

## CAREER GUIDANCE IN UKRAINE in support of wider economic, employment, social, education and training policy goals

In Ukraine, the Concept of the state system for public career guidance no. 842 of 17 September 2008 defines career guidance as a scientifically based system of interrelated economic, social, medical, psychological and pedagogical measures. The aim is to activate the process of professional self-determination and the realisation of an individual's ability to work, and to identify abilities, interests, opportunities and other factors influencing career choice or change in labour activity. Career guidance includes career information, career counselling, career choice and career adaptation.

### Institutional capacity

The Employment Law of Ukraine guarantees free career guidance services for all citizens. The Resolution of the Cabinet of the Ministers of Ukraine of 17 September 2008 no. 842 on Approval of the concept of the state system of public career guidance includes an analysis of career guidance problems, suggested solutions and the stakeholders' priorities and expectations for further development. The Order of the Cabinet of the Ministers of Ukraine of 4 July 2018 no. 469-r on Approval of the action plan for the implementation of the concept of the state system of public career guidance covers actions to implement the concept with responsible executive bodies and the terms, cooperation methods and financial resources. The Concept of the state system for public career guidance no. 842 of 17 September 2008 determines the levels of organisational structure of the state career guidance system and the powers of central executive bodies in the management of career guidance for the public at national level.

The strategic plan of the Ministry of Education and Science of Ukraine 2024 focuses on modernising the school educational content to introduce a competence-based approach and life skills development (strategic goal 2.1) and conscious career choice and career guidance options at school (strategic goal 2.5). It deals with the modernisation of vocational and educational training (VET) (Priority 3) and quality improvement of higher education and development of adult education in a lifelong learning context (priority 4).

### Cooperation and coordination

As an advisory body to the Cabinet of Ministers of Ukraine, the Council of Public Career Guidance coordinates work in this area. The council chairperson is the Minister of Economic Development, Trade and Agriculture. Other members are deputies of the Minister of Economic Development, Trade and

## RESPONSIBILITIES

Ministry of Economic Development, Trade and Agriculture: career guidance for all social groups of the unemployed, employed and able-bodied population.

Ministry of Social Policy: career guidance for all those who need social protection.

Ministry of Education and Science: career guidance for preschool, school age and young students.

Ministry of Youth and Sports: career guidance for youth.

Ministry of Health: career guidance for people with persistent physical disorders.

The Ministry of Defence, the Ministry of Internal Affairs: career guidance for conscripts, servicemen and people discharged from military service.

Ministry of Justice: career guidance for prisoners in penitentiary institutions.

Ministry of Veterans: career guidance for war veterans and victims of the Revolution of Dignity, and their family members.

Career guidance providers: employment centres, youth centres, non-governmental organisations, career centres at VET schools and universities, postgraduate and further education institutions, private providers, enterprises, health care institutions, rehabilitation institutions, medical and social expert commissions, military commissariats and penitentiary institutions.

The Institute of Personnel Training of the State Employment Service provides regular training and professional development for experts in this service.

Agriculture, the Minister of Education and Science, the Minister of Youth and Sports, the director of the State Employment Centre, the academic secretary of the Department of Vocational and Adult Education of the National Academy of Pedagogical Sciences, and representatives of trade unions and their associations, public organisations and employers' associations. The Ministry of Economic Development, Trade and Agriculture provides organisational and technical support for council activities, with the assistance of the State Employment Service. The council's main tasks are:

- coordination of the work of central and local executive bodies and their interaction with local self-governing bodies and parties to provide career guidance to the public
- development of proposals and recommendations to improve career guidance provision for the public and its regulatory, financial, logistical, personnel, scientific, methodological and information support.

In addition to high-level political coordination within the Council of Public Career Guidance, coordination and cooperation takes place in the public sector and between public and private stakeholders at operational level. The State Employment Service has drawn up the Career guidance programme 2017–2020. Since 2017, it has signed a number of memorandums for understanding and cooperation with the Ministry of Social Policy, the Ministry of Justice, the State Migration Service, Stabilisation Support Services and non-governmental organisations at operational level. The purpose of the programme is to develop and modernise the career guidance system in state employment centres; improve systematic career guidance for youth to eliminate skills mismatch, considering the needs of the Ukraine labour market; and introduce innovative tools for career guidance. Funding to implement career guidance programmes comes from state and local budgets, and other legal sources.

