



Centrul Roman Pentru Educatie si Dezvoltare Umana (CRED)

Str. Nasaud nr. 6, Bl. 24, Sc A, Ap. 65, Sector 5, Bucuresti

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Transition to freedom

VOCATIONAL COUNSELING PROGRAMME



PURPOSE

- Restructuring their perception of themselves and the others in order to create a realistic life choices based on abilities, skills and resources in order to easily integrate on the labor market.

TARGETS

- Developing qualities and flaws awareness
 - Self-esteem growth
 - Capitalizing their resources
 - Improving their personal resources
- Highlighting their intrinsic motivation of change
- Supporting personal development and labor market reintegration



TARGETED GROUP

Young and minor detainees participate in the program regardless their gender, age, ethnicity, politically and religious convictions

THE PROGRAMS STRUCTURE AND LENGHT

Groups of min. 6 and max 12

2 sessions per week for 2 month- we recommend the sessions to be held the same time and day every week

The session is between 60 – 120 minutes (occasional a single session is to be made in order to prevent premature abandonment).The module has 12 themes.

THE MULTIDISCIPLINARY TEAM

Psychologist and social worker



COUNSELING STAGES

- **The first faze of counseling** has a limited period (first 5 sessions maximum) and in this period the counselors and the group develop a common language, expectations and intern rules. Its highly important to create a safe environment where they can speak freely without feeling judged or manipulated.
- **The core faze** is the most important and can go until de 15th session. Together the counselors and the group will go through an evolution and growth process and it highly important to maintain a neutral and empathetic attitude. The process is called “labor” as the group communicates their anxieties, difficulties, frustrations and is going through the pain of changing. The sessions will be also targeted on their resources and how to prepare for the labor market (resume, job search and interviews)
- **The final faze** focuses on the continuum evolution and not to the ending of the sessions as the beneficiaries can have the opportunity to come back on counseling.



MAIN METHODOLOGY PRINCIPLES

- Identity :Who am I?
- Chances:Where am I now?
- Decision:What will I do?
- Transition: How will I cope?



VOCATIONAL COUNSELING

- A. Who am I? Self-knowledge and personal development module (4-5 sessions)
- B. What will I do? Vocational orientation module (4-5 sessions)
- C. How will I cope? Developing and identifying strategies for labor market reinsertion module



A. Main target

- Support in establishing their identity
- Establishing their own motivational system
- Realizing the difference between wanted possibilities and real possibilities.



A. Who am I? Self-knowledge and personal development module (4-5 sessions)

- THE FIRST SESSION: WHO AM I?

Work sheets and exercises : **Me- past/present/future**"; **"20 words that describe me"**; **"Me at 3d person"**

The sessions end with an evaluation regarding the self-esteem

- THE SECOND SESSION: QUALITIES AND FLAWS

Work sheets and exercises: **"Face up your own identity!"** ; **"My achievements!"**; **" I'm capable and likeable because..."**

- THE 3RD SESSION: ACKNOWLEDGING THE QUALITIES OF PERSONS THAT INFLUENCE MY LIFE

Work sheets and exercises: **"Others qualities!"**; **"Me and my relationship with others(family, friends etc)**

- THE 4TH /5TH SESSION : PERSONAL INTERESTS MAP

Work sheets and exercises: **" Positive words"**; **"Blaming"**



B. Main target

- Acknowledging the need of having a profession
- Out coming their abilities regarding their professional choice
- “To make a point” regarding their choices and keeping them in realistic zone



B .What will I do? Vocational orientation module (4-5 sessions)

- THE FIRST SESSION: BASIC NEEDS AND DESIRES (MASLOW PIRAMYD)

Work sheets and exercises: “Needs and desires(Maslow Piramyd)”;
“Working what suits me and my abilities

- THE SECOND SESSION: A NEW STAGE IN MY LIFE – CHANGE

Work sheets and exercises: “ Future through a telescope”; The map of labor market”

- THE 3RD SESSION: PROBLEM SOLVING AND CHOICE OF CAREER

Work sheets and exercises/role play : “Is choosing a career a problem?”;Pros and Cons on choosing a profession/qualification”; “The bee-role playing”

- THE 4TH SESSION: ORIENTATION AND SELECTION OF A PROFESSION

Work sheets and exercises: “Establishing a road to follow”; “Establishing abilities for chosen occupation/profession” ;“Possible obstacles in your search”



C. Main target

- Preparing a real action plan in order to reinsert on the labor market
- Informing them about the present reality of labor market: request and demand
- Knowing all the steps in getting a job through exercises and role playing: searching the job, résumé, letter of intent etc
- Developing a proper behavior regarding the process of “getting a job”- body language, posture, dress code

C.How will I cope? Developing and identifying strategies for labor market reinsertion module

- THE FIRST SESSION: MY PERSONAL PROJECT IN ORDER TO GO WHERE I WANT IN LIFE

Worksheets and exercises: “My personal project”

- THE SECOND SESSION: JOB OFFER ANALISES. CREATING MY OWN PORTOFOLIO

Worksheets and exercises: “Where do I find a job and how to look for it?”, “Letter of intent”; “My CV: structure, rules, recommendations and types”;

- THE 3RD SESSION: PREPARATION AND PRACTICAL ASPECTS REGARDING THE INTERVIEW

Worksheets and exercises/role playing: How to prepare for the interview(dress code, body language and questions to be asked); “Role playing: Employer/Employee”

- THE 4TH SESSION: TIME AND MONEY MANAGEMENT

Worksheets and exercises: “Budget and expenses analysis”



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THANK YOU