

Lifelong Learning Programme GRUNDTVIG Learning Partnerships
project LEARNING THROUGH TEACHING
Workshop

**“HOW TO DEVELOP CAREER SKILLS IN
DIFFERENT AGE GROUPS OF ADULTS”**

from 5 June to 7 June 2013 in Lublin, Poland

organized by The Polish Economic Company Plant of the training
and careers guidance LLC



The Polish Economic Company

Plant of the training and the careers guidance LLC

How To Develop Career Skills In Different Age Groups Of Adults?

Katarzyna Hartfil

Personal Qualities

Basic Skills

Career
skills

People Skills

Thinking Skills

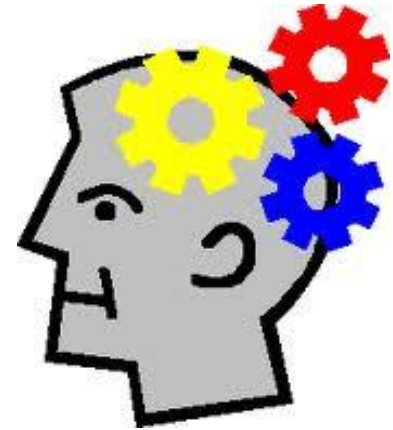
Basic Skills

- Reading
- Writing
- Mathematics
- Speaking
- Listening



Thinking Skills

- Creative Thinking
- Problem-Solving Skills
- Decision Making Skills
- Visualisation



People Skills

- Social
- Negotiation
- Leadership
- Teamwork
- Cultural Diversity



Personal Qualities

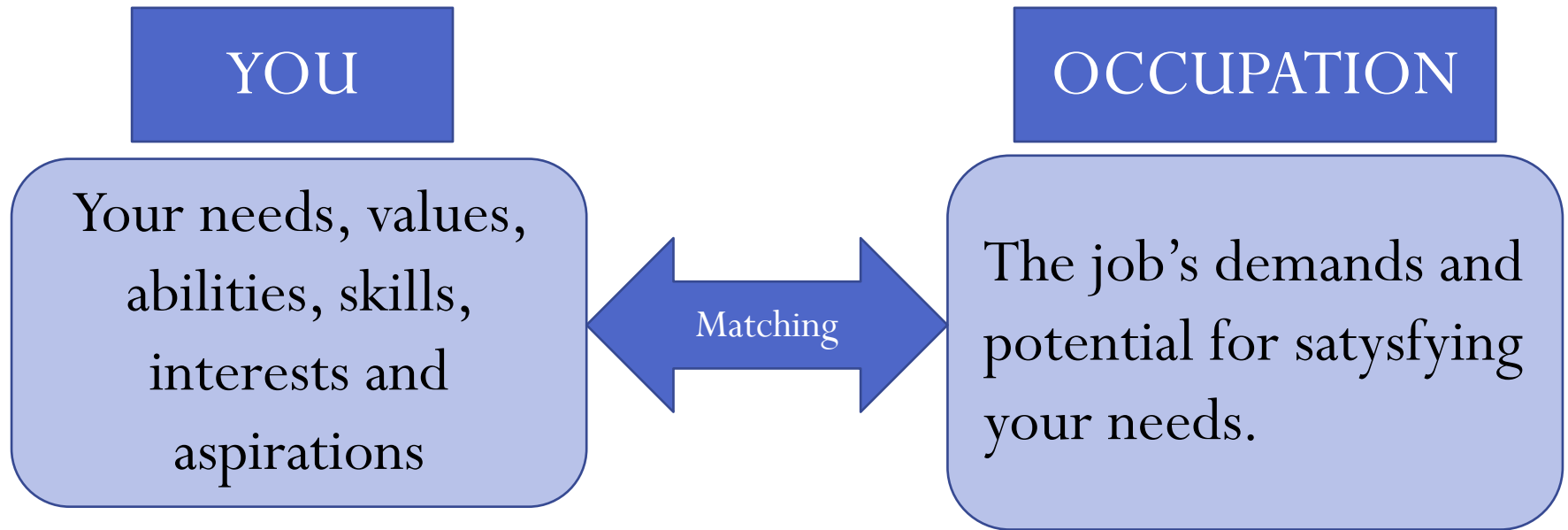
- Self-Esteem
- Self-Management
- Responsibility



What is the purpose of developing career skills?

