



euro | guidance

The National  
Career Guidance  
Awards 2021  
**Slovakia, Czechia,  
Latvia and the  
Republic of Serbia**

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Euroguidance centres throughout Europe organise various activities to support development of lifelong career guidance and counselling services in EU Member States and candidate countries.

Identifying examples of good practice belongs to those activities, which have the highest potential to inspire others. With this aim Euroguidance centres from Slovakia, Czechia, Latvia and the Republic of Serbia decided to prepare a booklet presenting examples of good practice – winning contributions in the National Career Counselling Awards contests organised in above mentioned countries in 2021.

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Euroguidance centre in Slovakia is hosted by the Slovak Academic Association for International Cooperation (SAAIC).



Euroguidance Latvia is hosted by the State Education Development Agency (VIAA) which is subordinated to the Ministry of Education and Science. VIAA is the Erasmus+ National Agency and the Secretariat for the Latvian National Guidance Forum.



Euroguidance centre in the Czech Republic is hosted by the National Pedagogical Institute of the Czech Republic (NPI).



Euroguidance centre Serbia is hosted by the Foundation Tempus, the organisation in charge of the implementation of the Erasmus+ programme in the Republic of Serbia.



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# FOREWORD

Dear readers,

Over 13 years of its existence, the National Career Guidance Award has become a well-established and widely recognised initiative of the Euroguidance network. Its purpose is to showcase good guidance practices across Europe and encourage career guidance practitioners to share their experience and know-how with their fellow European colleagues. Therefore, the competition contributes to the overarching mission of the Euroguidance network – to support the development of the European dimension of career guidance.

In 2021, the National Career Guidance Awards were held in four countries: Slovakia, Czechia, Latvia and the Republic of Serbia. Although the COVID-19 has posed serious challenges to the national awards, respective Euroguidance national units coped with these difficulties in a remarkable way to keep the initiative going. This often meant to organise the award ceremonies virtually or as hybrid events in order to keep career guidance communities engaged and informed on emerging practices. Moreover, the Latvian award ceremony was organised as part of the 44th Annual

Conference of the International Association for Educational and Vocational Guidance (IAEVG). The award-winning practices from Latvia as well as other European countries were presented at the conference, which further promoted transnational peer learning and visibility of the initiative.

In this booklet, you will find descriptions of 16 most inspiring practices from the 2021 National Career Guidance Awards held in Slovakia, Czechia, Latvia and the Republic of Serbia. The booklet provides a great source of inspiration for career professionals across sectors as it contains practices that address different target groups, combine various guidance techniques and are applied both online and offline.

We hope you will find these examples interesting and inspiring, and that you will enjoy reading through this booklet.

Euroguidance centres in Slovakia, Czechia, Latvia and the Republic of Serbia, December 2021



# SLOVAKIA

The National Career  
Guidance Award  
in Slovakia,  
2021

# THE NATIONAL CAREER GUIDANCE AWARD IN SLOVAKIA

The National Career Guidance Award has become one of the key career guidance-related initiatives in Slovakia. Every year, it highlights inspiring career guidance services and allows career guidance practitioners across the country and sectors to engage in exchange of good practices and peer learning.

In 2021, a total of 20 entries were submitted to the competition. The entries presented a wide range of career guidance services including career orientation activities for pupils, skills development programme for young people, support scheme aimed at increasing employability of people with disadvantages or innovative training programmes for career guidance practitioners. All contributions demonstrated a great sense of initiative and creativity among career guidance practitioners to cope with the pandemic situation.

The applications were consequently reviewed by the board of experts that selected 4 entries, deemed exceptional in quality, innovation, client orientation and effectiveness, to be awarded with the National Career Guidance Award, while one entry received a special award by the Association for Career Guidance and Career Development. The ceremony was held on 26 October 2021 in

person, providing a unique opportunity for the networking after a long period during which such gatherings were not possible. During the event, representatives of the Ministry of Education, Science, Research and Sport of the Slovak Republic and the Representation of the European Commission in Slovakia praised authors of all submitted entries for their efforts and commitment.

