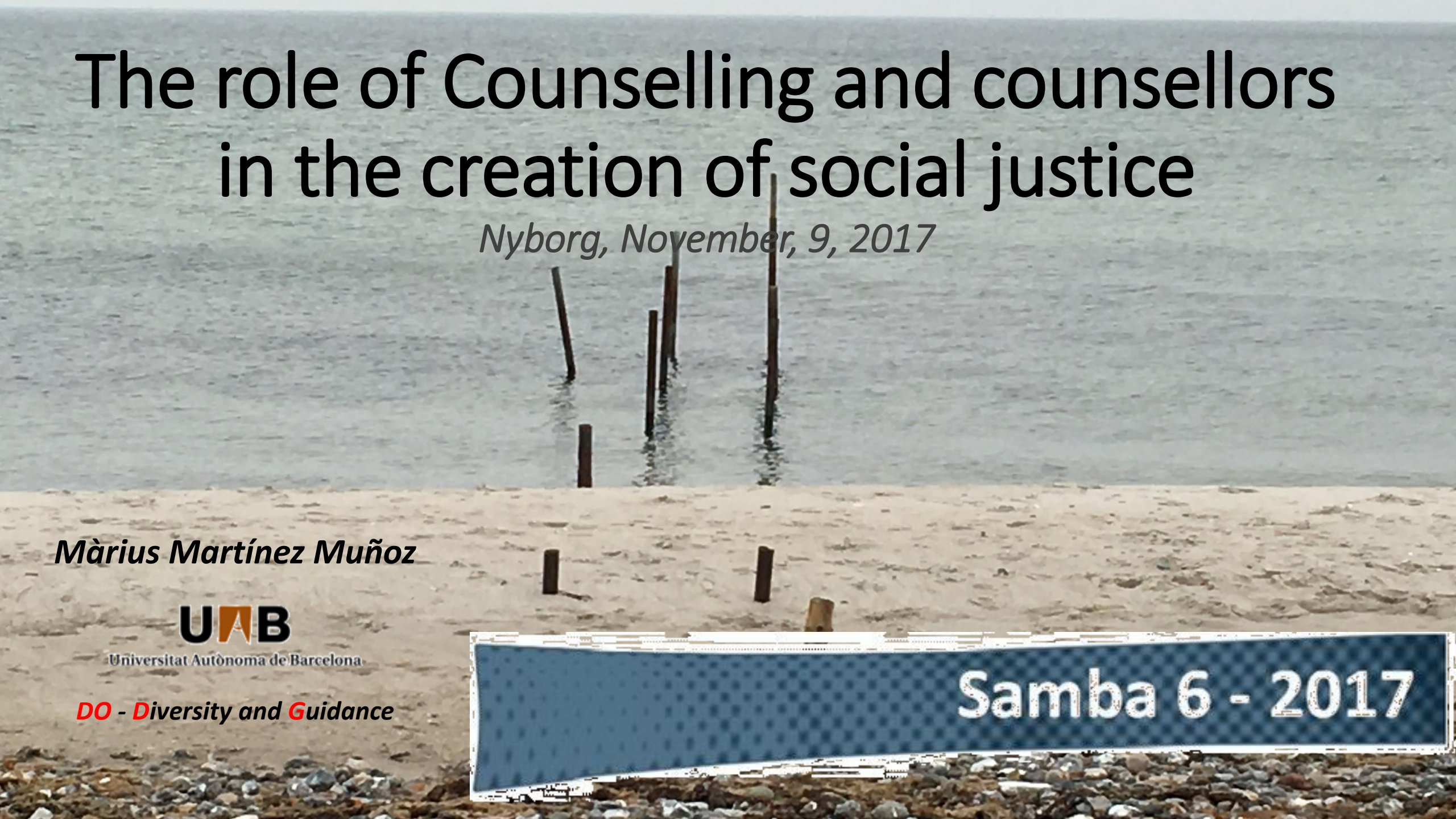
The role of Counselling and counsellors in the creation of social justice

Nyborg, November, 9, 2017



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DO - Diversity and Guidance

Samba 6 - 2017

Greetings from Catalunya...