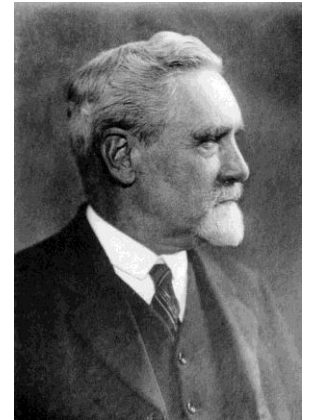
- to find a job;
- to change your job;
- to be professional;
- to have satisfaction;
- to change your occupation;
- to be better worker;
- to be promoted;
- to earn more money
 - etc. ...

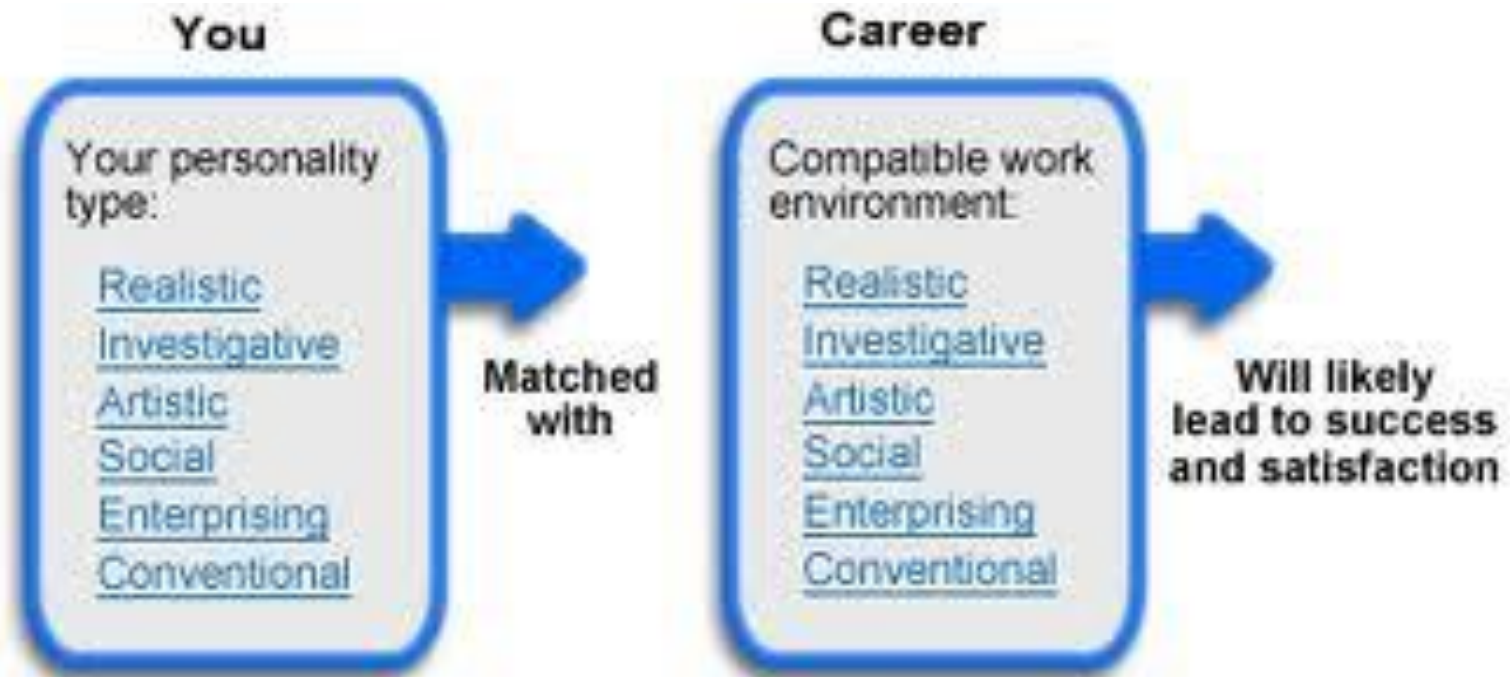
What do we need to develop career skills?