To introduce effective cooperation mechanisms in the field of youth career guidance, the Ministry of Youth and Sports, the Ministry of Education and Science, the Ministry of Social Policy and the State Employment Service (central office) signed a memorandum for cooperation on 3 June 2019. The state targeted social programme Youth of Ukraine 2016–2020 has proved its effectiveness by developing youth centres throughout the country, establishing programmes for self-realisation of young people and sustainable development, and cooperating with international partners, among other achievements. The concept of the state targeted social programme Youth of Ukraine 2021–2025 is based on an analysis of the state and problems of Ukrainian youth development, and the results of previous programmes. It considers the programme requirements and prospects set by the Sustainable Development Goals of Ukraine until 2030. The concept focuses on career learning and development for young people, adaptation to constant labour market changes, improving work readiness and increasing mobility and integration into the world youth community.

The Ukrainian pact for youth 2020 introduces the largest partnership between the public and private sectors to solve the problem of youth employment. It was initiated by the Centre for Corporate Social Responsibility Development and the Ministry of Youth and Sports in 2016. The pact involves 700 partnerships between business and the education sector; 100 forums, round tables and training sessions for over 3 000 young people, educators and employers; a number of publications, practical tools and educational programmes; and 45 000 places for internships and first jobs. It was signed by 148 companies and about 5 000 young people received mentoring support from leading companies. The Ukrainian pact for youth 2025 was signed in September 2020 to upgrade and update the Ukrainian pact for youth 2020 with new approaches. Its goals are to promote the creation of 20 000 internships and jobs for youth in Ukraine, to facilitate the establishment of 1 000 partnerships between business and the education sector, and to provide 1 500 young people with mentoring support from employers.

### **Facts and statistics**

From January to June 2020, 3 192 career training sessions were conducted based in 2 506 general secondary education institutions for 66 825 students. During the same period, more than one million people received career guidance and counselling, including 660 000 unemployed people and 145 000 young people studying in various education institutions. In relation to the Ukrainian pact for youth 2020, the National action plan helped to achieve 146 representatives of international and local businesses; 300 potential employers, national conferences and forums; over 42 000 workplaces; more than 600 cooperation programmes; and career mentoring for almost 3 000 young people.

**Stakeholders' priorities for career guidance development** are stated in a number of strategic documents ('On approval of the action plan for the implementation of the concept of the state system

of public career guidance', the Career guidance programme 2017–2020, and Youth of Ukraine 2021–2025). They include:

- career guidance provision according to the needs, interests and capabilities of all age groups, and considering the new trends and challenges of the modern world;
- digitalisation of career counselling;
- implementation of international youth cooperation, promotion of youth integration into the world and the European youth community, career guidance information and education campaigns;
- use of cultural institutions like libraries for youth centres' activities (to avoid investing in new youth centres);
- coordination and cooperation of state, education and business sectors in career guidance provision.

## Organisational capacity

The **State Employment Service (SES)** brings together 25 regional employment centres, 95 city centres and 429 affiliates of regional employment centres across the country. It provides free career guidance services for all clients. In accordance with the Resolution on the state of the reforms of SES no. 181 of 21 December 2018, the Institute of Career Counselling was established to modernise the service. The first career counsellors started to provide their services to jobseekers and unemployed people in state employment centres in 2019.

The **All-Ukrainian Youth Centre** has affiliates across the country. It provides for youth self-determination and social adaptation, supports youth employment and volunteering, increases youth mobility and introduces innovative practices in career guidance for young people.

The **non-governmental organisation Centre for Corporate Social Responsibility Development** designed the e-platform Career Hub Ukraine. The platform presents a wide range of career options and opportunities for self-development of young people in Ukraine. It also provides extensive information about future professions and inspires young people to start building their career at school age.

