



European Mobility Career Counseling - -Issue #4: March 2024- From theory to practice:
designing and testing a Massive Open Online Course (Mooc) for career
counsellors – a certificate for participants

Introduction

Mobility is a key issue in Europe and a main asset in a professional career. The EMOCC project, led by the Università Cattolica del Sacro Cuore (UCSC), together with the University of Mannheim (Germany), Esmovia (Spain) and iriv (France) is meant to upskill career counsellors and professionals involved in guiding people regarding job mobility choices to be better equipped to support candidates - youngsters or adults in the framework of the many opportunities suggested by the Erasmus + programme, professionals sent by their companies or people who were forced to leave their country (refugees, asylum seekers). The first part of the EMOCC project (R1) was dedicated to a data collection by a research study while the second part is meant to design and test a first Massive Open Online Course (MOOC) among career counsellors providing a general orientation counselling. The third part is dedicated to the designing of a second MOOC addressing career counsellors specialising in mobility/expatriation.

Overview on the work achieved so far by the EMOCC team

The first result is led by the Italian leader - Università Cattolica del Sacro Cuore (UCSC) in Milan (2022- 2024) with the active participation of all the team. A study is carried out - “WoMSA Scale -Work Mobility Skills and Attitude Scale”. It is meant to provide individuals and career counsellors with a better knowledge of the starting “suitability to move” of their public, considering skills, motivation and satisfaction traits for people who intend to go or went abroad for a professional mobility experience. By joining the study, you will be aware of your motivations, skills and expected satisfaction useful for a successful mobility experience. The online self report questionnaire will take only 15 minutes to be completed and it will give you back your mobility profile. This approach is certainly the best added value of the EMOCC with updated and relevant information on mobility in Europe in 2024.

For joining the study- <https://emocc.eu/womsa/>

The second result is led by the German partner- University of applied labour studies (HDBA) in Mannheim (2023- 2024) with the active participation of all the team both on the technical part (the UCSC specializing in MOOC) and on the content (the content designed by partners).

This first Massive Open Online Course (MOOC) designed is a 30-hour-self training providing a relevant and inspiring basis for upskilling career counsellors. They are professionals who, within their broader professional role, provide formal and/or informal support and guidance services. The MOOC addresses professionals working with individuals with migratory or mobility background or aiming to move abroad for work.

The course includes five topics.

Topic 1 – Building trust and cooperation (between the job counsellors and the job seekers).

Topic 2- The career counselling process (milestones & main steps)

Topic 3 – The client features (motivations, skills, reward)

Topic 4 – the client career management (the right choice, employability,)

Topic 5 - Maintain and develop employability (burnout, emotional adjustment, ...)

The testers were sent the link to the platform - <https://app.emocc.eu/> together with instructions to understand the modus operandi. After registering, the testers are within the platform and can consume the information that is part of the course. There are different types of media: an abstract (text) explaining the learning outcomes, videos (subtitled in the 4 national languages, a huge collective work provided by the European team and coordinated by the UCSC), a more detailed document as theoretical part of the learning unit (in English), and PDF documents (summaries or articles). There is a quiz at the end of each learning unit about the content of the module with a threshold to be reached for the tester to go on. Each module lasts at least 40 minutes (compulsory time). After registering on the platform, the tester is closely monitored (accompanied) to be able to obtain a personalised attendance certification with the topics achieved with the time dedicated to them



The third result is led by the Spanish partner – Esmovia in Valencia (2023- 2024) with the active participation of all the team. The second massive open online course (MOOC) designed is also a 30-hour-training meant to equip expert career counsellors with skills and attitudes functional to support people who are considering or could benefit by work mobility at European level. This second course tackles several topics such as social and cross-cultural sensitiveness, biased attitudes that stereotype others by race and culture, understanding the role of educational and vocational guidance in assisting migrants to successfully resettle in their destination countries, European networks and services to move abroad. The content is being designed among the European team.

Contributions

Testing MOOC1 & feedback received from the tester



XXXXXXXXXXXXXXXXXXXXXXXXXXXX.



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

(UCSC) XXXXXXXXXXXXXXXXXXXXXXX



In France, a series of networks have been involved to find relevant profiles of career counsellors. In the first place, a network in Britany – World Trade centre working with schools and universities sending national students abroad and receiving international students and with a network of young professionals sent by French firms abroad thanks to a special status designed by Business France (since the 1960s). In a second place, counsellors in Ile de France working for various NGOs (an NGO supporting a migrant public, an NGO supporting families with disabled children...) and providing counselling on labour market and professional insertion. In a third place, the national network of Center for Information and Orientation (CIO) with counsellors working in Universities and supporting students or adults in the choice of their studies to build a relevant career. Last but not least, the departments of psychology (Master degree) as this is the most pertinent discipline and level of education to be interested by the MOOCs designed by the eMoCC. The most numerous barriers or obstacles faced to involve people are: the time to be dedicated (25 to 30. Hours is really demanding), and the level of the content (requiring a Master degree). The most positive feedbacks were: the relevance and interest of the content, very pertinent for the career counsellors ; the opportunity to benefit from the work of a European team ; the certificate delivered at the end of the self training. A suggestion made by one participant was to offer the possibility to meet online a member of the European team to have a direct exchange as the MOOC is a lonely practice ; a human feedback would be most appreciated.

Spreading the word on the EMOCC- actions taken



XXXXXXXXXXXXXXXXXXXXXXXXXXXX.



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

(UCSC) xxxxxxxxxxxxxxxxxxxxxx



Anne Güller-Frey (other German partner) is in charge of the European and International networking to support the exploitation strategy.

Project results will be disseminated amongst the International Metropolis Project, the largest cross sectoral international network of researchers, policy makers and community groups engaged in identifying, understanding and responding to development in migration, integration/inclusion and diversity. Through the efforts of Metropolis International, the production and effective communication of policy-relevant knowledge amongst decision-makers, thought leaders, and practitioners are encouraged. The network includes partners from across the Americas, Europe and Asia-Pacific and is growing in Africa and the Middle East. Metropolis International provides an international platform for critical and constructive dialogue and dissemination of knowledge across the policy, research, civil society and private sectors on matters of migration, integration/inclusion and diversity in order to encourage cross-sectoral collaboration. The International Metropolis Project works to enhance cross-sectoral capacity by: providing a global network for policymakers, researchers, practitioners, and business leaders to connect, engage in an open dialogue, and learn from comparative perspectives and shared experiences on a wide range of migration, integration / inclusion, and diversity issues with local, national, regional and global impact ; ensuring a positive, neutral, open environment for the mobilization of expertise and resources among different international stakeholders

Follow us on [LinkedIn](#) and do not miss any update on the project by subscribing to the EMOCC newsletter on our website www.EMOCC.eu

In the previous issues

issue #1- January 2023- general presentation with some feedbacks on the survey (PR1), edited by the UNICaTT

Issue #2 –May 2023 edited by UNICATT combining presentation of the survey and testimonies of the partners

Issue #3- October 2023 edited by iriv reminding the 3 results with a focus on the R1- survey and R2- MOOC1

Issues to come

Issue #5: May 2024 – launching the testing for MOOC2.

Issue #6: July 2024 – relaunching MOOC 2 & interim results of testing..

Issue #7: September 2024 - final conference launch

Issue # 8 : December 2024- final conference- a special issue more detailed

© This fourth issue was edited by dr Bénédicte Halba, iriv, Paris, September 2023 together with the contributions of Prof dr Peter Guggemos for HDBA, Prof dr Diego Boerchi for UCSC, Kelsie Ms Ann Kerwin for Esmovia and Mrs Anne Güller-Frey for Germany.