John Holland's Theory of Career Choice (RIASEC)

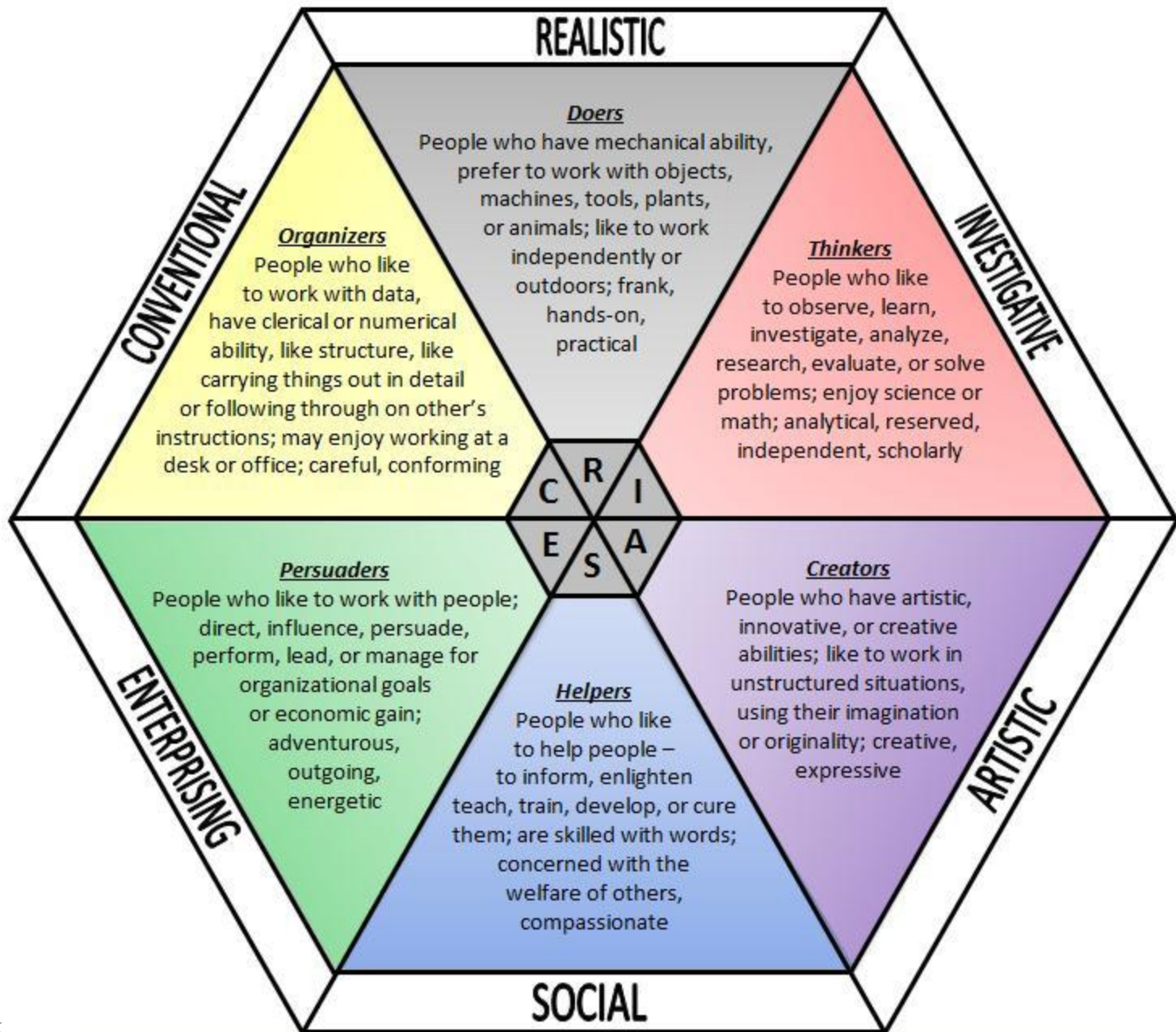
- John Holland's Theory of Career Choice (RIASEC) maintains that in choosing a career, people prefer jobs where they can be around others who are like them.
- They search for environments that will let them use their skills and abilities, and express their attitudes and values, while taking on enjoyable problems and roles.
- Behaviour is determined by an interaction between personality and environment.





