszt*
2. CAREER CHANGE PROGRAMME – NEVER TOO LATE TO CHANGE, *Konnekt Association*
3. EXPANDING CAREER GUIDANCE SERVICES AT THE BÉKÉS COUNTY GOVERNMENT OFFICE

Euroguidance Special Awards

Special Award for Methodology in Support of Career Guidance:

CAREER LIFEBELT, *Myself Self Improvement Centre*

Special Award for Board Game in Support of Career Guidance:

YOU HOLD THE KEY TO SUCCESS! – CAREER CHOICE ESCAPE GAME, *Chamber of Commerce and Industry of Sopron City with County Rank*

Special Award for Motivation

CAREER GUIDANCE EXPERIENCE CLASSES IN THE HEART OF VÁC, *Vác Vocational Education and Training Centre*

Special Award for Entry Involving Volunteering:

CAREER GUIDANCE 90' ONLINE, *Open University for High Schoolers Association*

Special Award for Innovative Individual Support Tool:

MY JOURNEY – LAPBOOK, *Katalin Palástiné Kozma*

Special Award for Comprehensive Individual Support Tool:

THE ROLE OF LABOUR VALUE CARDS, OCCUPATION CARDS AND A PICTURE QUESTIONNAIRE ON INTERESTS TO HELP WITH CAREER CHOICES DURING CAREER GUIDANCE, *Gabriella Deákné Császár*

Special Award for Comprehensive Institutional Support Tool:

ONLINE CAREER DAYS AT THE KECSKEMÉT VOCATIONAL EDUCATION AND TRAINING CENTRE

Special Award for Interactive and Multimedia Support Tool:

INNOVATIVE COMPONENTS OF VOCATIONAL EDUCATION AND TRAINING MARKETING IN THE OCCUPATIONAL GUIDANCE ACTIVITIES OF THE BÉKÉS COUNTY CHAMBER OF COMMERCE AND INDUSTRY, *Békés County Chamber of Commerce and Industry*

1

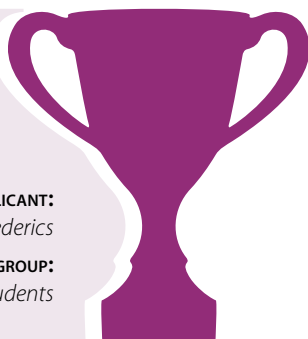
WHAT SHOULD I BE WHEN I GROW UP? INNOVATIVE CAREER GUIDANCE FOR HIGH SCHOOL STUDENTS

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Krisztina Veresné Kalcsó and Ibolya Federics

TARGET GROUP:

secondary school students



Description:

The aim of *What Should I Be When I Grow Up?* good practice is to carry out an innovative and at the same time complex career guidance activity at the Bajza József High School in Hatvan¹, which helps students to plan and develop their careers. Main objectives:

- Development of students' self-knowledge and personality, through which they will be able to develop a realistic self-image, as well as learn about the relationships between occupations and different personality traits and other qualities.
- Familiarizing students with the requirements necessary for further education and training opportunities, so that they are able to choose between training opportunities and make decisions related to further education.
- To provide knowledge about occupational options, the environment and opportunities of the labour market.

The generally defined goal of the program is to promote career choice through career guidance, based on student's realistic self-image and to enable students to choose a training or a career for themselves.

One of the goals of this good practice is to build an interdependent system in the school during the four years of high school and to pass on the experience to the teachers in the school and beyond, at the national level. A significant feature of the programme is the creation of a Career Guidance Group in the school, which is made up not only of innovative teachers but also of external experts and professional organizations.

¹ The town of Hatvan is located in the northern part of Hungary on the banks of the Zagyva River, 60 km north-east of Budapest.





*Ibolya Federics and Krisztina Veresné Kalcsó
at the EUROGUIDANCE Career Guidance Award 2022
awards ceremony*

The programme is structured as follows:

Grade 9:

- self-awareness and peer support
- personality development
- learning support
- organizing a self-knowledge day

Grade 10:

- learning attitude evaluation
- career guidance programmes and questionnaires
- individual and group counselling prior choosing between training opportunities
- motivational group sessions
- motivational day ("role model program")

Grade 11:

- career knowledge support
- organising plant and factory visits
- visiting the Educatio exhibition
- job shadow and student shadow programs

Grade 12:

- organising career guidance days
- organising a career meeting
- coordination of graduation applications
- individual and group counselling before applying for further education
- assisting with applications for admission

The proper preparation of programs is important for implementation, therefore the members of the teaching staff receive detailed information about the planned programs as well as about the experiences after the implementation. Feedback is also of paramount importance, so at the end of each implemented program, satisfaction questionnaires are filled out by students, teachers and professionals participating in the programs in order to get a more accurate picture of emerging needs, satisfaction and opportunities for further development.

The program can also be implemented online, activities can be organized safely on the institution's own Teams interface.

2

'CAREER IS YOUR CHOICE' PILOT PROGRAM AT SZENT BENEDEK HIGH SCHOOL IN JÓZSEFVÁROS²

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Career is Your Choice Foundation

TARGET GROUP:

secondary school students



Description:

In the school year 2021/22 the Foundation implemented a curriculum-based, process-oriented career guidance programme as an external service provider at the St. Benedek High School and Technical College in Budapest, first with a 12th grade class (26 students) and then with 143 students of 6 classes of grades 10-11 in the following semester. The programme involved professionals with several years of experience in career guidance, a human resources counsellor, a psychologist, and an andragogy teacher.