**All-Ukrainian associations of employers' organisations, all-Ukrainian trade unions and all-Ukrainian public organisations** promote the professional adaptation of employees in enterprises, institutions and organisations and contribute to their professional development. These organisations participate in the preparation of drafts and conclusions on draft laws, and other acts of legislation on issues relating to career guidance and VET. They also propose improvements in the regulatory framework for career guidance and VET.

**Scientific institutions** like the National Academy of Sciences and the National Academy of Pedagogical Sciences research career guidance at the request of central executive bodies. They create a wide range of educational programmes, research papers, handbooks, toolkits and guides, etc.

Methods of career guidance delivery for all include forums, career days, career talks, career camps, quests, exhibitions, round tables, workshops, training courses and psychological classes; employers' meetings for career guidance practitioners, youngsters and their parents; career guidance videos, posters, photos and video tours; career guidance toolkits, booklets and information leaflets, such as booklets on career guidance and career planning for students and young people or for specialists who help young people with career choices; information and communication technology tools for career guidance including e-platforms for soft skills development, diagnostic tests, etc.; all-Ukrainian and local training courses for youth workers; and all-Ukrainian seminar training sessions for career trainers and counsellors.

Potential areas for strengthening career guidance include opening career centres at all higher educational institutions. The centres would be responsible for:

- students' careers, learning and counselling, and an open-access system to monitor graduates' employment;
- raising the level of youth competences including civic skills for a conscious career choice, based on interests, opportunities and the needs of the labour market for personal and career development;

## CAREER GUIDANCE CULTURE

Career guidance is impartial and based on individuals' needs, interests, competences, evidence-based information from assessments and labour market information. VET is actively promoted. The legal framework and lived reality show that all stakeholders are interested in intensifying cooperation between educational institutions, employment centres, youth organisations and non-governmental organisations. This improves the functioning of career guidance services including those provided at youth centres and career centres. Many actors are actively engaged in the development of proposals for career guidance and the creation and financing of modern educational spaces: educational and practical centres, laboratories, workshops, etc.

A culture of monitoring career paths of graduates and their employment history is established, which provides the basis for evidence-based policy and practice development. The predominant career guidance mindset is matching open skills need with skilled human resources, while also enabling individuals to manage their education and careers. This is mirrored in efforts to rethink the role of career counsellors who work with adolescents (mentoring, coaching, facilitation and tutoring); the training of school career counsellors who are responsible for providing career guidance through close collaboration with local employers and higher educational institutions; and the integration of young people into the country's public life by increasing their level of awareness, responsibility, mobility, economic activity and sustainability (social, emotional and civic education).

- implementing the recommendations of Ukrainian and international experts, the youth sector of the Council of Europe, the experience of European Union youth work and UN recommendations on supporting young citizens in all spheres of life;
- intensifying career guidance through social media.

## Individual capacity

The Institute of Personnel Training of SES offers career guidance providers a wide range of training options, professional training courses and webinars annually. The e-platform SmartJob can be used for free individual self-assessment of soft skills, career learning and development participation in international and all-Ukrainian conferences, round tables and forums. An e-library of private professional courses, seminars and training courses on soft skills is available. Although there is no specific education or training path for career guidance practitioners, most have a pedagogical or psychological background.

**SES experts** provide most career guidance services, including informing about the labour market and the world of work, career counselling (assistance in professional self-determination), job search and employability skills development, seminars and training courses on soft skills, development of career management skills, personnel search for employers, and supervising school practitioners (mostly school psychologists). All SES experts, regardless of their educational background, attend training sessions on a regular basis offered by the Institute of Personnel Training of SES. However, the everyday challenges in career guidance make them learn by doing. They constantly improve their information and communication skills to be able to assist and supervise their clients (for example, they may provide video CV recording assistance). SES experts cooperate with state administrations, employers' and entrepreneurs' organisations, educational and research institutions, business, public and volunteer organisations and other stakeholders.

Their capacity to cater for a diversity of clients' needs is ensured by the availability of various delivery methods. SES provides career guidance services for all social groups with a special focus on people with disabilities (a special training course is available for SES experts as part of the Inclusive labour market for employment in Ukraine project). Their capacity to work with quality labour market information is also ensured by SmartJob. This is an integrated e-resource on the SES website for effective job searches. It provides free career guidance through motivating video courses, webinars, video counselling and a video CV builder. This innovative e-tool helps individuals to obtain qualified career advice and counselling online based on the current needs of local, regional and national labour market information.