In order to support the promotion of the competition, the logo of the initiative as well as the website [www.euroguidance.sk/nckp](http://www.euroguidance.sk/nckp) were redesigned and given a more modern look. Moreover, a short promotional video was produced from the awards ceremony and disseminated via social networks to foster the marketing aspect of the competition and to promote career guidance and counseling services to a wider audience.

Finally, we would like to express our gratitude to all participating organisations and individuals, the experts conducting the evaluation of entries and the Slovak career guidance community for contributing to the promotion of good practices in Slovakia and beyond.

**Euroguidance centre, Slovakia**



# AWARDS

*Title of the practice:*

## Competence development and career-oriented educational activities

*Author of the practice:*

**Nexteria**

*Target group:*

**young people (aged 18 to 23)**

### Description:

Nexteria is an NGO that has been implementing professional development programmes over the past 13 years to support active young people in Slovakia and connect them with companies, organisations and the public sector. The NGO's initiatives such as professional development programmes "Nexteria Leadership Academy" (3-year offline programme), "Nexteria Lab" (2-week online programme) and career-related and educational events "Night of Chances" support young people's development and aspirations regardless of their choice of study. The developmental programme aims at supporting students in need of practical experience and contacts with professionals, lecturers, mentors and students from other fields of study.

The main developmental programme, "Nexteria Leadership Academy", is divided into three levels: 1) self-knowledge and confidence development; 2) management skills and leadership skills; 3) independent project. It encompasses courses, workshops, discussions and mentoring. Career-related events are organised in various forms, such as round tables or speed dating with CEOs. The participating students found the practical experience highly valuable, and, in addition, they gained access to an active community of former graduates of the development programme. The NGO also runs an initiative "Nexteria Jobs" which provides quality job opportunities for interested participants.

More information: [www.nexteria.sk/nla](http://www.nexteria.sk/nla)

*Title of the practice:*

## Handbook for jobseekers with disabilities

*Author of the practice:*

**Profesia**

*Target group:*

**job seekers with disabilities, HR personnel, employers**

### Description:

Profesia is a Slovak technology company developing products and services for the labour market, and the company also runs the largest job portal in Slovakia - [www.profesia.sk](http://www.profesia.sk). Within their programme "Providing support with heart", Profesia aims to increase employability of people with disabilities. To this end, a practical handbook for job seekers with disabilities was developed in 2021 based on multiple qualitative interviews with job seekers and HR personnel. The handbook's recommendations are based on the perceptions and experience of HR personnel as well as the usual misunderstandings and mistakes on the side of jobseekers with disabilities. In addition, the promotion of handbook was supported by a series of videos focusing on job search and video interviews with people with disabilities who successfully found a job.

Development of the handbook was inspired by a study conducted by Profesia in 2019 focusing on job seekers with disabilities. It was found that 25% of the study participants got employed via the job portal profesia.sk. The aim of this project is to reach 50% of employed jobseekers with disabilities who found a job through the portal by 2025.

On profesia.sk, there are approximately 1800 CVs of job seekers with disabilities registered on a monthly basis. The CVs comply with the GDPR and are provided to employers free of charge, thus employers may directly contact jobseekers with disabilities.

More information: [www.sosrdcom.sk](http://www.sosrdcom.sk)

*Title of the practice:***Professional orientation for 8th graders***Author of the practice:***Primary school M.R. Štefánika in Budimír***Target group:***primary school pupils (8th grade)****Description:**

The school follows an open-system approach supporting the individual needs of pupils, their well-being and ability to respond appropriately to their own needs and those of their surroundings. In accordance to that, the awarded activity targeted primary school pupils (grade 8) and its aim was to deliver information about various professions to pupils, thereby supporting their successful career choices and labour market orientation.

The pupils were required to conduct an interview with an adult professional and present it in the form of a Powerpoint presentation or a video in order to gain detailed insight about the specific person's job. It resulted in pupils getting informed about certain professions and the stereotypes that are usually associated with them. The activity was usually linked to various subjects, the pupils thus received grades from all related subjects accordingly. Moreover, all pupils received a personalised feedback from a committee comprised of the education professionals employed at the school.

