

A black and white photograph of two women in a professional setting. One woman is seated at a desk, looking at a laptop screen. The other woman is standing behind her, leaning over and pointing at the screen. The image is partially obscured by a large red and teal geometric shape on the right side.

High-level forum on individual learning accounts Online Conference

Career Guidance and Individual Learning Accounts

Pedro Moreno da Fonseca, ILO

This presentation

- Typology of beneficiaries and ILAs
- Coverage during pandemic
- What can career guidance do?
- How can career guidance be implemented?
- Conclusions

Vulnerable Beneficiaries

- Low skilled, low literacy levels
- Low skilled not heard of or don't know what TVET is
- Many require more than information
- Potential beneficiaries frequently out of reach of standard services

During the Pandemic

Results from global survey

- Rise of digital and distance support
- Access of most vulnerable at stake
- Lack of equipment, internet connection
- No entitlement or no emergency provision
- Registered unemployed one of the few groups consistently covered
- Youth transitioning into labour market was unsupported

Roles of Guidance

Increase Social Outcomes

- Inform & support the ones who need it - raise access
- Awareness of TVET, WBL and RPL
- Assessment of needs
- Pre-vocational skills development
- Clarify choices – ensure long term impact

Roles of Guidance

Increase Efficacy and Efficiency

- Improve labour market awareness
- Increased likelihood of relevant choice in awareness of training offer and economic needs
- Lower likelihood of disengagement
- Quality assurance function
- More effective service coordination (portfolios, individual plans, referrals)

Career guidance: how to?

- Integrate in ILA or create strong coordination with adult support (e.g. FR)
- Use guidance available in RPL system
- Create one-stop-shops
- Repurpose other existing services

Career guidance: how to?

- Digital and distance: a real solution?
- Outreach
- Sub-contracting – impose quality standard
- Vouchers (e.g. BE)
- Engage social partners, especially employers

Conclusions

- Vulnerable beneficiaries: guidance with holistic approach
- Mind the gap in coverage – is digital enough?
- Guidance brings increased social outcomes
- ... and higher efficacy and efficiency
- Many ways to implement – find the right formula



**Thank
you!**