The programme is based on the following elements:

- Mapping students' career interests and knowledge.
- A 2x90 minute self-knowledge session, which formulates a different set of goals for the two grades, and which can be flexibly adapted to the needs and maturity level of the students participating in the group. Work with the classes is done in groups or, in the case of a relatively small number of students, in full classes, and at the end of the sessions feedback is sought.
- Further education and career knowledge sessions are also held 5-5 times for general secondary school classes, where students also do individual or small group work on certain topics. During these sessions, students can use their mobile devices to collect certain information or formulate the most important questions about the topic, which they can ask to professionals, university students and lecturers on the topic week.
- In the high school classes, 2-2 additional occasions are devoted to carrying out project work in small groups of 3-5 people. During this process, students create project work choosing from 15 topics and 3 processing methods, from which a poster is created for the topic week. The completed text materials and explanatory diagrams can be viewed by anyone, and anyone can access the online content with the help of the QR code on the

² Józsefváros is one of Budapest's districts on the Pest side (District VIII). The area, which has been inhabited since the 11th century, is currently one of the most densely populated districts of Budapest.

poster. After the thematic week, the exhibited works will be published online, which can also be used by subsequent grades as common knowledge.

- In the morning of the 4 days of the thematic week, roundtable and personal discussions, lectures and workshops supporting trials will take place simultaneously in 8 rooms, in which high school and IT classes will also participate. Class teachers and teacher colleagues help to receive and guide guests arriving at the event, and ensure that every student finds a useful venue in both time slots. Guests arriving for the thematic week take part in preliminary preparation.
- The program ends with a 90-minute knowledge processing workshop for each student, which helps them clarify the information acquired during the thematic week including impact assessment to measure students' career interests and knowledge. Students also receive suggestions for summer camps, volunteering or student work.



Gergely Kiss at the EUROGUIDANCE
Career Guidance Award 2022 awards ceremony



Career guidance session
at Szent Benedek High School in Józsefváros

3

CAREER GUIDANCE ADVENT CALENDAR

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Székesfehérvár³ Vocational Education and Training Centre

TARGET GROUP:

*students in the final year
of elementary school (8th graders)*



Description:

The management of the Székesfehérvár Vocational Education and Training Centre encourages its schools to develop their career guidance activities, thus, in addition to their work supporting school work, they should also create new information and communication tools. The Centre also considers important that career guidance work enhances and facilitates cooperation between schools. Therefore, the developed career knowledge tool encourages getting to know not only the professions of a specific school, but also the entire training profile of the centre.

One of the main reasons for choosing the advent calendar form was that its topicality coincides with the school selection period among primary school students. In the Advent period, the topic of school choice is already at the center of the attention of the interested parties, and the need for advice also increases, at the same time, related information events are also multiplying. Taking into account that these events usually operate within tight time frames and are stationary, the Centre decided to develop an asynchronous online tool that can be accessed regardless of time or place. The use of the tool requires little time in each occasion, but at the same time it provides a continuous attachment to the topic and maintains interest. The latter is particularly important, because although there are many information sessions and the staff is well prepared for career guidance, many students do not devote enough time to orientation, so they miss out a lot of information.

Evaluating the communication and device usage habits of the target group, i.e. secondary school students, an IT platform and application was developed, that makes available important career knowledge elements on phones, tablets and any internet application. In addition, it shows the training places, forms and levels of training in the centre, and provides information about the most important characteristics and activities of the different careers that can be the basis for professional success. The small packs of information do not burden attention, but highlight the importance of career knowledge and related information.

3 Székesfehérvár, known colloquially as Fehérvár ("white castle"), is a city in central Hungary, and the country's ninth-largest city. It is the regional capital of Central Transdanubia, and the centre of Fejér County.

The serious subject matter is accompanied by a playful format, keeping the activity light and enjoyable. The application allows those who miss a day to make up for the current answer, and to use the program even after the Advent period.

The game also includes prizes on the first try, and the questions of the prize draw could always be answered based on the information provided on the previous days.

In the 11 individual schools of the Centre more professions are taught than the number of days during the Advent period, therefore the content of the calendar cannot cover all the activities. However, the content of the tasks was designed in such a way that each school was given two days, and on two more days important, general information were included in the calendar about the Centre, with many pictures and little text.

The asynchronous application works well and, importantly for sustainability, the technical system developed allows the content to be updated and adapted to events and campaigns.

FURTHER INFORMATION:

<https://palyaorientacio.szfszc.hu/>



István Fűrész at the EUROGUIDANCE Career Guidance Award 2022 awards ceremony



1

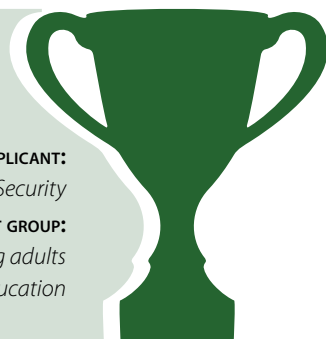
PROFESSIONS ON TRIAL

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Kispest Community Welfare Association for Security

TARGET GROUP:

*secondary school students or young adults
who have dropped out of education*



Description:

In the project titled “Professions On Trial”, the Association involved 17 secondary school students or young people who dropped out of public education who did not study or work during the given period from Kispest⁴.