World of Work Map

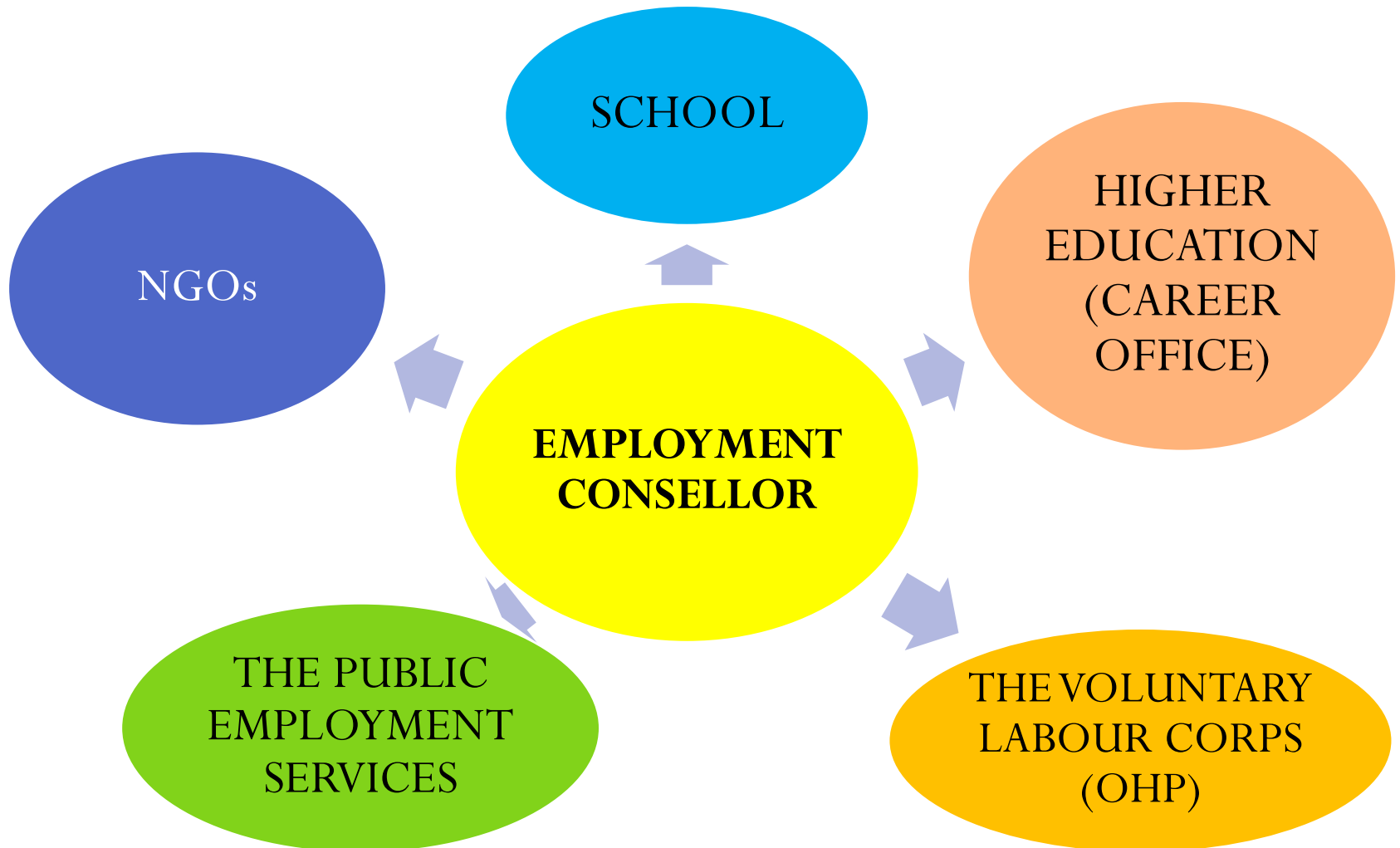




How To Develop Career Skills In Different Age Groups Of Adults? – part II

Katarzyna Hartfil

Who could help in developing career skills?



Schools for Adults

- Gymnasium for Adults (→ elementary education);
- Secondary School for Adults (→ general education);
- Qualifying Professional Course (→ vocational training);
- Post-secondary school (→ vocational training).

Higher Education

- Studies:
 - Intramural studies
 - Extramural studies
- Postgraduate studies
- CAREER OFFICES: vocational guidance and job placement
 - Helps in organising: vocational practices, traineeship, part-time or full-time job.



The Voluntary Labour Corps (OHP)

Actions taken by OHP are addressed to three groups of young people aged 15-25 years.

- Youth Education and Labour Centres,
- Mobile Vocational Information Centres,
- Youth Job Recruitment Offices,
- Youth Career Centres,
- Job Agencies, and
- Job Clubs.