SES experts aim to be impartial in presenting training and retraining options by focusing guidance on the individual. To support individuals' career and life decisions, SES offers an e-platform for free individual self-assessment of soft skills, career learning and development. The registered person (adult or adolescent) can test their personal intelligence, analytical abilities, logical thinking, stress resistance and adaptability, teamwork skills, emotional intelligence, communication and enterprising skills, etc. The test results can be discussed with experts from the local employment service and a further career plan can be designed. In addition, through Skills Lab –Training programmes for young people (see the Annex), the skills supply can be adjusted to the needs of enterprises in the marketplace.

**School practitioners** are usually supported by SES experts who are invited to educational institutions to provide career guidance services. School practitioners focus on career information and advice on further education and career paths for schoolchildren and their parents. Some private schools may offer career counselling.

## CAREER GUIDANCE CULTURE

At practical level, career guidance is characterised by great teamwork within and between central, regional and local employment centres. New approaches to professional self-determination, like co-constructing professional identity in the world after Covid-19 lockdowns, will play a role in modernising the attitudes of practitioners.

Professionalisation and a quality assurance culture can be seen in the vast amount of training programmes available for professionals working with youth. These include the Youth Worker programme, online training at the Institute of Personnel Training of the State Employment Service, webinars and online courses for personal and professional development, and international internship or training programmes for experience exchange.

The high participation proves a willingness to learn and self-reflect, and a certain readiness for change.

**Specialists at VET schools and university career centres** organise a wide range of career events (such as career days and career excursions), improve cooperation with local business for student training and internships, and monitor graduates' employment.

**Youth workers** provide career guidance service and organise numerous activities for career management skills development, career information, informal education and volunteering options.

Stakeholders' reform priorities are to ensure that a sufficient number of competent professionals work with youth, including youth workers; improve the quality of career guidance services provided by youth professionals; and increase the number of training programmes that meet modern needs for professionals working with young people.

## ANNEX I: CAREER GUIDANCE DURING THE PANDEMIC

At institutional level there has been a shift of guidelines in the planning and development strategy of career guidance towards digitalisation and implementation of innovative practices.

- The 'Best practices of VET' section of the Ministry of Education and Science website highlights the results of 12 vocational education institutions' successful activities, which are systematically updated with new information (<https://mon.gov.ua/ua/osvita/profesijnotehnichnaeducation/krashi-praktiki-profesijnotehnichnoyiosviti>).
- The second and final stage of the all-Ukrainian professional skills competition WorldSkills Ukraine was partly held online and broadcasted on the official website (<http://www.worldskillsukraine.org/video-2020/>) and the official WorldSkills Ukraine Facebook page.
- On the Ministry of Education and Science's official Facebook page, there are 14 posts with a brief description of specific professions, their advantages and the institutions where relevant the qualifications can be obtained (#explainprofessions; <https://www.facebook.com/UAMON/>).

At organisational level, activities have been moved online.