The activity was delivered by a school's career counselor in collaboration with class teachers, the inclusion team and other school staff. Lastly, the activity is easily transferable and can be implemented by teachers as part of their education plans.

More information: [www.zsbudimir.edupage.org](http://www.zsbudimir.edupage.org)

*Title of the practice:***Competence development for transitions from education to the labour market***Author of the practice:***Milan Gergel, Public Employment Service in Zvolen***Target group:***secondary school pupils, school counselors****Description:**

One of the services offered by the PES office in Zvolen includes complex career guidance activities for secondary school pupils. The awarded activity concerned secondary school students (second to fourth year) and was aimed at connecting education to the world of work. The goal was to deliver activities oriented at career guidance and to support pupils in the development of their career management skills. The career counseling was designed according to the needs of participants (secondary school students transitioning to the labour market, school counselors and employers).

The service is unique in that it promotes interactions among the participants and supports their competence development. The service encompasses areas focusing on self-knowledge, career exploration, orientation on the labour market and competence development related to a job search.

In addition, the service combined various activities, such as quizzes, cycle of group counseling meetings and presentation of the "Assessment center" method which is applied within the recruitment process.

# SPECIAL AWARD BY THE ASSOCIATION FOR CAREER GUIDANCE AND CAREER DEVELOPMENT

*Title of the practice:*

**Skills for Employment – Supporting employability of refugees**

*Author of the practice:*

**The Human Rights League in collaboration with IKEA Bratislava**

*Target group:*

**refugees, asylum seekers, migrants**

## **Description:**

In January 2021, the Human Rights League in collaboration with IKEA Bratislava launched a programme "Skills for Employment" aimed at development of employability skills of refugees. The programme participants completed a workshop aimed at getting to know fundamental principles and rights at work led by lawyers from the Human Rights League, regularly attended individual consultations on development of job-searching skills led by a programme manager of the Human Rights League, and, the participants also completed over 100 hours of Slovak language classes aimed mainly at work-related terminology. The programme also included workshops focused on the basics of the job interview process and recruitment. Seven participants went through the programme out of which five successfully completed their job interviews and are now employed by IKEA Bratislava. Successful candidates were either employed on a full time basis or student job agreements.

Moreover, employees at IKEA Bratislava completed intercultural training aimed at diversity, inclusion and communication with foreigners. The target group encompassed top managers, team leaders and "buddies" which consequently worked closely with the successful candidates. The programme "Skills for Employment" will be implemented over the course of next two years (2021-2023) with the aim to support employability of at least 19 refugees in Slovakia.

More information: [www.hrl.sk/en](http://www.hrl.sk/en)



# CZECHIA

The National Career  
Guidance Award  
in Czechia,  
2021

# The National Career Guidance Award in Czechia

We live in a time of frequent labour market changes and online forms of interaction, which bring new demands and opportunities in the field of education and guidance. The National Career Guidance Award 2021 showed that career guidance and career education are developing dynamically and adjusting flexibly to the current changes in society.

During the conference organised by the Euroguidance centre on November 30, 2021, the winners of the contest were announced, and it was possible to meet the representatives of the awarded practices. In addition, the conference included a round table where the need to strengthen the personal and career development of pupils in schools was discussed. 37 contributions from various areas of career guidance practice entered the competition. The expert jury proposed 13 entries, five of which won the main prize and another eight received special jury recognition.

The award conference was held under the auspices of the Na-

tional Guidance Forum and the Capital City of Prague. During the conference, representatives of the Ministry of Education and the Ministry of Labor and Social Affairs emphasised the importance of the development of career guidance and career education in the context of their sectoral strategies. Current activities and plans for the development of career guidance were also presented by representatives of the Capital City of Prague and the National Pedagogical Institute.

Awarded practices in 2021 will become part of the European database of examples of good practices which comprises examples of practices from multiple European countries. Sharing and inspiring good practices is one of the goals of the Euroguidance center together with the systematic support of the national career guidance systems and development of the competences of career counsellors and teachers.

