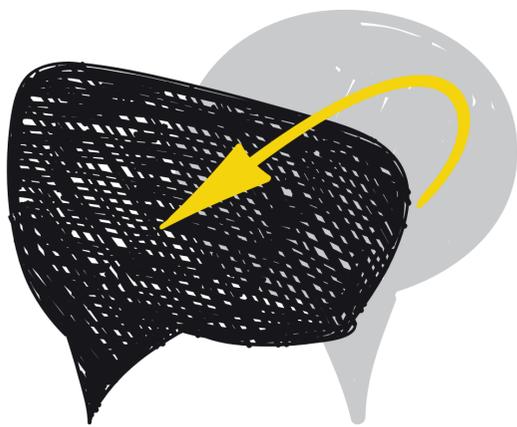


#IDENTIFYIMPLEMENTDEVELOP

IDENTIFY

RECOMMENDATIONS FOR TRANSDISCIPLINARY CAREER GUIDANCE PROVIDED BY ONE-STOP GUIDANCE CENTERS



Transdisciplinary career guidance refers to the instructors' **ability to implement long-term guidance, information on what other instructors know, the ability to utilise the expertise of others from the perspective of career guidance, as well as building a shared understanding on the goals, contents, procedures, and working methods of career guidance.** The mission of career guidance is to give the client the opportunity to explore, invent, and clarify ways of living in a more powerful and prosperous manner *. Career guidance is a fixed-term activity, during which the client's personal career planning skills develop.

*Spangar, T., Pasanen, H. & Onnismäa, J. (2000). Alkusanat. Foreword. In 'Ohjaus ammattina ja tieteenalana' (in Finnish). Jyväskylä: PS-Kustannus.

Career guidance concerns everyone and it is implemented systematically



As joint work:

Transdisciplinary career guidance entails the core competence of every employee, regardless of their professional background.



As a specialised work:

Special questions related to career guidance are addressed by those with special competence in career guidance: Guidance counsellor, vocational guidance psychologist, and counsellor who has completed the professional specialisation studies in career guidance.

The One-Stop Guidance Center must offer career guidance competence

- ✓ Always during opening hours as common expertise
- ✓ At certain times as special expertise
- ✓ By appointment as special expertise

Transdisciplinary career guidance must be separated from

- ✓ Unstructured work: Practices or roles of employees are not jointly defined. The work is unsystematic and varies depending on the services physically available at a given time.
- ✓ Working alongside each other: The employees work separately with the same client based on their own competence and framework. The client is directed from one employee to another.

The One-Stop Guidance Center must meet all the client's career guidance needs

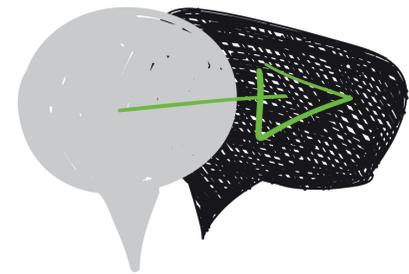
- ✓ Education and studies
- ✓ Employment
- ✓ Well-being
- ✓ Everyday matters

#IDENTIFYIMPLEMENTDEVELOP

IMPLEMENT

RECOMMENDATIONS FOR TRANSDISCIPLINARY CAREER GUIDANCE PROVIDED BY ONE-STOP GUIDANCE CENTERS

Transdisciplinary career guidance must be implemented according to the client's needs, in which case the employees with suitable competence participate in the work. In addition, the local and regional networks are to be widely utilised.



Who?



- ✓ **Individual guidance:** Client and instructor
During the guidance, consider how the client could benefit from the competence of other employees and ask other employee's for help if necessary. At times, the client may also benefit from being transferred to another employee.
- ✓ **Pair work:** client and two employees
- ✓ **Team work:** client, his/her network, and a transdisciplinary team
- ✓ **Group guidance:** clients and employee(s)
Consider whether the client could benefit from working with peers and which services the One-Stop Guidance Center should offer in a group form.

- ★ Find out the skills of other employees
- ★ Ask and consult when you need another employee's competence
- ★ Direct the client to another employee, if necessary
- ★ Clarify who is responsible for the client's overall situation

What?

In career guidance, the client's short-term and long-term plans and objectives need to be considered

Career guidance must offer

- ✓ **Information:**
Information about different options
- ✓ **Advice:**
Information on means
- ✓ **Guidance:**
Support for decision-making, self-knowledge, and the weighing of alternatives

Career guidance must meet the following client needs

- ✓ Being heard
- ✓ Supporting choices and decision-making
- ✓ Mapping of strengths and opportunities
- ✓ Solving a concrete matter
- ✓ Supporting the client's personal decision-making skills regarding the future

Career guidance must support clients' own career planning skills, agency, and self-sufficiency, which include:

- ✓ Self-knowledge
- ✓ Life situation
- ✓ Decision-making skills
- ✓ Information search and digital career skills
- ✓ The future

- ★ Consider the customer as an equal partner, not a object of actions
- ★ Allow the client to influence the promotion of their own affairs and participate in decision-making
- ★ Prefer everyday speech, not professional language
- ★ Talk about opportunities, not problems

#IDENTIFYIMPLEMENTDEVELOP

DEVELOP

RECOMMENDATIONS FOR TRANSDISCIPLINARY CAREER GUIDANCE PROVIDED BY ONE-STOP GUIDANCE CENTERS

Everyday development work must be carried out on a low threshold. The ability to make rapid and concrete changes in the process of transdisciplinary career guidance, and a solution-seeking attitude are emphasised in successful development work.



Developing approach

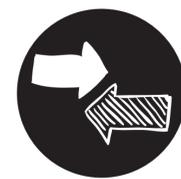


- ✓ A shared goal for career guidance must be defined.
- ✓ Common time for the development and discussion of career guidance must be reserved.
- ✓ Developing the understanding of the regional networks, possibilities and the support which meet the clients' needs.
- ✓ Identifying the developmental needs of the One-Stop Guidance Center employees' career guidance competence and how to respond to them.

Evaluative approach

The One-Stop Guidance Centers must assess in a planned, regular, and systematic manner how

- ✓ the developing approach to the transdisciplinary career guidance is implemented
- ✓ client equality and service accessibility in career guidance are realised
- ✓ client agency and participation in the development of career guidance services is realised



Renewing approach



- The One-Stop Guidance Center must be prepared to
- ✓ monitor and assess how career guidance is linked to societal phenomena
 - ✓ participate in national and international education and guidance networks
 - ✓ point out grievances and influence on the implementation of career guidance