- During lockdown restrictions, VET schools intensified their career guidance work in the media (press, radio, internet, outdoor advertising and television). They provided information about educational institutions, careers and admission conditions on osvitavukraini.com, Facebook, the Instagram accounts of institutions' employees and advertising billboards. They also showed promotional videos on local TV channels; created pages for online applications by entrants; and made career guidance videos, posters, photos and video tours.
- Most employment centres provide services remotely. By the end of October 2020, almost 180 000 people had participated in over 221 000 webinars on general employment, job searches, resume writing, interviews with employers and distance skills development using digital technologies. In online format, employment centres provided over 374 000 information services on career guidance and employment, and about 240 000 individual career consultations on choosing or changing career path (<https://www.dcz.gov.ua/>).
- Donetsk Employment Centre developed smart phone applications for interactive career guidance provision in six areas: online tests; the world of work (videos about professions, the Job Search series, careers ABCs, career advice and future professions); a list of all online schools, VET schools and universities; videos on professions in the local labour market; a portfolio for career development; and online career counselling.
- To motivate young people to learn more about jobs that are in demand, the State Employment Service launched a career guidance video challenge called #WANTCANDOIT in summer 2020. The challenge provided an opportunity to find out online about traditional and innovative careers in the local labour market. Video content was created by specialists of regional and local employment centres throughout the country. By the end of October 2020, 239 videos had been recorded on 121 current professions and posted on the YouTube channel (<https://www.youtube.com/channel/UCovhzi70dLAMg22u3eI5KFA/videos>).
- Youth worker centres adapted Finnish best practices for effective digital communication with young people and compiled a collection of advice for youth workers (<https://youth-worker.org.ua/library/porady-dlya-roboty-z-moloddyu-onlajn/>).
- During the lockdown, which made it impossible to hold large-scale events, the City of Professions team developed an online format in the form of video stories about professions ([https://www.youtube.com/channel/UCExjebbPfwfOBJVCKrvqJfA?view\\_as=subscriber](https://www.youtube.com/channel/UCExjebbPfwfOBJVCKrvqJfA?view_as=subscriber)).

At individual level, career counselling was moved online through the SES e-platform, smart phone apps, webinars, online training and workshops.

## ANNEX II: GOOD PRACTICE EXAMPLES

### CAREER HUB

Since 2017, the Centre for Corporate Social Responsibility Development has been creating an online platform for career planning and youth employment called the Career Hub. The platform is used for digital communication in the Ukrainian pact for youth initiative and other career guidance programmes. It provides news and results of the Ukrainian pact for youth 2020, and useful information for young people about careers and industries, educational activities and events, and advice from human resources professionals. With the support of the United Nations Population Fund, the site has developed a unique catalogue of career opportunities for young people ([work.careerhub.in.ua](http://work.careerhub.in.ua)). Here young people can find relevant internship programmes, vacancies for inexperienced people, and educational and volunteer programmes run by leading employers. Career Hub organises a lot of educational projects and career guidance competitions and develops methodologies for career counselling for young people in secondary education, VET schools and universities. The platform communicates with young people, teachers, scientists and career counsellors, in line with the latest national programmes and policies. Career Hub engages them to participate in polls and discussions to build national strategies and action plans for youth.

Website: <https://careerhub.in.ua/>

### Impact, effectiveness and success factors

Careers Map (2017–2020) has achieved the following:

- creation of seven career information booklets, each about 40 pages long, on agriculture, banking, information technologies, retail, law, metallurgy and the mining industry;
- preparation of 45 lessons to promote career-focused materials, career learning and counselling;
- involvement of 177 Ukrainian schools in the school community 'Dream Career';
- participation of over 10 000 Ukrainian schoolchildren from fifth to tenth grades in career lessons who are now better prepared to make a conscious career choice;
- registration of 3 000 to 10 000 views per month.

The competition My career in Ukraine (2016–2020) is implemented through a range of activities (all-Ukrainian regional conferences, competitions and meetings, workshops and mentoring programmes) and has 5 000 young participants. The Skills Lab training programmes are regularly presented in youth centres throughout the country. Career Hub Ukraine has already had over 80 000 users from different regions of Ukraine.

### SKILLS LAB: TRAINING PROGRAMS FOR YOUNG PEOPLE

In 2018, the Centre for Corporate Social Responsibility Development and the United Nations Population Fund with the support of the Ministry of Youth and Sports created free comprehensive training programmes for young people (Skills Lab) to address the skills gap, in the framework of the Ukrainian pact for youth 2020.

Skills Lab: A Successful Career is a programme to develop young people's career management skills for successful employment. It is based on the TOP-10 skills outlined by the World Economic Forum 2020.

Skills Lab: Your own Business is a programme to develop young people's skills for self-employment and business creation. The programme is based on modern approaches to creating and promoting business: design thinking, lean canvas, elevator pitch, etc.

