

What is CH-Q?

CH-Q is an instrument for self management of competences. It is a training for small groups (8-14 persons).

For whom?

This factsheet is targeted to you if you:

- Want to make substantial steps in sustainable self management of competences careers in your organization or educational institution.
- Want to know more about CH-Q as a career guidance instrument.
- Are looking for an instrument that connects informal and formal learning experiences.
- Need a career guidance instrument based on portfolio development.
- Want to become a trainer in CH-Q.

Advantages of CH-Q

- Participants are more consciously aware and get a better view on their competences, are able to make a realistic planning towards the future and have a sustainable base for further development and applying of their competences.
- Students, unemployed people as well as employees will have a better view on who they are and which career steps they would like to take.
- Participants will be higher motivated for their work or study, will take more conscious career steps, feel more valued by school or employer and have learned how to turn this valuation into valuable information for their career steps and for their portfolio.

Target group for CH-Q training

CH-Q can be -and is- applied for various target groups, such as: students, unemployed, employers, refugees, potential drop outs, volunteers and reintegrating women. For every target group a tailor made program is designed, based on the outlines, guidelines and existing material of the CH-Q program.



Outcomes

The outcomes of a CH-Q trajectory are:

- Fostering of sustainable self management of competences and career management of participants.
- Positive view on ones own qualities and possibilities within education or (future) occupation.
- A high-quality tailor made training or –guidance method, including instruments, for one or more target groups within your organization.
- Portfolio with an overview and evidence of formal and informal acquired competences. This portfolio can be the base for procedures of Accreditation of Prior Learning.
- Competence-biography and action plan.



Prerequisites for starting with CH-Q

CH-Q has several levels of certification. Everyone starts at the first level in which consciousness of ones own competences, strengths, motives and values is central as well as taking concrete actions based on this. After this a potential CH-Q trainer could, under guidance of an experienced CH-Q trainer (level 2), train at level 1 with additional training. A trainer at level 3 develops and executes, with additional training, his or her own pilot training for a specific target group and will be certified as a CH-Q trainer. A potential CH-Q trainer thus has completed the training him or herself first (double loop learning). A license from the Foundation CH-Q is required to use the CH-Q method and a little fee per participant. This license and fee is to assess and follow the quality of each CH-Q program that is applied.

What does the training look like?

The CH-Q method consist of an unambiguous set of instruments, such as a portfolio, action plan and various interactive exercises. Exercises that could be used are:

- Photo exercise (participants bring photos to the training, photos which have good memories for them and let them reflect what this means for their competences and motives).
- Let participants interview a relative, colleague and friend about their (good) qualities and in which situations this was evident.
- Personal commercial: let participants prepare a commercial in which they can 'sell' themselves and their good qualities to the group.
- Exercises to discover ones job values and relate them to their own values.

Why is it successful?

CH-Q fits very well in new, dynamic approaches of career guidance.

CH-Q is successful because:

- It starts from the individuals perspective.
- It provides a base-support for Lifelong learning and appreciation of learning in all contexts of life.
- Positive approach (discovering qualities).
- Group dynamics process: learn from and with each other, coaching each other.
- It supports a sustainable competence culture at individual, organizational and societal level.
- The trainer is CH-Q certificated (high quality).
- The trainer has gone through the CH-Q training him or herself.
- Balanced and well chosen exercises which proved to be very effective.
- Link between informal/formal experiences.
- Link to the labor market, the qualification, as well as to the personal development (VPL procedures).



More information

http://www.euroguidance.nl/1_613_CH-Q.aspx