Their main goal was to help them make informed career choices with the help of mentors and to provide support so that these young people can enter or return to the labour market with better preparedness, more secure self-knowledge, wider career knowledge and developing their key competences.

The project started with the recruitment of the target group and mentors. With the help of two career counselling experts, they assessed the interests, career ideas, work values and motivations of the young people applying, and then jointly determined which occupation or profession they would like to have an insight into. This was followed by selection of professionals representing professions that were of particular interest to the young people involved. The representatives of the following professions welcomed the young people at their workplaces for a day: merchant, beautician, salesman, caterer, pilot, agricultural engineer, police officer, financial worker, training organizer, doctor, visual artist, hairdresser, soldier, marketing associate, graphic designer, IT specialist, electrician, and bus driver. The coordination and individual assignment of the 17 students or unemployed young people to the workplaces was a serious organizational task. The Covid situation also made the process difficult, but personal meetings

4 Kispest is the 19th (XIX) district of Budapest, Hungary on the Pest side of the capital. It was founded in 1871 on rural land as a village at the borderline of Pest, so it was named Kispest (literally meaning little Pest).



EUROGUIDANCE FOR ADULTS



took place in all cases, and throughout the whole project the organizers kept in touch with the participants both by phone and in person.

One of the defining elements of the project was that after the workplace “mini-exercises”, the young people also received feedback from representatives of the profession. In particular, they sought to answer how key competences manifested themselves during joint work, i.e. how they cooperated with other colleagues at work, how they communicated, how well they understood work instructions, how they accomplished tasks, etc. In addition, the mentors also showed the young people the tricks of the given profession, discussed what they were the most skilled at, and also talked to the young people about their personal life path and career.

The project provided an opportunity for great realizations: some people became even more dedicated to their choice of profession, while others were made aware by this experience that the given profession was definitely not for them. At the end of the process, all young people participated in an interactive presentation given by a psychologist, an HR expert, a communication specialist and a mental health consultant, followed by an informal experience report held after a joint lunch.

The project is novel because it contains several program elements that support career choice and employment in a complex manner, and in addition, it strengthens local attachment and helps the self-organization of small communities. Local residents representing various professions have become a mentoring community, and this can serve as a model for a continuously functioning professional community that welcomes young people from Kispeszt who are about to choose a career or find a job.

Upper image

Members of the staff of Community Welfare Association for the Security of Kispeszt at the EUROGUIDANCE Career Guidance Award 2022 awards ceremony

Bottom images

Career guidance sessions organized by Community Welfare Association for the Security of Kispeszt

2

CAREER CHANGE PROGRAMME – NEVER TOO LATE TO CHANGE

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Konnekt Association

TARGET GROUP:

adults changing career



Description:

The Career Change Programme is a self-awareness focused programme for career changers, which helps participants to plan and get started in their new careers through group meetings and individual consultations. The programme believes that it is never too late to change careers and that by assessing skills and needs, learning about the psychology of change, sharing stories of some successful career changers, and providing practical knowledge, participants can be prepared for the process of a career change, resulting in a more fulfilling life overall.

The program consists of 3 elements. The first element is self-knowledge, which is intensively dealt with for three weeks on 3-hour group sessions, individual conversations, and individual tasks. Group sessions are led by three trainers and start with a maximum of 12 participants to ensure individual attention. The selfawareness process helps the participants to better understand their strengths, skills and values, as well as how they can transform these characteristics and utilize them in new jobs. This element is complemented by the fact that the participants can meet successful career changers, whom they can ask during a panel discussion, so they can expand their career knowledge through real stories, get to know new professions, and delve deeper into the career change process.

In the second half of the program, the focus is on change management and preparation for change. Career changers participate in an interview with a professional representing their cho-



In the year following the programme, follow-up group meetings take place every three months to monitor the career change process and to build a supportive community.



Long-term studies have shown that egg density, maternal behavior, and environmental conditions all affect offspring growth and survival. In this study, we found that egg density and maternal behavior were the most important factors affecting offspring growth and survival. These results suggest that egg density and maternal behavior are important factors in determining offspring growth and survival. This study also highlights the importance of considering multiple factors when studying offspring growth and survival.

However, large heterogeneity in cytoplasmic inheritance, as well as possible epistatic components, have to be taken into account in the future studies on the cytoplasmic inheritance of the chloroplast DNA polymorphism.



Hogyan?