Website: <https://careerhub.in.ua/skills-lab/>

### Impact, effectiveness and success factors

The online course was hosted on the educational platform of the Centre for Corporate Social Responsibility Development, [impactorium.org](http://impactorium.org). The course improved the Skills Lab programme and attracted over 700 young people from different regions.

By 2020, 17 successful career programmes had been implemented in 16 Ukrainian cities and over 500 young people had successfully completed their studies.

By 2020, 17 Your own Business programmes had been implemented in 14 Ukrainian cities and over 400 young people had successfully completed their studies.

### **CITY OF PROFESSIONS – INTERNATIONAL CAREER GUIDANCE PROJECT**

The slogan of the project is 'every child gets a chance to fulfil their potential'. Since Ukrainian teenagers frequently choose a career influenced by parents, society or artificial prestige, the project's task is to eliminate these influences and give kids the opportunity to make their own career choices by trying different professions. The purpose of the City of Professions is to show children the diverse possibilities in the world of work.

In the project, an improvised town is built in the park area of a city. Children, regardless of age (from 1 to 18 years old) receive a passport at the entrance and have an opportunity to 'get a job'. On average, 90 to 150 professions are represented. All professions are presented by real life professionals, including doctors, police, firefighters, builders, programmers, architects and engineers. In 2019, a record was set in the city of Lviv, where 252 professions were represented.

Website: <https://www.facebook.com/misto.profesiy>

#### **Impact, effectiveness and success factors**

From 2013 to 2019, the project was implemented in 53 cities of Ukraine annually. The average traffic for children in each city is around 3 500 people. According to statistics, there are 2.5 adult supervisors for each child. More than 1 million children in Ukraine have already participated in the project.

In 2018 and 2019, the City of Professions was also implemented in the Republic of Kazakhstan. In the city of Nur-Sultan (Astana) a record number of children participated in the project (over 20 000 in five hours).

### **SKILLS FOR A SUCCESSFUL CAREER – CAREER GUIDANCE COURSE FOR VET GRADUATES**

The Centre for Corporate Social Responsibility Development and the United Nations Population Fund, with the support of the Ministry of Education and Science of Ukraine, developed a comprehensive course to improve the career management skills of VET graduates. The purpose of the course is to prepare people for personal and professional growth and develop competences for a successful start in business.

The course program consists of 30 classes and five modules entitled My successful career is in my hands, I can find the job of my dreams, I am successfully employed, I develop professionally and I know how to start my own business.

Website: <https://careerhub.in.ua/predstavniki-40-zakladiv-proftekhosvit/>

#### **Impact, effectiveness and success factors**

In 2020, the course is being piloted with VET schools in the Vinnytsia, Ternopil, Khmelnytsky and Chernihiv regions. It is going to be integrated into the curricula of all vocational education institutions throughout the country in 2021. More than 70 teachers from 40 VET schools took part in the online training course for trainers of this pilot course on 15 to 22 September.

### **REGIONAL FORUMS, BUSINESS–YOUTH: THE WOW EFFECT OF COOPERATION**

The Centre for Corporate Social Responsibility Development, the Ministry of Youth and Sports of Ukraine and the United Nations Population Fund launched Regional Forums, Business–Youth: the WOW effect of cooperation in 2016. The forums programme included the signing of the Pact for youth 2020, a seminar for local employers, presentations of companies for young people, solving employers' cases and employment workshops.

Website: [https://careerhub.in.ua/?s=WOW+&post\\_type=post](https://careerhub.in.ua/?s=WOW+&post_type=post)

#### **Impact, effectiveness and success factors**

Since 2016, forums have been held in 16 cities of Ukraine to attract new business partners and establish communication between employers and young people in different regions. A total of 1 500 forum participants had the opportunity to discuss their criteria for choosing their first job and major employment challenges in their region. They could also learn about current opportunities from local employers and develop practical skills in workshops and case competitions.

### **ALL-UKRAINIAN FORUM, CAREER TALKS: SKILLS FOR SUCCESS**

The annual all-Ukrainian forum Career talks: skills for success was launched to sum up the activities of the Ukrainian pact for youth 2020 and inspire young people to develop skills and build careers in Ukraine. The organisers of the event are the Ministry of Youth and Sports of Ukraine, the Centre for Corporate Social Responsibility Development and the United Nations Population Fund.