**Euroguidance centre, Czechia**



# AWARDS

*Title of the practice:*

## 4th Career Center Meeting

*Author of the practice:*

**Richard Nevšímal and Jan Hajíček, Counselling and Career Center at the University of Chemistry and Technology, Prague**

*Target group:*

**university career centers**

### Description:

The University Career Center Meeting took place from 7-9 September 2021 at the University of Chemistry and Technology in Prague, contributing to a greater cooperation among career centers across the Czech Republic.

The event aimed to create connections between university career center staff and to define the services offered across all career centers that are beneficial for everybody. Intensive workshops were held during the meeting in three key areas: counselling, education, development and cooperation with companies. Probably the most important point involved creation of a framework for all activities carried out by career centers which included development of connections between different types of services, systematic management, development and promotion of university career and counselling centers.

Insights from all schools involved served as the basis for the development of the Career Center Strategy 2030. At the meeting, the Counselling and Career Centre entered the AVŠP (Association of University Advisors) working group, helping improve collaboration in the context of the Czech Republic. Student leaders from the Student Chamber of the Council of Higher Education Institutions also took part in the meeting. AVŠP and SKRVŠ signed a memorandum of understanding the need for cooperation in promoting the interests of career and counselling centers at the Ministry of Education.

More information: [www.pkc.vscht.cz](http://www.pkc.vscht.cz)

*Title of the practice:*

## Support for School Career Counselors

*Author of the practice:*

**Helena Košťálová, EKS**

*Target group:*

**career counsellors**

### Description:

This activity aims to strengthen the role of career counsellors working with young people, and its main outcomes are an innovative publication and international research on crucial impacts on career choices. In publishing "A Practitioner's Guide to the Uncharted Waters of Career Counselling – A Critical Reflection Perspective", EKS wanted to encourage career counsellors in their continuing professional development and to widen their horizons with new topics and insights. The book equips school career counsellors with new knowledge and critical reflection skills. The publication is designed to be interactive and relevant for counsellors in all EU countries. It is distributed free of charge in hard copy as well as online in five languages (Czech, English, Danish, Greek and Spanish).

### The international research included:

- secondary data analysis
- questionnaire for young people and their parents
- focus groups (primary and secondary school students)
- research circles

This activity took place under the Erasmus+ programme with the following project partners: EKS (coordinator, Czech Republic), The International Centre for Guidance Studies of the University of Derby (United Kingdom), VIA University College (Denmark), University of Santiago de Compostela (Spain), The Lifelong Learning Centre of the Sivitanidios Public School of Trades and Vocations (Greece).

More information: [www.ekskurzy.cz/en](http://www.ekskurzy.cz/en)

*Title of the practice:***Setting Up a System for Career Guidance and Education at Primary Schools in the Vysočina Region***Author of the practice:***Roman Křivánek, Milena Dolejská***Target group:***primary schools****Description:**

A universal transferrable framework was created in a three-year project for career guidance and education for primary schools with pilot testing and integration in five primary schools in the Vysočina Region (ZŠ T. G. Masaryka Jihlava, ZŠ/MŠ Košetice, ZŠ Přibyslav, ZŠ Žďár nad Sázavou, Švermova 4, ZŠ T. G. Masaryka, Moravské Budějovice). Two trained career guidance coordinators from each pilot school collaborated on development of the framework and acted as mentors after the project ended for other schools in the area, with their schools continuing to act as innovation centers. A working group (the Regional Integrated Support System for Career Advisors) supported the project, with members arranging contacts with employers in the Vysočina Region and connections with other projects (Compass - Predicting Job Market Developments, I KAP, I KAP II).

The project outputs comprised a framework for developing career competences (CMS) and a set of recommended activities for comprehensive CMS development of students from first to ninth grade. The project involved an initial audit of career guidance and education at the pilot schools, training of the school career guidance coordinators, meeting of the pilot schools, creation of career guidance groups for students and individual mentoring for career guidance coordinators.