Anyway, we're here to talk about **Social Justice** in Couseling and Guidance...

from the point of view of a Catalan...

The role of counselling and counselors in the creation of social justice can be better understood if we look at itineraries and transitions...

Facing transitions...

Transition….

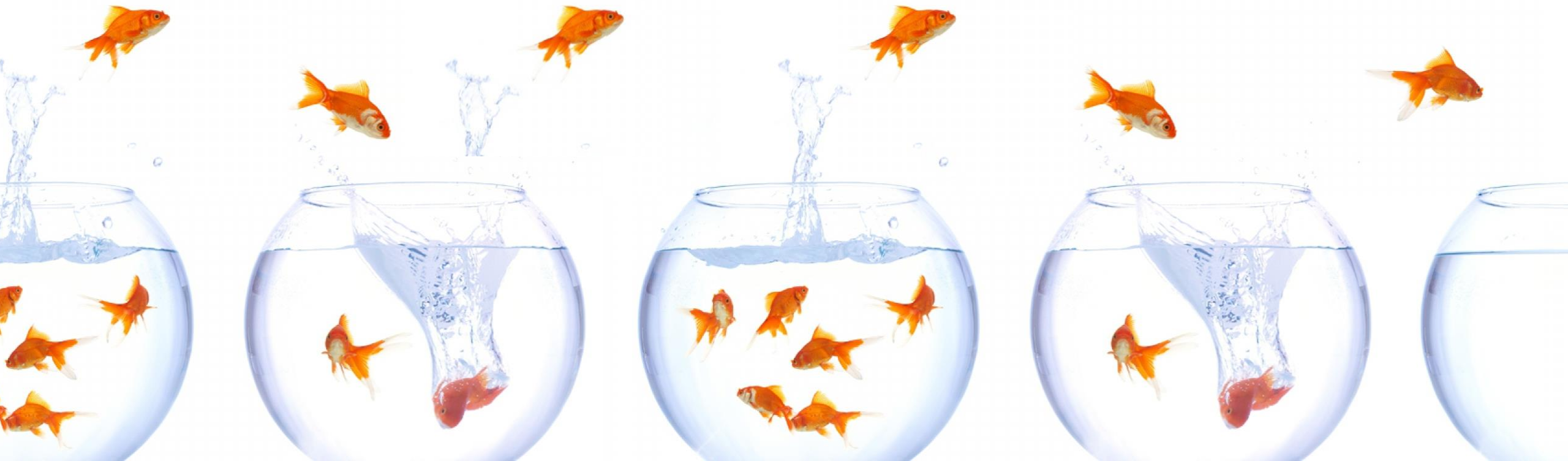
Transition refers to a **moment** in which your status, circumstances, environment or duties change (i.e. primary to secondary, compulsory to post compulsory, theoretical to placements, school to work, …)

But, they must be considered **a process** that starts much earlier

In **structurally changing societies**, transitions are consubstantial to career paths and itineraries

In order to prepare that, we need to consider them as a **process** in which we have to work **collaboratively in territorially based networks**

We need to talk about **life transitions** since they take place lifelong and wide



What does this little goldfish needs to face this situation?