[illegible]

Öntanár és pályaválasztás
ajánló



Egyéni tanácsadás és
világképzésmenedzsment



www.elsigloveintiuno.es



- A horizontal group of neurons within a HSN cluster
- 12 lateral neurons (L1-L12) were identified
- 7 neurons in the T region are identified
- A group of 11 lateral neurons (L1-L11) were identified by single neuron
- Dendrites (Dendrites)
- Monoclonal neurons (Monoclonal)

References

66

3

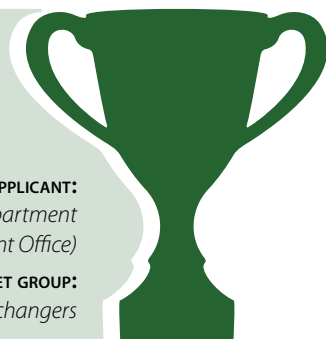
EXPANDING CAREER GUIDANCE SERVICES AT THE BÉKÉS COUNTY GOVERNMENT OFFICE

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

*Employment Labour and Labour Protection Department
(Békés County Government Office)*

TARGET GROUP:

students, job seekers, job changers



Description:

The Békés County⁵ Government Office is committed to improving the labor market activity of the people living in the region, and to the realization of individual and organizational employment goals. In addition to unfavorable demographic characteristics in terms of employment in the county, high domestic emigration poses a serious challenge, as a result of which the perceived better employment opportunities attract workers from the county to other parts of Hungary. It has become a key issue for the employees of the region to remain in place, to support the creation of their individual prosperity within the county, to create an attractive future vision for young people, and career orientation is of particular importance in this.

Thanks to an investment aimed at career guidance, the Career Guidance Counseling and Methodological Center was established in Békéscsaba, an Information Point was established in each of the county's four district employment departments, and a minibus enabling the provision of a mobile counseling service. Active service activities started in 2021 at the Center and Information Points, and in the same year, a larger number of outstations with the mobile advisory bus were also carried out. With this career guidance aimed development, a unique, novel, complex service package was created in the region and even on national level.

The Career Counseling and Methodology Center is a place where interested parties can benefit from a wide range of career guidance services with the help of professionals, receive support for their career and professional knowledge, confirmation of their self-knowledge, and help with their career decisions. All this is done individually and in groups, supported by various methodological tools. In addition to the information space, individual counseling and group rooms have been set up in the center. In addition to providing employment services, the development aims to create a forum for the exchange of information for individuals and organizations interested in career guidance by conducting professional presenta-

5 Békés County is an administrative division in south-eastern Hungary on the border with Romania. The capital of Békés county is Békéscsaba. The county is also part of the Danube-Kris-Mures-Tisa euroregion.



tions and workshops. The target group of the services is made up of job seekers living in the county, those thinking about changing jobs, students participating in primary, secondary and higher education, their parents, and professionals involved in the subject.

The main function of the Information Points is sharing information about labor market and career guidance, identification of the individual needs of customers visiting the site and providing adequate services for them.

The Mobile Consulting Bus operates as a "rolling" consulting office. Its task is basically employment and career counseling, as well as providing information on the labor market. This form of counseling can provide the enormous advantage of making the service available at the individual's place of residence. The theme and duration of the programs provided by bus are adapted to the location of the settlement and the nature of the event. Typical events at which the bus was deployed: job fairs, employer forums, informational group events, helping community service workers find employment in the primary labor market. Typical activities in primary, secondary and higher education institutions are class teachers' lessons, parent meetings, thematic days, career orientation group sessions, as well as participation in various community events, festivals and summer camps.



Upper image

Members of the staff of Békés County Government Office at the EUROGUIDANCE Career Guidance Award 2022 awards ceremony

Bottom image

Career Guidance and Methodology Center in Békéscsaba

CAREER LIFEBELT

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Myself

Self-development Center

TARGET GROUP:

secondary school students



Description:

The career counselors of the MySelf Center provide help to young people during the difficult but exciting period of career choice. Their goal is to help students in making decisions confidently and consciously about their future based on their strengths.

Students facing the decision to continue their education often visit counselors in the fall of their last high school year. This online program consisting of six sessions aims to help these students, focused on career counseling, tailored to individual needs and opportunities. One of the key elements of the program's success is its brevity, which makes the process easy to plan and does not imply long-term commitment.

During the 6 sessions, two major areas - self-knowledge and field knowledge - are developed. The purpose of the self-awareness development process is to create a realistic picture for students, as well as to learn about the qualities, abilities and motivations necessary to fill the chosen career. During the development of career knowledge, participants acquire realistic, broad knowledge about the professions they can choose from and the current labor market environment. Through these sessions, students can acquire competences that make

SPECIAL AWARDS

SELF-KNOWLEDGE

INVESTMENT

ABILITY

PROBLEM

PROFESSION

COMPETENCE

MOTIVATION

DECISION





*Career guidance sessions
MySelf Self-development Center*



more effective the decision-making process related to career choice, and at the same time, develop their general decision-making skills, which they can apply in other areas as well.

The flexibility of the program allows students who struggle with difficulties, such as lack of self-confidence and demotivation, to receive additional support through the self-awareness mentoring program. This is an intensive helping process in which the mentor supports the individual in order to achieve a specific goal and accompanies him/her along the way.

An important topic of the self-awareness development phase is reducing the anxiety arising from the idea of a 'lifelong decision', getting to know student's interests and hobbies, making a personal inventory of his/her qualities and abilities, mapping strengths, and evaluating the feedback they receive from others.