Website: <https://careerhub.in.ua/career-talks-3/>

### **Impact, effectiveness and success factors**

For three years, the forum has brought together over 400 active young people and inspiring speakers from all over Ukraine.

### **ONLINE FORUM, CAREER FROM SCHOOL: CHOICE AND PLANNING**

From 24 to 25 September, the 2020 Online forum, Career from school: choice and planning, was held for the fourth time by the Ministry of Youth and Sports of Ukraine, the Centre for Corporate Social Responsibility Development and the Career Hub platform, in partnership with the Ministry of Education and Science and the State Employment Service. The goals were to discuss current issues and solutions in career self-determination in Ukraine; acquaint participants with innovative practices for working with young people to help them choose a career, education and career planning; discuss current labour market trends, including changes related to the pandemic and the economic downturn; and work out ways and effective tools for future career choices. Panel discussions focused on new approaches to professional self-determination in the post-lockdown world and the role of a career counsellor working with adolescents (mentoring, coaching, facilitation and tutoring).

Website: <https://careerhub.in.ua/career-from-school2020/>

### **Impact, effectiveness and success factors**

Best practices were presented on the topic of choosing a profession, working in groups, practical webinars for teachers and youth workers. Three hundred people took part, including youth workers, teachers and psychologists from secondary education institutions.

### **RELEVANT PROJECTS UNDER THE MINISTRY OF EDUCATION AND SCIENCE**

The all-Ukrainian professional skills competition WorldSkills Ukraine has been held once every two years with social partners since 2016. The official organisers of the competition are the Ministry of Education and Science of Ukraine, the Institute for Modernisation of Education Content and the Federation of Employers of Ukraine, with the support of the Federation of Metallurgists of Ukraine and Ukrmetallurgprom. As part of the second and final stage of the competition WorldSkills Ukraine in 2020, social partners held a career guidance webinar for students of eighth to ninth grades of secondary schools in Dnipro, Donetsk and Zaporizhian regions called 'Wow guide to the professional world'. The 'Best practices of vocational education' section on the website highlights the results of successful activities of 12 vocational education institutions. The section is systematically updated with new information (<http://www.worldskillsukraine.org/video-2020/>).

EU4Skills: Best skills for modern Ukraine (2019–2023) supports the reform of vocational education and training in Ukraine. The goals of this EU-funded project are to modernise vocational education and training institutions, purchase equipment, and establish centres of excellence, career centres, training school managers and teachers in seven pilot regions: Chernivtsi, Lviv, Mykolaiv, Poltava, Rivne, Vinnytsia and Zaporizhia. Later, the experience of the focus regions will be replicated in the entire country (<https://mon.gov.ua/eng/news/eu-programme-eu4skills-supports-ukraine-reforming-system-vocational-education-and-training>).

The online course 'With students about education and career' (2020) was developed by the non-governmental organisation Educational Era (an online education studio that creates online courses and provides related materials), in the framework of the EducationUSA network. The course trains high school teachers, school psychologists, youth workers, parents and related specialists to obtain career counselling skills. Training is conducted remotely and free of charge. The course lasts eight hours and consists of four modules on counselling in self-determination, educational and career choice, and non-formal educational opportunities. These are 18 video lectures, 4 interactive tests, 3 lesson plans, presentations, additional materials and a final exam. Based on the results of this advanced training, a certificate of successful completion of the online course is issued. The course is hosted on the ed-era.com platform (<https://courses.ed-era.com/courses/course-v1:EducationUSA+CO2502+2020/about>).

## ANNEX III: LIST OF REFERENCES

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The Ukrainian Pact for Youth-2025: <https://careerhub.in.ua/pact-for-youth-2025/>

The State Employment Centre website: <https://www.dcz.gov.ua/>

WorldSkills Ukraine: <http://www.worldskillsukraine.org/worldskills-2020/>

EU4Skills: Best Skills for Modern Ukraine: <https://mon.gov.ua/eng/news/eu-programme-eu4skills-supports-ukraine-reforming-system-vocational-education-and-training>