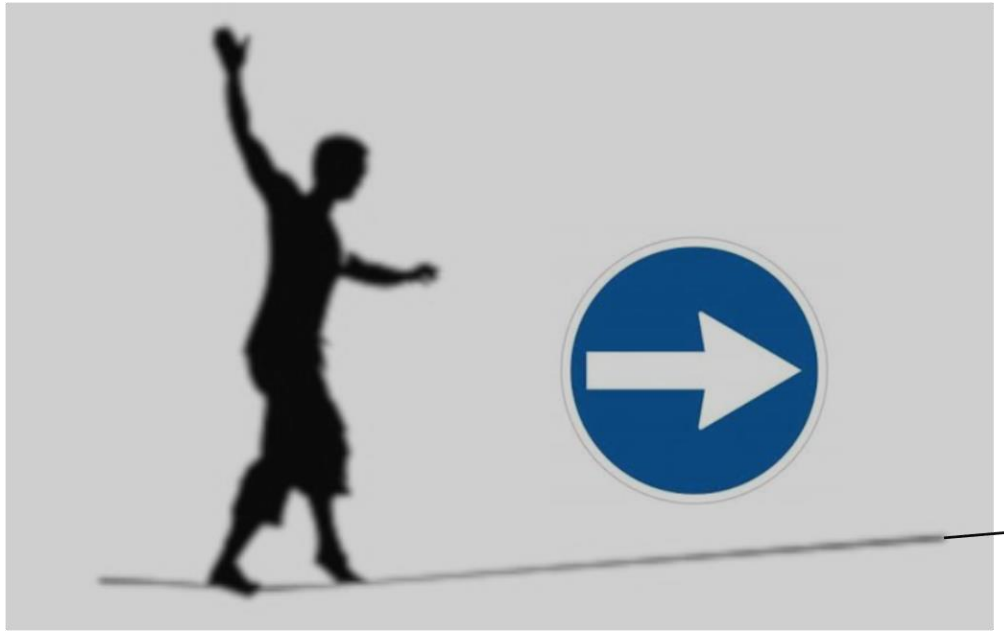
Success or failure on its trajectory/career measured by the efficacy in the transitions

Facing transitions…

- **How does a counsellor / guidance practitioner works or face the transitions of those youngs / adults from a social justice perspective?**

Contemporary (?) double edged concepts

- Counseling / Guidance as a service (not a programme)
- Information as counseling / guidance
- ICTs will solve everything (24/7)!
- Credentials and empowerment that's all you need (let's make them competitive!!)
- Well, also some experience would be welcome
- You are responsible! (civil society is responsible)
- Entrepreneurship (nobody will look after you)



The linear tradition

(mainly in southern judeo-christian societies)

- Genesis----------apocalypse
- Birth---------- decease
- Primariy-----secondary-----postcompulsory ----- work
- Couple----- first son------second son----- grandsons
- Independence---housing---second house (countryside, beach)