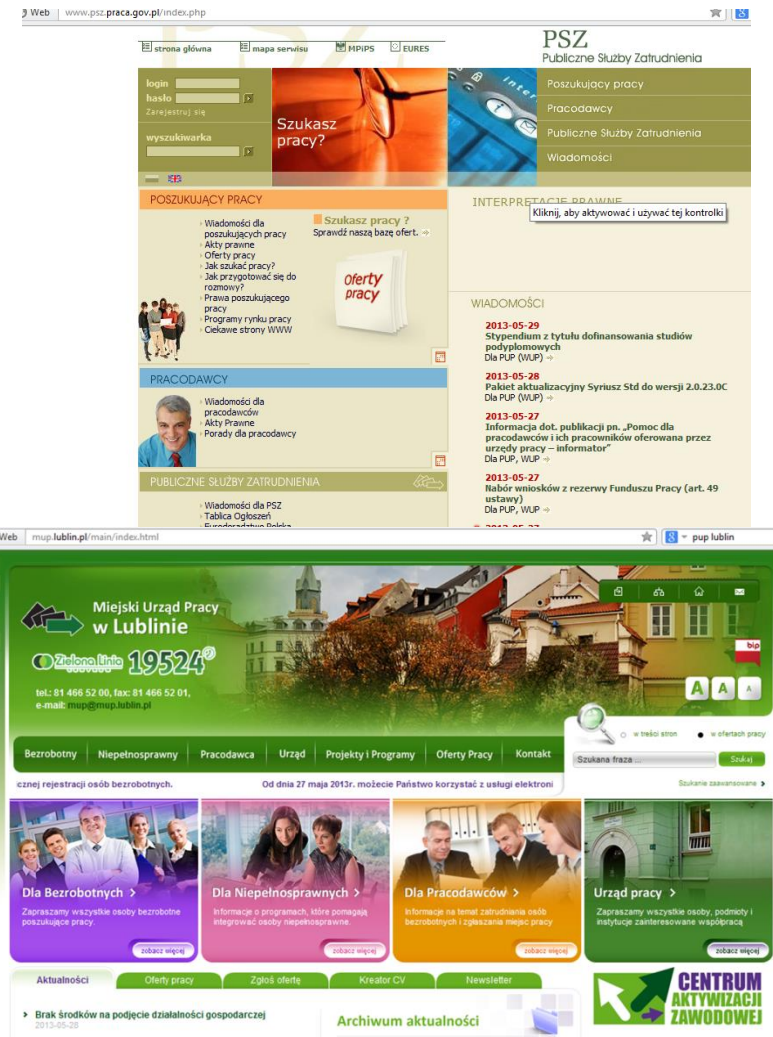


The Public Employment Services

For unemployment adults.

Actions:

- Vocational guidance
- Job placement services
- Job Clubs
- Vocational retraining
- Helps to pursue a traineeship
- Helps to start a business activity



NGOs

For everyone who needs help or information.

Actions:

- Vocational guidance
- Job placement
- Innovative projects
- Training courses
- Research and surveys
- Good practice manuals
- Voluntary work

Web | ogloszenia.ngo.pl/#

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Z doświadczenia wiem, że takie środowiska zwykle nie potrafią zapanować nad emocjami. Może tak działa brak gabinetu i fotela - wiceprezydent Jacek Wojciechowicz o środowisku skupionym wokół przyszłego Muzeum Sztuki Nowoczesnej