In the second half of the program, during the career identification process, the information obtained in the self-knowledge block (motivation, interests, favorite activities, best abilities) is used as a compass to explore the imagined career and the further education and employment path leading to it. During this programme element, students become familiar with websites leading to practical information related to admission (e.g. score calculation, admission process, etc.), and then during a personal 'research work' they have to examine the individual majors and professions. Based on their findings they can formulate their preferences. During the process, they also get to know the 'ikigai' figure, in connection with which they can also touch upon questions of larger life goals. After the end of the process, the students will be followed up for another year in order to examine the effectiveness of the program and psychological support.

The continuation of the 6 session programme is the PályaOriGO experience camp (4 days/ 3 nights), held the following summer, where students can gain skills through self-knowledge sessions that will help them make decisions about further education and increase their self-confidence

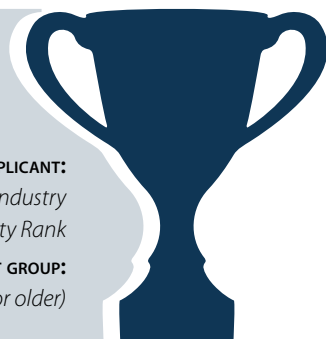
YOU HOLD THE KEY TO SUCCESS! – CAREER CHOICE ESCAPE GAME

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

*Chamber of Commerce and Industry
of Sopron⁶ City with County Rank*

ENTRY TARGET GROUP:

upper-primary students (11 years or older)



Description:

The career choice escape game is an innovative, self-awareness-focused methodological tool for career guidance aimed at improving self-awareness, expanding career knowledge and understanding the 4 pillars of career choice (self-awareness, knowledge of occupations, school system, labour market) in a playful and creative way. Its tagline is “*The way out leads in*”, which appropriately highlights the importance of learning through experience and self-awareness in the process.

The approx. 60-minute game’s basic concept is that players are cast ashore by the raging “sea” of adolescence to the mysterious, albeit safe, island of career choices where they have to solve around twenty codes, career choice-related questions and logic puzzles locked in treasure chests to find the *Key to Success* and the ancient scroll of career choice that reveals secret practices for a successful future. Students do not even realise that they participate in a comprehensive career guidance session, gaining a lot of information and great experiences. The game requires treasure chests that contain tools for the puzzles, tricky hiding places, inscriptions, occupation cards, keys and locks.

The comprehensive series of puzzles is also a self-awareness adventure. The 60-minute game emphasises the participants’ conflict management, stress management and self-management solutions, in addition to offering students a clear overview of the secondary-school system in Sopron, occupations that can be learned, the basics of good decision-making and the importance of goals. The gameplay has no specific algorithm; the objective is to realise that there are multiple ways to reach a goal. The key symbol carries an important message of the game: everyone holds the key to their own success, the potential is there in all of us and persistence, conviction, efficient time management and ingenuity are needed to succeed in achieving your goals.

The game can be played anywhere, both indoors and outdoors; it requires 20 m² of space to play comfortably, although a larger table can also be sufficient. It involves 1 to 10 players and anybody can be the games-master, even one of the group of participants. After the game, a test can be taken to objectively assess students’ factual knowledge gained about occupations and

⁶ Sopron is a town in Hungary, located 220 km west of Budapest in Győr-Moson-Sopron County. The settlement, which has been inhabited since the Iron Age, is the center of the Sopron wine region.



their further education and training options during the game, while they can share their subjective psychological experience and lived experiences in the group through guided discussion.

The tool can be efficiently used at career guidance project days, form teachers' classes, youth events, other lifelong guidance sessions, school events, job fairs, HR events, camps and youth conferences. The career guidance goal and information transfer is achieved in an efficient, comprehensive, interesting and interactive manner, at an age-appropriate level and offline, while students use their imagination, practical thinking, dexterity and collaborative effort to reach the goal.

*Upper image
Adrienn Kozma at the EUROGUIDANCE
Career Guidance Award 2022
awards ceremony*

*Bottom image
The try-out of the career escape
board game in Sopron*



CAREER GUIDANCE EXPERIENCE CLASSES IN THE HEART OF VAC⁷

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Vác Vocational Education and Training Centre

ENTRY TARGET GROUP:

upper-primary students, mainly 7th grade



Description:

The titular “*Career Guidance Experience Classes in the Heart of Vác*” programme was preceded by a career guidance camp held in the summer of 2021 by the Vocational Education and Training Centre. Designed with 7th-grade students in mind, this 5-day camp focused on careers in technology, while also offering students an opportunity to learn about scientific and policing topics. By involving different third parties, businesses and higher education institutions and, in many cases, former students, the camp was able to offer activities such as 3D printing, laser engraving, presentation of VR games, coding and LEGO robots, along with self-awareness and group exercises.

Based on feedback, both parents and students considered it particularly important that the learning programme and the career guidance content were experience-oriented; there-

Word cloud based on the feedback received about the programs



7 Vác is a thousand-year old city in Pest county in Hungary. The city is located 35 kilometres north of Budapest on the eastern bank of the Danube river at the foot of the Naszály Mountain in the foothills of the Carpathians.

fore, building on the success of the camp and proven components used there, the Vác Vocational Education and Training Centre designed career guidance programmes with similar content conducted throughout the year.

