

Bilan de compétences

Tackling skills mismatch through career guidance and recognition of prior learning

Skills mismatch: individual perspective

Personal situation

Lack of knowledge
about the LM



Impact

Lack of perspective /
direction

Lack of insight on own
skills and
competences



Lack of confidence

Fear of change,
instability



Lack of motivation
and action



Bilan de compétences: process



TOTAL DURATION: 15-30 hours, 4-12 weeks



Outcomes of the *bilan de compétences*?

OPERATIONAL

- Competence portfolio
- Career project
- Action plan

PSYCHOLOGICAL

- Self-confidence
- Self-efficacy
- Increased motivation

LEARNING

- Development of career management skills
- Increased employability in the long term

INSTITUTIONAL/SYSTEMIC

- **More flexible labour force**
- Recognition of prior learning
- Increased human capital



110 members in 8 countries

Thank you for your attention

t.sprlak@fecbop.eu

