

# A model of guidance and counselling for young people with few qualifications



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## 1. Aim of the European project

The aim of the European Leonardo da Vinci project Acrojump is to create a web-based E-profile for young people aged 16-25, who have few qualifications, no diploma and limited professional experience (Pignault, Soidet, Vayre, Tanguy, Meyers, & Houssemand, 2013). All relevant information about the past experience of these young people will be put online with the help of counsellors trained to elicit all pertinent facts that can be put into an electronic résumé (sports, participation in projects, field interventions, etc.). These details can represent different levels of competencies (Werquin, 2010) which may or may not tie to the professional domain.

## 2. Objectives

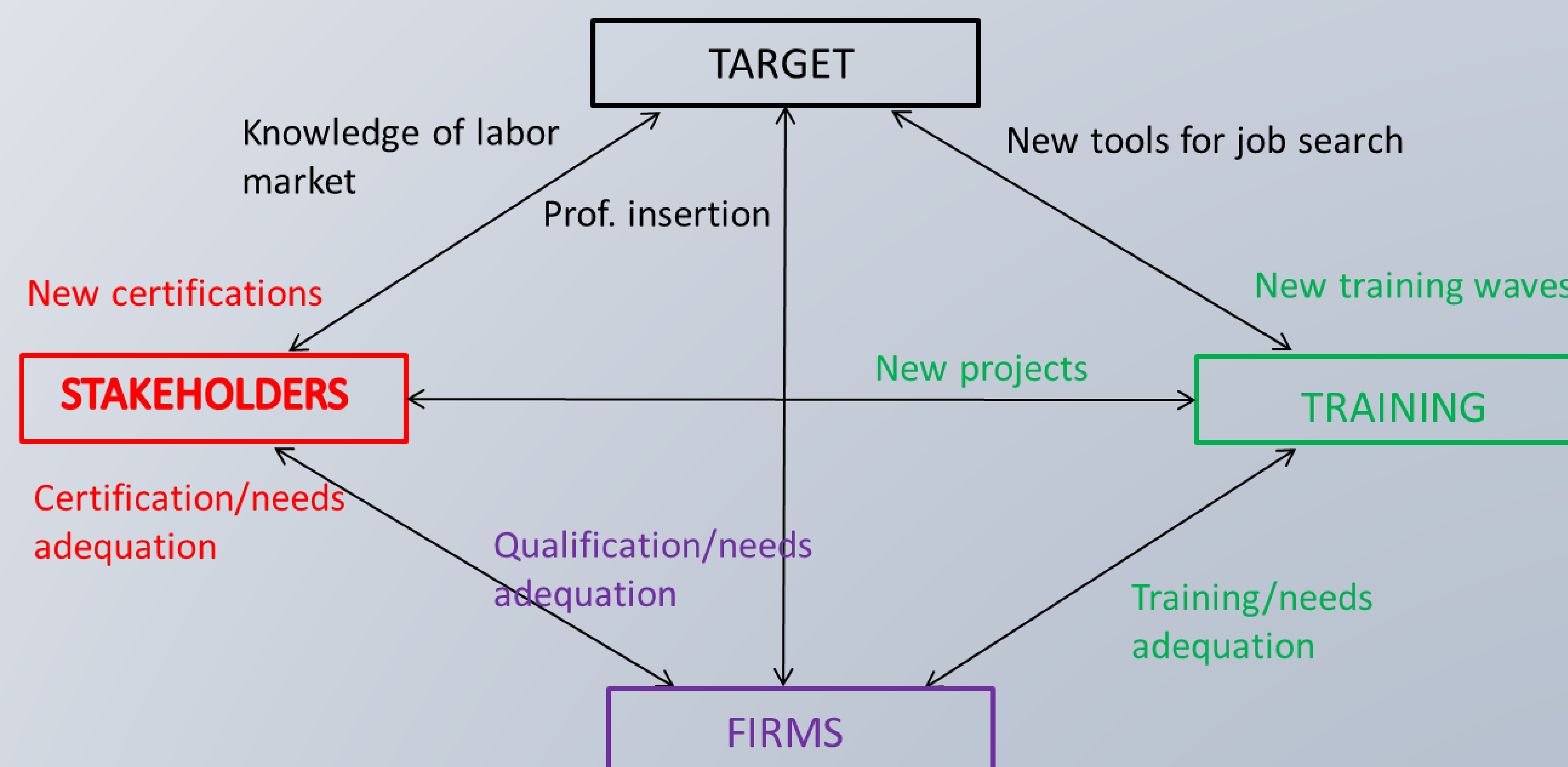
In order to implement a useful tool for these young people, who are not accustomed to use these networks in order to valorise their informal and non formal competencies and to propose their experience to companies, a special methodology which suits these target groups must be elaborated. This part of the European project elaborates a strategy which could help to integrate them in an active process of valorisation of their past experience.

## 3. Method

In preparation of the implementation of the tool, a preliminary field study was carried out to find which elements were important for the success of former projects in counselling and guidance of the same target group. Fourteen actions, implemented in France and Spain and having been successes for the target groups, were studied with the help of a grid developed by the partners of the project. The grid evaluated several dimensions: identification of the relevant actors, use of special tools, main impacts, important factors for the success, the planning, the development, the spreading of actions as well as final recommendations.

## 4. Results

Results showed the interdependencies between the target groups, the counsellors, the counselling and guidance strategies as well as the contexts of the projects. These interactions are necessary to allow a positive impact of counselling and guidance for these young people. On this base, we elaborated a descriptive model of guidance and counselling process which was shown to be optimal in helping these young people during this difficult transition.



## 5. Discussion

The interactions between the five poles of the model increase its efficacy and develop new opportunities for each ones. They explain how practical actions impact the labour market. This heuristic model is of interest to all professionals in this domain. It will also allow the present Leonardo da Vinci project to implement an effective tool adapted to the target group.