Launched in September 2021 and still ongoing, the so-called “DKA (Digitális Közösségi Alkotóműhely) napok” (Digital Community Creative Workshop days) career guidance programme takes place on Tuesdays and Thursdays during school hours, with experience classes held in the DKA building with 22 secondary-school students in attendance. After scheduling an appointment, classes participate in self-awareness, career knowledge and labour-market career guidance sessions (a shorter version of the Centre’s *Íránytű (Compass)* programme) and 2 secondary-school students hold a class on LEGO robot design, construction and programming each time according to schedule. In addition, students can learn 3D printing, PLC-controlled laser engraving and microbit coding. Participation in the activities is free of charge. Over the 8 months of the programme, 800 upper-primary students from 16 nearby primary schools have scheduled appointments for these sessions so far. The programme is gaining popularity, which demonstrates the need for career guidance sessions.

As for the future, the Centre wants to continue and expand these experience classes with the aim of enabling students to learn about the embroidery machine, get a creative glimpse into master tailoring and get to know careers in health and economy. As a result of working with students, collaborating secondary-school students can experience peer education and reinforce their commitment to their chosen careers. Moreover, they can also experience the challenges and rewards of dealing with people.



Mónika Konfár at the EUROGUIDANCE Career Guidance Award 2022 awards ceremony

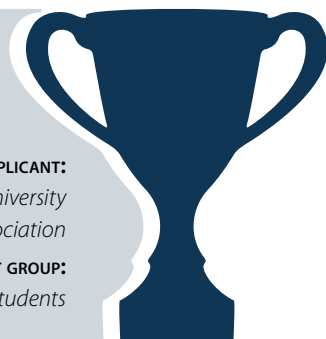
CAREER GUIDANCE 90' ONLINE

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

*Open University
for High Schoolers Association*

ENTRY TARGET GROUP:

secondary-school students



Description:

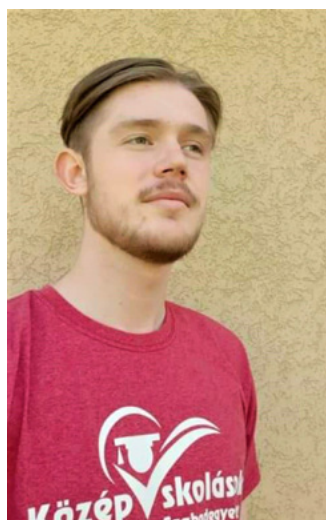
The programme at hand is based on in-person single or double classes where two or three volunteering university students hold a career guidance session for a secondary-school class. Due to the pandemic, in 2021, members of the Association set out to bring the importance of career guidance and peer assistance to students in an online format. This was mainly for two reasons: first, they considered it important to overcome the challenges and hopelessness resulting from the pandemic by expressing their support to secondary-school students and confirming that it is worth consciously preparing for the future; second, they intended to make up for career guidance sessions that were not feasible due to education going digital and were thus cancelled.

Sessions offer a combination of self-awareness improvement and exercises aimed at expanding career knowledge. Their purpose is to enable students to consider which aspects they know

can be relevant for their career choices, what characteristics and strengths they have and what motivates them, while also learning about different occupations.

A 90-minute session includes many exercises and even group work, but the 45-minute version can involve some interesting and useful exercises as well.

Sessions were given their final form through multiple rounds of testing within the Association. Their content was compiled with the involvement of teaching and psychology students in the Association who also provided training to their volunteers in addition to testing. Volunteers are young people aged 19 to 26 who, in addition to being university students, are also college members, mostly top students in their courses or even young grad-



*Csaba Johanyák member of Open University
for High Schoolers Association*

uates starting their careers who continue to take different training courses to learn the competences necessary to be “teachers”, lecturers and peer helpers.

Sessions themselves take the form of a short self-awareness process assisted by different applications that takes place online on an interactive platform and builds on group feedback and collaboration in addition to forms of individual work. Neither teachers of the class nor its form teacher usually attend these sessions so students are more open and able to get involved in the process being free from the forms of work in school to some extent.

Sessions have been met with positive reception from students, highlighting in their feedback that these sessions helped reinforce their current career choices or take new aspects into account and considered the digital solutions and tools used to be inventive and creative.

As a professional conclusion, it can be established that specialised classes also need career guidance as those in grammar schools do because there are many students who do not envisage their future in the fields they are currently studying. For our volunteers holding the sessions, these experiences mean a lot both professionally and on a human level as these interactions reaffirm the importance of their commitment.



- KÖZÉPISKOLÁSOK SZABADEGYETEME -

PÁLYAORIENTÁCIÓ 90'

PÁLYAORIENTÁCIÓS-ÖNISMERETI FOGLALKOZÁS

Középiskolás osztályoknak



- Önkéntes egyetemistáktól
- 90 perc időtartammal
- Díjmentesen
- Online



Kapcsolat:
✉ kozepiskolasok.szabadegetem@gmail.com
☎ +3630/779-00-48
🌐 szabadegetem.alta.hu
📘 facebook.com/szabadegetemem



*Barabás Villa, the scene of the
EUROGUIDANCE Career Guidance Award 2022
award ceremony*

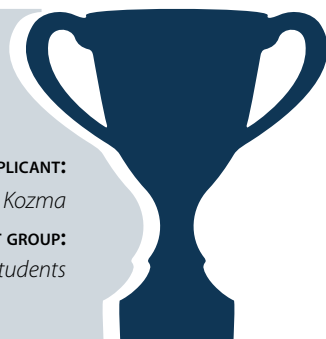
MY JOURNEY – LAPBOOK

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Katalin Palástiné Kozma

ENTRY TARGET GROUP:

7th and 8th-grade primary-school students



Description:

The “lapbook” programme was inspired by feedback received from students during digital education. While talking with students in person, the creator of the programme found that many felt that digital education was not a good experience, being unable to see the others and missing the activities and time spent together with their peers. This led her to create a programme that involves arts and crafts, trying different digital applications and allowing students to take their creations home. Thus the idea of the lapbook was created.