The project was prepared and implemented by Vysočina Education with regard to the actual needs and options of regional and national education system.

*Title of the practice:***Ask a Career Advisor – Webinar***Author of the practice:***Lucie Václavková, Petra Drahoňovská***Target group:***career counsellors at schools, employment offices, non-profit organizations, freelance career advisors****Description:**

A series of free online webinars designed to raise awareness of the role of career counsellors. Each session features questions from the audience, meaning that each webinar will be different in response to participants' needs as the job market changes over time. Participants ask a question when they log in and get an answer during the webinar. Each session lasts 60 minutes during which participants can join the livestream and clarify their questions over chat if needed. The recordings are also available afterwards. Specialized sessions and other educational activities for career counsellors and the general public will then build on the free webinars for anyone interested in more information.

More information: [www.zeptejseporadce.cz](http://www.zeptejseporadce.cz)

*Title of the practice:*

## Ostrava Career Guidance

*Author of the practice:*

Sylva Sládečková, Anton Husovský

*Target group:*

**students and teachers at primary schools, principals, local employers**

### Description:

Since 2019, the city of Ostrava has collaborated with a regional employment organization (Moravskoslezský pakt zaměstnani), primary schools and local employers on creating a unique system for supporting career guidance for primary school students. The goal is to empower them to manage their own career paths and prepare them to decide on their next steps in education and world of work.

The key system components to improve the quality and unification of the services provided by career counsellors at primary schools in the city are as follows:

- the indispensable role of the city of Ostrava in coordinating, implementing and funding the system;
- a clear division of roles and competences among the main stakeholders (city, employment organization, primary school principals and founders at the local level);
- delivering an initial educational programme for career counsellors at schools (working with the employment organization to inform counsellors about the labour market information, improve their competences through their own experience with working with students);
- preparing individual activity plans for career counsellors at schools and ongoing support from the employment organization in putting them into practice (group meetings and individual support at schools);
- developing tools (incl. online) for career counsellors to work directly with students on improving their self-knowledge, labour market orientation, planning, decision-making, self-presentation, and developing self-assessment tools for students;
- developing cooperation with local employers to take primary students on field trips (also online);

- continuing analysis of needs and evaluation of activities, which will create an open space for innovation and changes in the process.

More information: [www.talentova.cz](http://www.talentova.cz); [www.infoprokarieru.cz](http://www.infoprokarieru.cz)

### SPECIAL RECOGNITIONS

- **Local Action Group Šternbersko** for an interactive program for primary school pupils
- **Andrea Csirke and Petra Šnepfenbergová** for online publication "*How to manage a career choice with a child?*"
- **Institute for Career and Development** for the continuous development of the "*karierko.cz*" platform
- **Statutory city of Děčín** for the development of a career counselling system at primary schools
- **Jan Zeman** for creating the online peer tool "*Jakou-vysokou.cz*"
- **Dorota Madziová** for her contribution to online career education
- **Local Action Group Opavsko** for the development of career counselling in the Opavsko region
- **Veronika Motlová** for her contribution to the field of career counselling



# LATVIA

The National Career  
Guidance Award  
in Latvia,  
2021

# The National Career Guidance Award in Latvia

The 2021 National Career Guidance Awards competition was organized by Euroguidance Latvia to increase the visibility of the career guidance profession and to spotlight good guidance practices. The competition was open to natural and legal persons involved in the career guidance field. The competition was announced on June 3, 2021, with a submission deadline of June 30.

The 2021 awards competition addressed all major career guidance sectors in Latvia: school and vocational education, higher education, the public employment service, and private guidance service providers. Applications were completed using Word forms made available on the host agency website and submitted via e-mail. Contestants submitted descriptions of their achievements in three categories, reflecting the three main components of the Latvian national guidance system: (i) intervention in careers education, (ii) intervention in career guidance, and (iii) intervention in careers information.

In total, eight applications were submitted and were evaluated against the following criteria: significance of practice, innovative aspect of the practice, and scope of impact of the practice.

High-level expertise for assessing the achievements of contestants was provided as the selection panel was nominated by the Latvian National Guidance Forum from among their members.

