



Vocational Orientation and Transition Management

Advisory service

The challenge

The unemployment rate for young people is nearly three times higher than for adults. Young people from poor backgrounds and young women in particular know little about the labour market and training opportunities due to the lack of counselling and information available to them. In many cases they make decisions about their professional future without knowing or assessing their options. Most young people are left to their own devices when choosing a training programme or starting a job and are heavily influenced by their families and the prevailing mindset. Without the information they need about the employment market, they develop unrealistic expectations and career desires that make starting to work even more difficult. The consequences of (poor) decisions include a high drop-out rate and frustration because the credentials they have acquired are not in demand on the job market. Young people who lack access to training and employment opportunities are at risk of unemployment and are often the victims of economic exploitation. Their strengths go unused and their personal development is hampered. The impacts on society are negative as well. Public education investments are not adequately leveraged and unemployment and underemployment lead to large macroeconomic losses.

Our approach

We are committed to offering young people prospects for making training decisions and for the phase following completion of a vocational or academic course. We firmly believe that career guidance and counselling not only pursues economic goals but that it also plays a key role in personal development. We also strengthen offers for people of all ages and support them with career

reorientation and in the transition from unemployment, underemployment or informal unemployment to decent work. Supporting young people with career guidance and counselling and facilitating the school-to-work transition are often crucial for the success in the labour market. We pursue the integrated approach of employment promotion, which aims to better align the supply and demand for labour. Different elements interact here, including job application training, the provision of relevant job market information and measures that foster reflection on one's own strengths. Together, they aim to strengthen career decision-making skills and help young people overcome obstacles, whether during their education or on the labour market. Transition management optimises the interfaces between the training systems, different educational forms and the labour market. The goal of career guidance and successful transition management is to ensure that the transition from one system to another is smoother and better informed. When this goal is achieved, there are fewer training drop-outs, there is greater permeability between the educational systems and a smoother transition to the world of work.

Our services

- » We are committed to permeable education systems and support young people with switching between education and training systems. This also includes advising political actors on developing and strengthening national qualifications frameworks and recognising skills and competences acquired earlier.
- » We support cooperation arrangements between the responsible actors and the mainstreaming of approaches for seamless transitions (such as training guarantees).
- » We support networks and cooperation arrangements between technical and vocational education and train-



ning (TVET) as well as general education schools, as well as universities, with business and industry (such as trial internships).

- » We offer advice on mainstreaming career guidance in curricula, which includes the development of learning and teaching material catering to specific target groups.
- » We strengthen capacities for collecting and compiling labour market information and disseminating it via schools, employment offices and youth centres, as well as job and career fairs.
- » We strengthen career decision-making skills by offering support for self-reflection and information, as well as for raising awareness of career options and we strengthen the capacities of teachers and other multipliers for using them.
- » We promote demand-oriented offers for preparation for the job application process and (re-)entry into the job market. In addition to job application, soft skills and life skills training, we also offer psychosocial support. In this area, teachers as well as youth centre staff and/or employment offices can play a role.
- » We support the development and dissemination of digital tools, such as web- or app-based games and 360-degree virtual reality insights into the world of work.
- » We support new applicants and employed persons with future-oriented job and career guidance in the context of a changing labour market.

The benefits

Early career guidance interventions can promote the image of professions that are typically performed by a certain gender. Informed decisions improve the viability of training and career decisions and reduce drop-out rates. Career guidance and transition management prevent youth and long-term unemployment. As GIZ's partner, you will

benefit from our network of actors with practical and academic expertise. We have worked with the International Labour Organization (ILO), the European Training Foundation (ETF), the German Federal Employment Agency and think tanks, German educational institutions and innovative (social) businesses for years on career guidance and transition management.

An example from the field

The Employment Promotion Project in Egypt, implemented on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ) addresses career guidance at different levels. Over 1,300 TVET school teachers have undergone advanced training. Teaching modules on the topics of self-awareness, awareness of opportunities and shaping transitions have been mainstreamed in TVET school curricula and implemented throughout Egypt. In a pilot project, TVET school students participated in "Opportunity Scouting" camps, where they received information on finding a job, tips for improving their soft skills and insights into the local labour market. They also worked with the teachers who had undergone training to develop a Web-based self-learning game (Candy Career Game). The game guides young people through the modules of self-reflection, career options, job-hunting and permanent employment in a playful manner.

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