



# The Evidence Base on Lifelong Guidance

A GUIDE TO KEY FINDINGS FOR EFFECTIVE POLICY AND PRACTICE

BRIEF SUMMARY



EUROPEAN LIFELONG GUIDANCE POLICY NETWORK

# The Evidence Base on Lifelong Guidance

## L I F E L O N G   G U I D A N C E

### WHAT

Lifelong guidance refers to a range of activities that help citizens to manage their individual life paths in education, training and work.

### WHO

Guidance can be useful to all citizens of all ages and at any points in their lives (in learning, in work, or out of work).

### FOCUS

Guidance is focused on empowering individuals to make choices about their life, learning and work.

### WHERE

Guidance can be delivered by education and training organisations, public employment services, stand-alone careers services, employers or community organisations. It can be funded publicly or privately (or through a mix of both).

There is an **extensive research base on lifelong guidance**, which supports its use as a key tool of education, employment, youth and social policies

**Beneficiaries of guidance** include individuals, their families and communities, and the organisations where they study and work, as well as society as a whole

Lifelong guidance is an **important tool to address Europe 2020 targets** on education, employment, and poverty and social exclusion

## Understanding what is known about the efficacy of lifelong guidance

**Lifelong guidance impacts on educational, economic, employment and social outcomes**

*In the education system it:*

- Engages individuals with learning.
- Clarifies pathways through learning and work.
- Supports the acquisition of career management skills (for managing learning, work and life) and employability skills.

*In the employment system it:*

- Supports individuals to make the transition to employment.
- Increases the flexibility of the labour market.
- Helps to ensure that skills are used effectively.
- Supports individuals to be resilient in the face of change.

## Developing new policies and services

**Ten evidence-based principles for the development of lifelong guidance policies and services**

*Lifelong guidance is most effective where it:*

- 1) Is lifelong and progressive.
- 2) Connects meaningfully to the wider experience and lives of the individuals who participate in it.
- 3) Recognises the diversity of individuals and provides services relevant to their needs.
- 4) Combines a range of interventions (e.g. one-to-one and online support).
- 5) Encourages the acquisition of career management skills.
- 6) Is holistic and well-integrated into other support services.
- 7) Involves employers and working people, and provide active experiences of workplaces.
- 8) Is delivered by skilled, well-trained and motivated practitioners.
- 9) Draws on good-quality career information.
- 10) Is quality-assured and evaluated.



## Monitoring implementation and checking quality and efficacy

Quality assurance and evaluation should be built into the implementation of all lifelong guidance services. Key elements of this are:

- Making use of the ELGPN Quality-Assurance and Evidence-Base Framework.
- Developing an evaluation strategy.
- Publishing the findings of research and evaluation to enhance the evidence base.

## Implementing new policies and services

Evidence should underpin the delivery of services as well as their design. It is important that the funders, managers and practitioners involved in the delivery of lifelong guidance are aware of the evidence and able to put it into practice.



**EUROPEAN LIFELONG GUIDANCE POLICY NETWORK (ELGPN)** aims to assist the European Union Member States (and the neighbouring countries eligible for the Lifelong Learning Programme) and the European Commission in developing European co-operation on lifelong guidance in both the education and the employment sectors. The purpose of the Network is to promote co-operation and systems development at member-country level in implementing the priorities identified in EU 2020 strategies and EU Resolutions on Lifelong Guidance (2004; 2008). The Network was established in 2007 by the Member States; the Commission supports its activities under the Lifelong Learning Programme.

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