2021 was special as in addition to the three main award categories, the Latvian National Guidance Forum recommended that a Certificate of Recognition for "lifetime achievement" be awarded to former Euroguidance network members Aleksandra Joma and Brigita Mikelsone. A special nomination was also created for outstanding achievement in careers information within the European Social Fund Project No.8.3.5.0/16/I/001 "Career support in general and vocational education institutions".

Three award winners and three holders of Certificates of Recognition were announced on October 20, 2021, during the 44th IAEVG International Conference, which also hosted the European Social Fund Project conference "Internal and external resources of school career counsellors to promote self-efficacy".

## **Euroguidance centre, Latvia**



# AWARDS

*Title of the practice:*

**Intervention in careers education:  
Online career learning activities for  
VET students, potential students, par-  
ents and career practitioners**

*Author of the practice:*

**Ivita Onzule, career counsellor at Valmiera Vocational Education and Training School "Valmieras tehnikums"**

*Target group:*

**VET learners, parents, potential VET learners, parents of potential VET learners, career practitioners**

## Description:

During the school year of 2020/2021 under COVID-19 restrictions Valmiera VET School "Valmieras tehnikums" career counsellor Ivita Onzule organized numerous career education activities for Valmiera VET School learners and parents. Learners had the opportunity to meet with labour market representatives online about career opportunities, new trends in various professions and career skills, such as CV and interviewing techniques, financial literacy, avoiding injuries at work, career influences of harmful substances and zero waste practices. Career-themed extracurricular activities included quizzes on various professions. These activities supplemented regular career lessons and group counselling sessions.

Ivita Onzule organized special online seminars for parents of Valmiera VET School learners on enhancing their children's career management skills as well as for parents of potential VET learners on learning opportunities offered by Valmiera VET School and how to prepare for studies there. A special virtual activity "Teleport to Valmiera VET School" was organized for 9th grade pupils of secondary schools in various Latvian cities offering them a virtual tour of Valmiera VET School, guided by Ivita Onzule herself and followed by an online quiz. Ivita Onzule also participated in the Academia virtual exchange of 2021 hosted by Euroguidance Latvia and presented online methods and tools for career guidance.

More information: [www.valmierastehnikums.lv](http://www.valmierastehnikums.lv)

*Title of the practice:*

**Intervention in careers information:  
Online careers information resource**

*Author of the practice:*

**Valmiera Development Agency**

*Target group:*

**guidance counsellors, pedagogic staff, youth, parents**

## Description:

An online careers information resource [www.karjerasmateri-ali.lv](http://www.karjerasmateri-ali.lv) was designed and created in 2020 by Valmiera Development Agency to support school career counsellors in their daily work as well as to serve other pedagogical staff, youth and parents. This online resource holds a broad spectrum of information, covering all three main career guidance components: careers education, information, counselling. The website includes the following sections:

- Materials for work in class and in thematic lessons
- Tests on career choice, personality and interests
- Ideas for career events
- Opportunities for site visits and hands-on workshops
- Materials to introduce various occupations and the world of work
- Methodological materials for career development
- Laws, regulations and policy strategies pertaining to career development
- Cooperation with enterprises and employers
- Useful links and other career resources

This resource was developed through a collective effort by career counsellors, school career counsellors and other professionals from all over Latvia. It is foreseen to constantly update this resource by contributions of ideas, materials and resources used by pedagogical staff of Latvian schools.

This project was co-funded by the European Regional Development Fund initiative "Urban Innovative Actions".