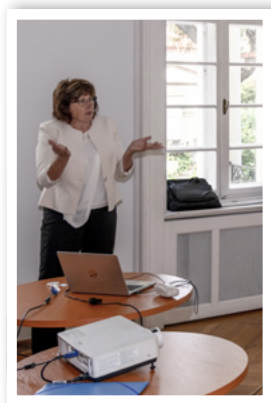
A lapbook is actually a flip-through portfolio with content that can be opened to reveal pictures, drawings and written text on a specific topic. As students are actively involved in making it, they remember what they have learnt much better and for a longer time and they also develop their creativity while making it as they can embellish it and make their own illustrations. The result is a unique product that is not only beautiful, but also useful and enables them to experience how to use the internet in a smart way to find information.

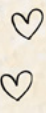
For 7th and 8th grade students, the lapbook “My Journey” was designed to enable them to take a deep dive into the topic of self-assessment. In the lapbook “My Journey”, students made a drawing of their development journey or word cloud of their values, along with a puzzle of their dream occupations or used different applications, e.g. LearningApps, to help them create their own word search on the topic ‘What am I interested in?’ or their own crossword puzzle based on the question ‘What am I good at?’ They mapped whether the occupations they chose matched their skill set, gave positive feedback to their peers and made their own business cards.

The power of the lapbook is demonstrated by the fact that it helps create a relaxed atmosphere of acceptance that is often missing from today’s school environment and everyday communication.

Katalin Palástiné Kozma

at the EUROGUIDANCE Career Guidance Award 2022 awards ceremony





Chosed
profession



S Z A k -

M A

L a -

P O -

Z Ó



THE ROLE OF LABOUR VALUE CARDS, OCCUPATION CARDS AND A PICTURE QUES- TIONNAIRE ON INTERESTS TO HELP WITH CAREER CHOICES DURING CAREER GUIDANCE

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Gabriella Deákné Császár

ENTRY TARGET GROUP:

*students aged 13+, young adults,
students with special educational needs*



Description:

Used as support tools for career guidance discussions, the picture decks “Occupations” and “Labour Value” and the Picture Questionnaire on Interests help complement career guidance discussions that start out in a traditional manner and are often hard to understand or boring for students/young people with poor verbal skills, special educational needs or learning disorders with colourful, visualised career choice tools that aids text comprehension with photos and can be used in a creative way, thereby facilitating the process of individual or small-group counselling.

Long-term objectives of the project

- assist young people in finding jobs in the labour market;
- develop skills and attitude that improve employability;
- promote independent living.

Short-term objectives include

- expand basic knowledge of the labour market;
- facilitate access to the open labour market with personalised information;
- teach job-seeking techniques;
- provide practical experience in addition to competence development and disadvantage management;
- support preparation for successful employment with self-realisation opportunities.

Based on trade groups and labour values, the drawn cards provide an opportunity to initiate discussion with individual students or small groups. Possible practices include:

- Collect tools: tools associated with working in a particular trade can be collected.
- List activities: based on the cards, activities can be associated with the pictured trades.
- Collect trades: trades/occupations belonging to a particular card (trade group) can be collected.

- Maintain interest, identify labour values: focusing on the details in each picture, the interests, labour value preferences and emotions of young people can be identified and work activities that seem interesting, or boring, to them can be pinpointed.

Aided with photos, the statements in the picture “questionnaire” facilitate understanding, making it easier for students to picture whether they like to do certain activities or are interested in each work activity.

In conclusion, the cards can be used as the basis for role-playing in small groups, help prepare sample exercises, analyse texts and initiate brainstorming, and work well in both individual career guidance and a small-group setting.

FURTHER INFORMATION:

<https://csaszargabriella.hu/>

Gabriella Deákné Császár developer of the card games



ONLINE CAREER DAYS AT THE KECSKEMÉT VOCATIONAL EDUCATION AND TRAINING CENTRE

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Kecskemét⁸ Vocational Education and Training Centre

ENTRY TARGET GROUP:

senior vocational education and training students



Description:

In order to make it a tradition, the Kecskemét Vocational Education and Training Centre held its event called "Online Career Days" for senior students for the second time, conceived as a result of the pandemic due to personal interactions becoming limited, moving contacts between employers and potential employees into the online space.

The programme was organised by the management and two career guidance experts of the Kecskemét Vocational Education and Training Centre, while the members of the Centre's Career Team and headmasters, deputy headmasters, career guidance counsellors and teachers of member institutions helped with its implementation. The programme helped students get into contact with businesses in and around Kecskemét, get information on the opportunities offered by those businesses and learn about job openings. It was a priority to raise awareness of the labour market among senior students and strengthen their competences required for building a career.

