

Career Coaching in Flanders

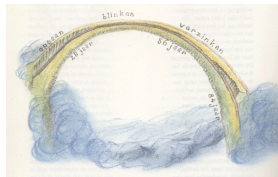
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History

- 2000: Task Force King Baudouin Foundation: how can career coaching be organised in Flanders?
- June 2002: Report Task Force
- 2002 – 2004: ESF Pilot projects
- 27 August 2004: Flemish decree
 - ⇒ Rules for recognition of career coaching centers by the Flemish government – more uniformity
 - ⇒ Focus on target groups
- 2005: 12 recognised centers (2006: 14; 2007: 20, 2008 - 2010: 19 + VDAB)



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What is external career coaching? (1)

- Increases the ability of workers to make their own career choices / decisions
- Recognised career coaching centers
- External: independent from / not linked to the employer
- Worker's initiative – freedom of choice
- Compulsary use of personal development plan / portfolio
- More information:
www.vdab.be/loopbaanbegeleiding



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What is external career coaching? (2)

Who can enjoy career coaching?

- Contracted workers or self-employed people
- At least 12 months work experience
- No career coaching in the last 6 years
- 50% participants within target groups: older workers (50+), people with disabilities, low skilled workers and immigrants



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What is external career coaching? (3)

- **Full coaching:**
minimum 6 h. face to face - max 25 hours - target groups, 18 hours otherwise
- 4 fases:**
- Intake
 - Diagnosis
 - Personal Development Plan
 - Final round-up conversation

- **Shorter version:**
Min. 2 - max. 5 hours
Portfolio

- **Aftercare:**
Min 2 hours – max 4 hours
Only for target group participants
POP+



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What is external career coaching? (4)

Costs/Grants per coaching

- Regulations: max. 150€ for a full coaching, most centers offer it for free
- The cost and grant of a full coaching according to the Flemish decree of 2007 and ESF guidelines: 800€



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Recognised centers



Thematical Group Career Coaching

- 4 up to 6 meetings a year with several stakeholders (public administration, public employment services, cabinet, centers, ...)

- Purpose:

- Professionalisation of the career coaches / centers
- Sensibilisation campaigns: how to reach older workers (50+), people with disabilities, low-skilled workers and immigrants



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Thematical work in 2009 (1)

Communication strategy towards the different target groups

PLAY YOUR TRUMP CARD!

www.speeljetroevenuit.be



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Thematical work in 2009 (2)

MINIMAL PRINCIPLES PDP & PORTFOLIO

- Experts from the Netherlands
- Browsing sessions PDP / Portfolio of the 20 recognised centers
- Consensus on the minimal principles



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Questions?



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