More information: [www.karjerasmateri-ali.lv](http://www.karjerasmateri-ali.lv)

*Title of the practice:*

## **Intervention in careers education: Blended Careers Week activities for Valmiera city**

*Author of the practice:*

**Valmiera Development Agency**

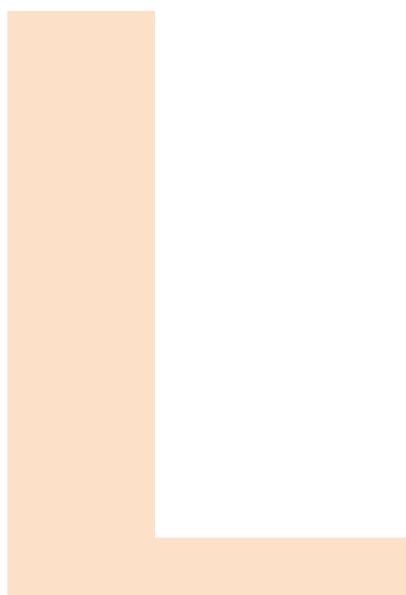
*Target group:*

**pupils (grades 1-6)**

### **Description:**

During the annual Careers Week in Latvia, Valmiera Development Agency organized several activities which took place in schools, in a form of distance learning, and in Valmiera city at the end of the academic school year 2020/2021. Activities for younger grades (1-6) involved the participation of 2135 pupils from 109 classes: 1st-4th graders took part in a video-based quiz called "Uzmini nu" where parents provided video clips of children describing professions and quiz participants had to guess the profession. There was also a quiz titled "Guess the profession!" made available on the Kahoot platform with contributions of quiz questions from local entrepreneurs. Pupils from grades 5-6 had the opportunity to be part of the "Selfies run through Valmiera" aimed at learning about potential employers, including enterprises and organizations located in Valmiera city. Local businesses also supported the activities by providing photo and video materials as well as prizes for winners of the quizzes. All of the activities were strictly run according to enforced restrictions for the COVID-19 pandemic.

More information: [www.developalmiera.lv/en/vaa-en-new](http://www.developalmiera.lv/en/vaa-en-new)



# REPUBLIC OF SERBIA

The National Career  
Guidance Award  
in the Republic of Serbia  
2021

# The National Career Guidance Award in the Republic of Serbia

In 2021, the Euroguidance Centre in the Republic of Serbia organized 6th National Career Guidance Awards for best practices. The purpose of the National Career Guidance Awards is the promotion of organizations and individuals who have developed career guidance services, tools and methods. Organizations and practitioners from all relevant sectors (education, youth work, employment services, etc.) were invited to submit their practices to the competition. Call for applications was open from August to October 2021. There was a total of 15 applications from individuals and organizations, such as elementary schools, high schools, non-profit and private organizations.

The selection committee comprised representatives of the Ministry of Education, Science and Technological Development, Ministry of Youth and Sports, Qualification Agency, NGO "Belgrade Open School" as well as the Euroguidance centres from Croatia, Montenegro and Serbia.

As in the previous year, the quality of practices was evaluated according to the following criteria:

- Contribution of the practice to the development of users'

career management skills

- Relevance to the target group
- Mechanisms for ensuring the quality of the practice
- Potential for replication by other stakeholders or in other sectors (for example, whether a good practice from one school may be implemented in other schools in the country or across Europe)

The committee decided to give three awards and one acknowledgment as well as to honourably mention four practices for its contribution to the improvement of the quality of guidance.

The results of the competition were announced at the 2021 National Euroguidance Conference "Career Guidance and Counselling in the Republic of Serbia and Europe" held online. Participants of the conference had the chance to hear about awarded good practices in a panel discussion and to learn about other examples by reading a short publication that presents all of them.

## Euroguidance centre, Serbia.



## 1<sup>st</sup> AWARD

*Title of the practice:*

**Zoom Coffee**

*Author of the practice:*

**Centre for Career Development and Student Counselling of the University of Belgrade**

*Target group:*

**university students**

### **Description:**

The programme was designed in early 2020 to provide support for online career guidance and counselling to students during the pandemic. "Zoom Coffee" meetings were organized via Zoom platform with the aim of encouraging students' personal development and exploring career options. Until June 2021, 33 meetings were organized in which guests of various professional backgrounds participated as well as many students. The guests were entrepreneurs and consultants, but also psychologists, representatives of the NGOs, university professors, writers and many others. During the meeting, students were given answers to specific questions of interest for their future career as well as practical advice on how to act in certain situations in which they may find themselves when looking for a job after their studies or while deciding in which direction they may develop their career. After each "Zoom Coffee", participants were invited to give their opinion - grades (from 1 to 5) that measured both the basic presentation of the guest and answering questions, but also their general impression of a particular meeting.