Prior to the Online Career Days, form teachers held preparatory classes on topics including a) job-seeking, interview techniques, b) writing a CV and a covering

*Bence Ignácz director of the
Vocational Training Centre
in Kecskemét*

⁸ Kecskemét is a Hungarian city located 86 km south of Budapest, close to the geographical center of the country. Kecskemét is the center of Bács-Kiskun county, the largest county in the country at the foot of the Naszály Mountain in the foothills of the Carpathians.



letter, and c) online etiquette based on the good practices developed by the members of the Centre's Career Team. The duration of the programme was one week in order to allow all senior students in member institutions to participate. MS Teams was used as a platform for the event.

The event involved 37 businesses making a total of 47 corporate presentations with the attendance of 580 students in total, who could also participate in a Q&A session with representatives of the businesses. These "meetings" allowed businesses to introduce themselves and make job offers to senior students.

After each corporate presentation, students could complete a satisfaction questionnaire to win valuable prizes. The organisers assessed this feedback along with suggestions from the businesses and moderators of the discussions, analysed the experience gained from the event with the Centre's Career Team in a workshop and with the representatives of the businesses at a so-called "business tea" and thanked them for their contribution to hosting the Online Career Days.



INNOVATIVE COMPONENTS OF VOCATIONAL EDUCATION AND TRAINING MARKETING IN THE OCCUPATIONAL GUIDANCE ACTIVITIES OF THE BÉKÉS COUNTY CHAMBER OF COM- MERCE AND INDUSTRY

NAME OF ORGANISATIONAL OR INDIVIDUAL APPLICANT:

Békés County Chamber of Commerce and Industry

ENTRY TARGET GROUP:

grammar-school students, specifically senior years



Description:

Vocational education and training providers in Békés County see an increasing number of grammar-school graduates admitted to learn trades, while there is also growing demand for the Chamber's career guidance activities in grammar schools. The described innovative marketing activity is aimed at increasing the number of participants in dual tertiary and secondary education and demonstrating that young people can make careers by finding jobs in Békés County. Therefore, the direct target group for the project includes grammar-school students, primarily seniors, as many of them study in a grammar school not because they want to go to further education, but because they could not or did not want to commit to an occupation at the age of 14. The described programme is based on panel discussions and career guidance clips.

The Chamber is touring Békés County with a minibus purchased through a grant, with the slogan *"Delivering careers"*. This means bringing professionals and tradespeople to schools to talk credibly about their jobs, careers, career opportunities at their businesses, and challenges and opportunities in their sectors. They are not selected at random, but rather on the basis of the preliminary assessment of fields where students want to pursue further studies and, later on, work; therefore, professionals and tradespeople working in a specific profession, trade or sector requested in or around a specific town or city are invited to our panel discussions. Professions and trades that have recently been requested to be covered include, but





Career orientation podium discussions in Békés County

are not limited to: accountant, physician, lawyer, locksmith, beautician, kindergarten teacher, blacksmith, cook, architect, dietician, sports manager, IT professional and printer. Discussions are led by a moderator and students, of course, get a chance to ask questions. Students almost always marvel at the fact that you do not have to move to Budapest or abroad to make a good living and build a career.

To support career planning in grammar schools, career guidance clips have been made that are special in their choices of topic: they make a caricature out of bad habits in choosing a career and preconceptions about learning a trade. Instead of covering issues specific to individual students, topics present a general state of play based on experience accumulated over years, presented with humour, caricatures and exaggeration. Each clip shows a mocking view of the audience: it makes fun of them, but also makes them think as they see themselves in it. The clips are short, only a couple of minutes long and can fit well into a class (e.g. form class). Topics include: *"I don't want to work, I just want to make a lot of money"*; *"Anywhere but here"*; *"Learn or else all you'll ever be is a blue-collar worker"*; *"What's good for the others will be good for me"*; *"My parents' dreams in me"*.

FURTHER INFORMATION – CLIPS:

I'll go where my friend goes https://youtu.be/l_ggHt33WOc

The role of social media <https://youtu.be/nArL7ptyJQo>

Parental attitude <https://youtu.be/gdrAqTKB1rA>

Make a lot of money with just a little work <https://youtu.be/ZojvOtxQ9Jw>

Instead of university towns <https://youtu.be/YB7FnkVxr-U>

Students' attitude https://youtu.be/X4_Oy39Tk6k

Parental responsibility <https://youtu.be/N8bI9eLUXOI>

Learn or else <https://youtu.be/6tCU3-ijoWs>

Setting the thresholds https://youtu.be/KI_2XnUtL8 Euroguidance Pályatanácsadói Díj 2022



euro | guidance

This project has been funded with the support of the European Commission. This publication reflects the views only of the author, and the Commission can not be held responsible for any use which may be made of the information contained therein.



National Office of Vocational Education
and Training and Adult Learning
Euroguidance Magyarország
1089 Budapest, Kálvária tér 7.
Web: www.euroguidance.hu
E-mail: eg@nive.hu



Co-funded by
the European Union

