**Practical assignment for participants of the Training of Trainers ‘Career Development: how to guide youth to vocational training and (self-) employment?’**

‘The aim of the Training of Trainers ‘Career Development’ is to give you the opportunity to become competent in designing and delivering a programme to guide youth in their career. You are a teacher, trainer, a Labour or Youth officer, all working in the field of guiding youth to become competent employees or entrepreneurs. Your challenge will be to apply the competences acquired during this training in the design of a tailor-made programme for the youth in your vocational training institute or in your office at the labour or youth department. This is what you are going to practice now in this assignment. You get the task to develop a programme ‘Career Development’ for your own trainees.

**The practical assignment is the following:**

*Develop a tailor-made programme ‘Career Development’ for the youth you are working with.*

**Criteria you need to meet in designing the programme ‘Career Development’:**

* Give a brief introduction of the context to whom you are going to deliver your tailor-made programme:
  + How many youngsters in a group?
  + Division into male, female and disabled + motivation why.
  + To how many groups do you want to deliver your programme? When?
  + In which periods? Next to which project/course?
  + How many sessions? How many hours per session?
  + What kind of level of education do your youth have?
  + Which field of practice are they in? What kind of experience do they have?
  + What will be the needs of the youth with respect to career development? What kind of career questions do they have?
* The content of your tailor-made programme includes the following topics: ‘Discover your Talent’, ‘Discover your Passion’, ‘Discover your World of Work’, ‘Discover your Network’, ‘Discover your Business’ and ‘Your Action planning and Applying for a job’.
* In totally you need to make a programme with at least 20 exercises. Out of each topic you need to choose three exercises, fitting the needs assessment of your group of youth. You can also add exercises you know yourself to the programme. From the topic that matches most the needs of the youth, you need to choose 5 exercises.
* Working at your tailor-made programme will be done in pairs, in Kiswahili or in English.
* During the training you need to involve your management, senior officer or director in the programme you are developing. You need to ask him/her for feedback and suggestions with regard to the implementation of the programme after this Training of Trainers.
* During the training your will learn a lot about all the exercises in the 6 topics. Every participant needs to facilitate 1-2 exercises in the group of trainers.
* You have done a STARR interview about your career guidance competences; you will keep record (logbook) of your personal development during the training. This means that you write down your reflections on what you learned about your facilitation skills and the design of your tailor-made programme ‘Career Development’.
* On the last day of the training each couple or individual will submit their final products: the design of the tailor-made programme ‘Career Development’, the progress report (logbook notes) and the actions for the delivery of the programme to your youth.
* When you are finished - after the approval and presentation of your practical assignment and after attending the training for at least six days, you will get a certificate.