WYSZUKIWARKA

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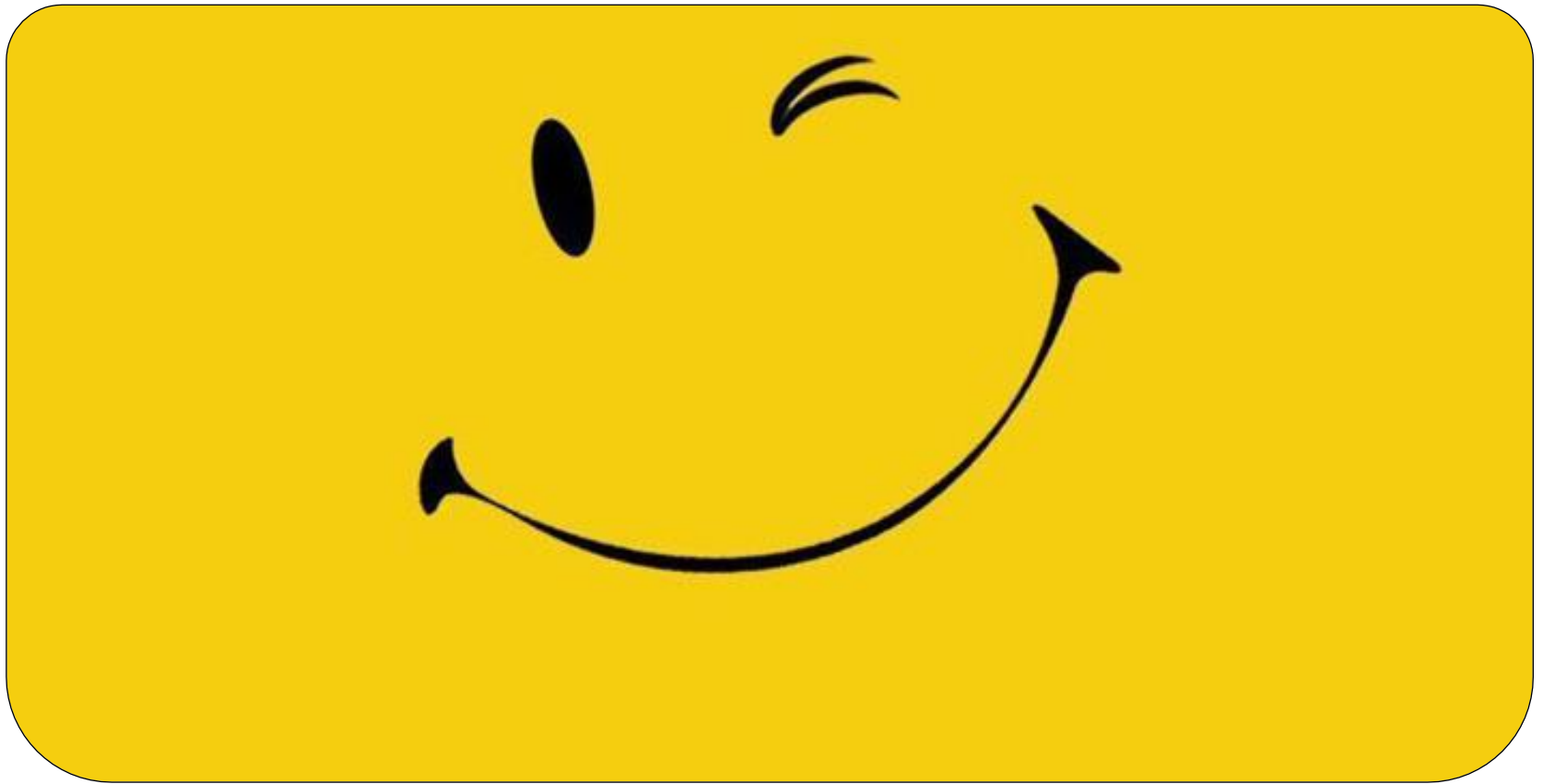
PARTNER DO PROJEKTU poszukiwana organizacja partnerska do wspólnego projektu Partner do projektów (Iwano- Frankiwsk- Ukraina) - cała Polska » „Create a new sport!” - Egervölgye Youth Camp » Doradca zawodowy podejmie współpracę przy realizacji szkoleń w projektach PO KL cała Polska - Cała	SZKOLENIA dla organizacji lub organizacji przeszkoli Lublin. Szkolenie "MS Office w praktyce" » Nowe Brzesko. Seminarium wyjazdowe dla liderów "Młody Ekspert: Architekt przyszłości" » Wrocław. Robimy lemkowską krywkę - warsztaty dla dzieci »	STAŻE staże w organizacjach Praktyki w Polskim Towarzystwie Prawa Antydyskryminacyjnego » poszukujemy wolontariuszy do organizacji festiwalu podróźniczego Lama World Adventure » Rzecznik prasowy fundacji »	WOLONTARIAT organizacja szuka wolontariusza lub wolontariuszki Nabór do pilotowego projektu pn. Powszechny System Ochrony Prawnej "Prometeusz" - Cała Polska » Agent prawny poszukiwany - Cała Polska » Wolontariusze - dziennikarze - cała Polska »	WOLONTARIAT wolontariusz lub wolontariuszka szuka organizacji Absolwentka psychologii szuka stażu/ praktyki psychologicznej - Warszawa » Szukam wolontariatu - Siemianowice Śląskie » Tłumaczenia średniozaawansowane niem>pol, pol>niem - Siemianowice Śląskie »	DAM PRACĘ organizacja szuka pracownika lub pracowniczk Wychowawca - Bielany - Warszawa » Wychowawca w świetlicy socjoterapeutycznej - Gdynia » Specjaliści Fundusze UE - Warszawa »
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Difficulties in education of Adults

- Psychophysical capacity;
- Intelligence;
- Long-term educational breaks;
- Losing interest or enthusiasm in developing career skills.
- Age ?
 - Age is not a problem, you just have to feel the willingness of development of the Self!

How to overcome difficulties?

- Awareness of „student”
 - *What is the purpose of developing career skills?*
- Arousing student's motivation
 - *How important in development of the Self?*
- Using adult student's professional and life experience
 - *What have you ever done in your life?*
- Other people who may be interested
 - *Who is interested in your development? (wife, children, employer)*



Thank you! 😊