Keyway

CONNECTING GUIDANCE SERVICES TO KEY IMPACT INDICATORS

Career Guidance Impact Areas

INDIVIDUAL

Personal

- Self-esteem
- Self- efficacy
- Self – confidence
- Coping skills – coping with transitions
- Pro-activity
- Adaptability
- Emotional control
- Life and career satisfaction
- Motivation – Career expectations

CMS

- Self –knowledge/ Self – awareness
- Managing relationships (interact confidently)
- Networking skills
- Access to information
- Awareness of new options
- Coping with changes
- Career planning skills/ setting goals
- Time management/ self-organisation
- Awareness of societal changes

Career

- Right choice for further studies/ training
- Better transition from school to university & training
- Engagement in lifelong training/ learning/ education
- Complete education level
- Re-engage in education
- Less time to find job/ shorter period of unemployment
- Improve career options (entrepreneurship, mobility...)
- Better school-work transition

SOCIETAL

Education

- Greater access in education and training
- Higher skills levels
- Access to information about education
- Better transition from school to university & training
- Less drop-outs/ retention rates in education

Employment

- Access to job information
- Organizational and working well –being
- Better relationships in the organization (work stress, commitment, job satisfaction)
- Better matching between work supply & demand
- Matching skills and labour market needs
- Better use of workforce

Economic

- Cost saving by effective job placement
- Less public costs from drop outs

Community

- Social inclusion
- Better living conditions and social welfare
- Minor risk of poverty – social justice

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