

Condivisione Comunicazione
Coordinamento **Relazioni**
Condivisione Comunicazione
Agilità Team Formazione Sviluppo
Gestione Risultati **Decisione** **Agilità** Analisi **Team**
Sinergia **Analisi** Gestione **Decisione**

ICT TOOLS IN VOCATIONAL GUIDANCE

Madrid,
February 7th, 2018



Last 20 years in vocational guidance

Psico/aptitudinal approach



Right fit, right course.....
on psychological basis

Long life guidance



Harmonize the person with the roles
Career development

Centrality of new tools to improve efficacy in training and guidance

Attractive

Integrate ICT Tools can facilitate and enrich professional practice

- Ecological assessment
- Facilitate counseling
- Facilitate information and communication
- Training
- Similarity to company's assessment practice

A research in 4 areas

Self promotion tools (e-portfolio; CV/videoCV)

Career matching (Emplea +; Sorprendo)

On line resources centers (Riasec; PerformanSe)

Communication tools (Youth guaranty)

tips to choose an assessment tool

10

1 The publisher: partner or provider?

Analyze its policy about the use of the tool. Training, follow up for the users, community of practices

2 Which perspective?

The tool choice is strategical and has a medium long term perspective.

Analyze publisher history, results, structure, references, partnership, its diffusion

3

How to evaluate the scientific value and the expertise?

Analyze the fundamentals of the tool, the validation studies (who make them), their regularity, scientific partnerships, publisher engagements in the construction of recognized validation standards

4

Has required a training for the professionals ?

Analyze the training content, the duration and the assistance post training

5

Tool development

Analyze the perspective of the development in the medium term, the rhythm of passed realise and the scientific partners

6

Philosophy – psychology - pedagogy

Analyze the reports and the capacity in managing your activity, the capacity to enrich the interview with the exchange and the capacity to provide the beneficiary with a personalised report

7

Questionnaire deliverable at a distance

Analyze the guarantee of confidentiality and the engagement of the professional to return the results

8

Can be inscribed in a skill development process?

Analyze the feature to fit your culture

9

The tool responds to current requirements regarding the traceability of the decision?

the possibility of defining behavioral requirements according to a process that is guarantor of a shared, objectified, coherent and transparent feeling that favors the communication during the interview

10

What kind of contract and what flexibility in granting usage rights?

Analyze your needs, at least the first year, after a trial phase, as well as the different contractual forms as well as their flexibility adaptation to the evolution of your needs.

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- Investigative
- Artistic
- Social
- Enterprising
- Conventional



Implementation



Implementation

- Player - PDF portfolio
- „Your RIASEC type“
- JobLab SPOT
 - Counsellors
 - Job security officers
 - Data / statistics



Thank you



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