



Project No 561847-EPP-1-2015-1-EL-EPPKA2-CBHE-JP (2015-3720)

# *Active Engagement & Skills Development of SwD*

*Ioanna Papavassiliou, UOM*

WP 4 Training, University of Macedonia, 27-06-2017



Co-funded by the  
Erasmus+ Programme  
of the European Union

School-to-Work Transition for Higher education students with  
disabilities in Serbia, Bosnia & Herzegovina and Montenegro

# Career Guidance and Counseling is all about skills' development

*...a continuous process that enables citizens at any age and at any point in their lives to identify their capacities, competences and interests, to make educational, training and occupational decisions and to manage their individual life paths in learning, work and other settings in which those capacities and competences are learned and/or used. Guidance covers a range of individual and collective activities relating to information-giving, counselling, competence assessment, support, and the teaching of decision-making and career management skills (Council EU, 2008).*

**which means: helping SwD help themselves!**

# Active engagement (A.E.) in the supporting process

- Counseling and support is not an action of the supporter only
- It is an equal interaction among both participants: mentor and mentee
- For an effective intervention both parties have to be active
- Through active engagement skills are well developed
- A.E. refers to the efforts of e.g. the mentor to actively engage the mentee to the process

# Active Engagement strategies (Amundson, 2003)

- *'Mattering'*
- *Connection of life & career*
- *Space for Imagination & Creativity*
- *Use of Collaborative techniques*
- *Transformative experiences*
- *Action between sessions*
- *Readiness for upcoming events*

# Case study 1

## A. (3 min.)

An very important person is going to visit your company. What would you &/or your colleagues do to prepare for this?

## B. (3min.)

A SwD visits you at your office. Think of actions and words of you, which show you consider he/she is important. Perform it!

# 1. 'Mattering'

## What is?

- starting point of active engagement
- the belief that clients (SwD) hold about their significance in the (supporting) process
- is enhanced through the supporter's *actions & words*
- *e.g. greeting, relation building, follow-up etc*

## What skills can be developed?

- Trust to self & the others
- Self-esteem
- Communication skills

# *Connecting life and career*

## *What is?*

- Holistic approach
- Interest in the whole person not only in the problem

## *What skills can be developed?*

- Trust to the other person (mentor, employer etc)
- Communication skills
- Natural flow of discussion

# *Space for Imagination & Creativity*

- Imagination gives new elements in the process
- can develop alternatives & find solutions to problems
- activities using imagination & creativity

## *What skills can be developed?*

- Creativity
- Problem-solving
- Decision making skills

# *Using collaborative techniques*

- Exercises (written- oral)  
(e.g. *achievements, build bridges, interests*)
- Role plays
- Case studies

## **What skills can be developed?**

- Self awareness
- Self-efficacy
- Cooperation

# *Transformative experiences*

## What is?

- to understand what functions as barrier to one's path (e.g. ?)
- to change it and make progress

## What skills can be developed?

- self awareness
- critical thinking
- learning to learn

## Case study 2 (groups of 2 or 3)

You work in the career office of your university and Maria, a student with physical disability (wheelchair), has come to you to discuss her next step, after graduation.

### A. (4 min.)

- What are the possible work/actions that you would give Maria to prepare/take, in the time between sessions?
- Give 3 alternatives
- What skills do you think Maria develops through each of them?

### B. (10 min.)

#### ***Prepare a short role play!***

Maria comes to the next 2 sessions without having done her work.

- How do you react?
- What do you intend to succeed with this reaction?

# Action between sessions

## What can it be?

- Gathering information on a topic
- Making contacts to institutions
- Writing diary
- Visiting workplaces
- Taking interviews
- Talking with significant others etc

## What skills can be developed?

- |                      |                            |
|----------------------|----------------------------|
| – information skills | decision making skills     |
| – problem-solving    | taking initiatives         |
| – consistency        | reliability/accountability |

# *Readiness for upcoming events*

## *What is?*

Training the SwD with skills which prepare him/her for whatever comes (predictable or unpredictable)!

## *What skills can be developed?*

- being pro-activ
- learning from failure
- thinking positively
- goal setting
- taking initiative, problem solving, decision making

## (indicative) **Bibliography**

**Amundson, N. & Ergon Communications (2003).** *Active engagement: Enhancing the career counselling process.* 2<sup>nd</sup> ed. Richmond, BC: Ergon Communications.

**Amundson, N. (2006).** Challenges for Career Interventions in Changing Contexts. *International Journal for Educational and Vocational Guidance* 6, 3–14. doi 10.1007/s10775-006-0002-4

**Amundson, N., Harris-Bowlsbey, J. & Niles, S. (2004).** *Essential Elements of Career Counseling: Processes and Techniques.* Prentice Hall: Pearson/Merrill.

**Council of the European Union (2008).** “Council Resolution on better integrating lifelong guidance into lifelong learning strategies”. Brussels.

**Nathan, R. & Hill, L. (2006).** *Career Counselling.* Second Edition. London, Thousand Oaks & New Delhi: Sage Publications.

# Contact

Ioanna Papavassiliou

Ass. Professor

Career Guidance & Counseling

University of Macedonia,

tel.+302310891524

[http://www.uom.gr/modules.php?op=modload&name=Cv\\_eng&file=index&id=963&tmima=7&categorymenu=2](http://www.uom.gr/modules.php?op=modload&name=Cv_eng&file=index&id=963&tmima=7&categorymenu=2)

[ipapav@uom.edu.gr](mailto:ipapav@uom.edu.gr)

