

Bilan de compétences

Accessible career guidance drives career change and supports career management skills development

Key characteristics

- Career guidance programme as a **right for all citizens**
 - 16 to 30 hours over 4 to 10 weeks
- Objectives: support and **promote career development**
 - Elaboration of a realistic goal that takes into account the person and the environment + elaboration of a competence portfolio (connected to the recognition of prior learning)
- Accessible to every citizen **on their own initiative**
 - Access to the *bilan de compétences* supported through low-level information and counselling points (conseil en évolution professionnelle)
- Designed by **social partners**
- **Financed** by employer contributions
 - Free for beneficiaries every five years

Drivers & objectives

- **Identify professional skills**, values, interests and motivations; establish a personal competence portfolio.
- **Define a realistic career project** and action plan that fosters sectoral or geographic mobility.
- **Develop autonomy**, decision-making and **career management skills**.

Innovativeness

- Modular structure of guidance programme based on diagnosis of initial level of career management skills.
- Use of e-guidance for cost/benefit optimisation.

Identity

Objectives of the *bilan de compétences*

OPERATIONAL OBJECTIVES <ul style="list-style-type: none"> - career project - action plan 	INSTITUTIONAL/SYSTEMIC OBJECTIVES <ul style="list-style-type: none"> - traceability of professional pathway - recognition of prior learning
PSYCHOLOGICAL OBJECTIVES <ul style="list-style-type: none"> - valuation/valorisation - self-confidence - self-efficacy 	EDUCATIONAL OBJECTIVES <ul style="list-style-type: none"> - development of independence and career management skills

- The global approach of the *bilan de compétences* allows for a comprehensive analysis of a person's potential and the labour market needs.
- The educational approach leads to long-term solutions in career management skills.

Tackling skill mismatch

- 50 000 *bilans de compétences* are realised annually in France.
- Used in several EU countries at national or regional level.
- Focus on individual initiative with a **low threshold** of access.
- Common European quality assurance framework for a professional service – ability to analyse professional competences and find a match on the labour market through an **individualised process**.
- Promoting a person's **empowerment** and independence in the long term.

'Tackling skills mismatch is not only about finding the match between the person and the labour market. It is a broader social question of emancipation and empowerment of the individuals in the management of their career paths.'

(Serge Rochet, FECBOP coordinator, April 2015)