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# DUALPLUS PEER-REVIEW-WORKSHOP

## TOPIC: TALENT CHECK-UPS

**Experts:** Marie Bohm and Gerd Sauerwein (talent check-up coordinator), bifo (consultancy for education and jobs in Vorarlberg, [www.bifo.at](http://www.bifo.at))

**Moderator:** Aurelia Ullrich-Schneider, Regional Development Vorarlberg (AT)

Marie Bohm presented the Vorarlberg experience with the **talent check-ups** (“Talentecheck”).

Further information: <https://www.talente-check.info/> (German only)

Videos explaining the talent check-up to teachers: <https://www.talente-check.info/lehrerinnen-ausbildung/>. The first video (“Grundlagen”) was shown as an introduction to the tool.

By means of targeted checks and self-assessment procedures (eg on German, mathematics, soft skills, personal interests), young people get to know their interests, strengths and potentials more precisely. This provides them with starting points for developing their skills and for making the right educational and career choices.

The checks are followed by the progress discussion. In the run-up to the discussion, students, parents and teachers fill out a questionnaire. On the basis of these comprehensive documents, documents are prepared and the current state of development, potential and the school and career choice situation are discussed from the perspective of all those involved (students, parents, teacher or bifo employee). The next steps are defined and, if necessary, their future individual learning priorities in the form of target agreements are defined.

Now the checks are done with digital support.

Teachers who participate in progress discussions (1 day training plus videos for self learning) are trained beforehand by bifo.

### 1. How was the idea born for the job orientation activity? Who initiated it?

Since 2011, initiated by bifo.

2. *What are the goals of the type of measure?*

- The pupils know about their skills and interests
- Which „gaps“ they should close
- What kind of further educational career they want

3. *What is the target audience of the job orientation activity?*

pupils 13-14 years (middle schools and secondary schools)

4. *Is the job orientation activity well-established and accepted by the target audience?*

The measure is compulsory and takes place within job orientation lessons in Autumn

5. *What is the average number of participants/ target persons reached?*

approx. 5-6000 pupils/year

6. *To which extent does the job orientation activity address the relevant “influencers” on the job decision making-process (parents, pupils, teachers, peers)?*

90 % of all pupils are addressed, including their parents. In the participating classes the teachers are involved at least during the lessons when guiding the pupils with filling in the questionnaires. Some teachers also lead the “progress discussions” in which the check-up results are discussed with the pupil and its parents. No exchange on the results among peers (pupils) is foreseen.

7. *Does the job orientation activity facilitate a holistic/ differentiated view on the existing job or further education opportunities (promoting also the opportunities of dual education)?*

The consultations in the progress discussion consider all possible education options, including dual education but without especially emphasizing it.

During the progress discussion information on the possibility for coaching for youngsters and for individual job counselling (carried out by bifo) is provided.

8. *What influence does the job orientation activity take on the final job decision?*

The results of the talent check-up are a first important starting point in the decision-making process of youngsters and parents for their further career. The decision itself needs to be taken some months later and may be influenced by other factors.

9. *What resources are needed to successfully realize this activity?*

Financed by Vorarlberg region

Ressources bifo (700.000-800.000 E/year, of which  $\frac{3}{4}$  is for staff costs and  $\frac{1}{4}$  for costs of materials): 2x 100% employees, 1 coordinator (70%), 15-17 moderators for the progress discussions (employed from Sep to Dec only), documentation, Trainings for teachers (1 day plus self-learning with videos)

Strong collaboration with regional administration and regional educational board

10. *Which similar activities exist in other regions?*

Similar measures exist in all Austrian regions with differences in the way how they are implemented. In Vorarlberg, schools are strongly involved in the implementation.

In Salzburg the talent check-up takes place in a "trade-fair"-setting and the activity is carried out during 1 day. Carried out by chamber of commerce

Not available in South Tyrol but the Chamber of Commerce of the Bolzano Province is thinking about introducing it.

In D/Bavaria a similar activity (analysis of potential) is offered by Chamber of crafts, but only for dual education, practically oriented, in middle schools

11. *Is the job orientation measure transferable to other regions? What needs to be done for that?*

The measure is transferable. It requires the structures and main players. Contents must be adapted to the local context. Bifo offers to give advice to regions that are interested in implementing a similar measure and also elements can be copied and/or adapted to the local context.

12. *What are the main achievements/ indicators of success of this job orientation measure?*

- have stamina, be patient during implementation
- reliable partners (esp for financing)
- networking with educational direction

13. *What are the problems / challenges related to the job orientation activity? What are the lessons learned?*

- different interests (economy, schools, those who implement it / bifo) → exchange at eye level
- many appointments in little time
- new staff members every year (15 moderators)

14. *What can be done to further improve/ develop the job orientation activity?*

- self-evaluation: adapt if needed
- increase networking with other related players even more
- set up a centralised storage for documents