More information: [www.razvojkarijere.bg.ac.rs](http://www.razvojkarijere.bg.ac.rs)

## 2<sup>nd</sup> AWARD

*Title of the practice:*

**Bilingual STEM Female Scientists**

*Author of the practice:*

**NGO "ruSTEM" from Ruski Krstur**

*Target group:*

**secondary school students**

### **Description:**

"Bilingual STEM Female Scientists" is a project which promotes choice of future occupations in the field of natural sciences and mathematics (STEM) for girls aged 14-18 who are members of national minorities. The aim of the project is to empower girls to choose future occupations in the field of natural sciences and mathematics, especially girls belonging to national minorities. The project is supported by the Ministry of Education, Science and Technological Development. Activities included workshops, brochures and media promotion. Through participation in the workshops, girls were encouraged to think about the topic and to point out the problems they may have on their way to choosing a future profession. Authors of the project also published a brochure showing 11 women scientists from national minorities to demonstrate that it is possible to be successful by your own effort.

More information: [www.global-edtech.com/a-girls-path-to-a-stem-career](http://www.global-edtech.com/a-girls-path-to-a-stem-career)

## 3<sup>rd</sup> AWARD

*Title of the practice:*

**Program "Strong Youngsters – Social Inclusion and Economic Sustainability of Young People at Risk"**

*Author of the practice:*

**Foundation SOS Children's Villages Serbia**

*Target group:*

**disadvantaged groups**

### **Description:**

Participants in this support program are young men and women aged 16-30 who grew up without parental care and support in the system of alternative care in homes or foster families, but also young people who have experience living in dysfunctional families affected by addiction, violent relationships, toxic parenting, illness, extreme poverty or any other inconvenience that makes them vulnerable, more difficult to fit into society and therefore more difficult to employ. Work with young people is based on a method of case management that focuses on the person's environment, considering his/her strengths and weaknesses, finding out solutions.

Case management includes assessment activities, creating an individual development plan, arranging services, coordination and monitoring. Retraining, professional courses, internships and employment support are part of programs that young people can take advantage of, according to their needs. Psychosocial support is available to all youngsters throughout the empowerment process. The progress of young people was measured by self-assessments through questionnaires filled out by participants at the beginning of the program and after the workshops. Also personal impressions of young people were indicator of their satisfaction.

More information: [www.sos-decijasela.rs](http://www.sos-decijasela.rs)



## ACKNOWLEDGEMENTS

Based on the quality of individual applications and the special quality of a particular aspect, the following acknowledgment is given:

- For an example of good practice in the development of

innovative online career information activities

**"Virtual CGC"**- online career information activity by Vocational School for Food and Chemical Technology from Nis.

## HONOURABLY MENTIONED PRACTICES

Whilst evaluating applications, the selection committee wanted to highlight specific quality in certain practices and therefore following applications have been honorably mentioned:

- For the diversity of career information methodology

**"Meet the high schools - make the decision-making process easier"**, program for elementary school students

**Elementary School "Milan Rakic" in Belgrade**

- For the development and implementation of the activities of the school team for CGC in dual education system

**"CGC program in dual education system"**

Vocational School in Kragujevac

- For including peer mentor engagement into CGC activities

**"Career path", peer mentoring program**

**University "Union - Nikola Tesla" in Belgrade**

- For the development of activities for identifying students' needs in CGC

**"Choose your career wisely"**

**Vocational high school "Vuk Karadzic" in Velika Plana**



Euroguidance is a European network of national resource and information centres for lifelong guidance and counselling established in 1992. The objective of the network is to support the development of the European dimension of lifelong guidance.

The main target group of the Euroguidance network are career guidance practitioners and professionals from both the educational and employment sectors in all European countries.

[www.euroguidance.eu](http://www.euroguidance.eu)





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