COLLECT
$200 SALARY
AS YOU PASS
GO

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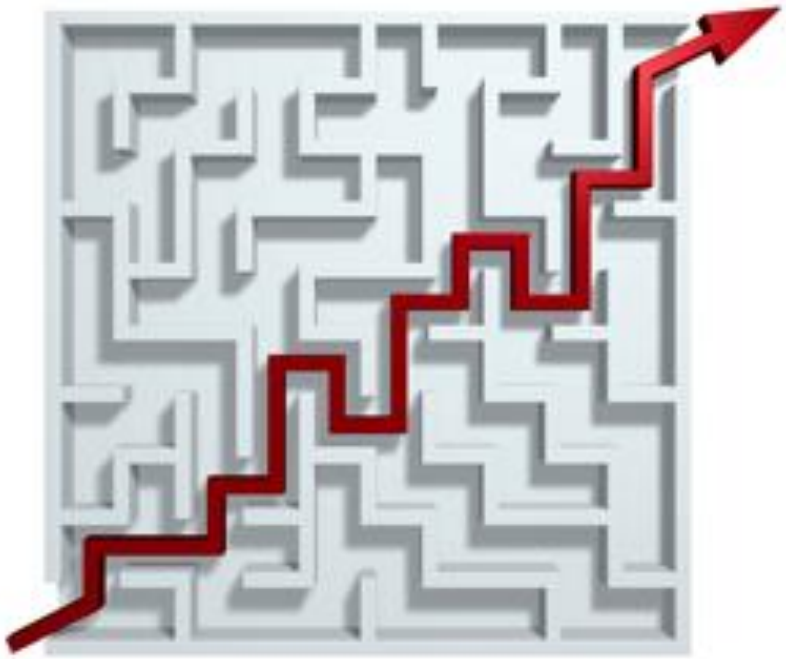
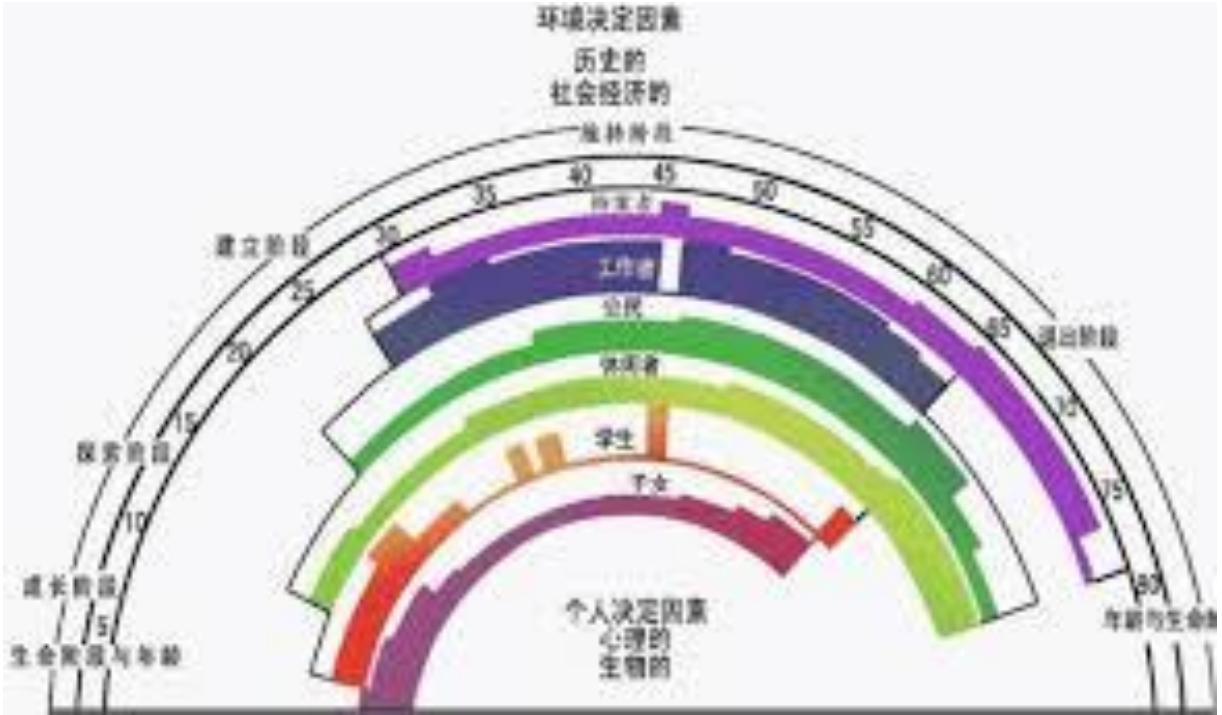
But, a big number of trajectories are not linear!!



Lifelong (and wide!) guidance and training...

- Considering not only the path and the itineraries (what you do **successively**) in your life (lifelong) but also what you do/ should do **simultaneously** (lifewide)



1.- Not linear!

Two confronted rationalities

Superheros

People collaborating

Two confronted rationalities (II)

1. **The *superman /superwoman* discourse in training and Guidance:**
   - Individual base
   - Training credentials
   - Experience,
   - Entrepreneurship
   - Competitiveness (awareness of crisis)
   - Linear perspective of itineraries

Two confronted rationalities (III)

2. Emerging (?) discourses of collaboration, empowerment and groups

- Group / community based
- Quality training + relevant experience
- Awareness of barriers (human / interests creation)
- Collaborative competencies

Guidance means collaboration, community

Guidance and the community

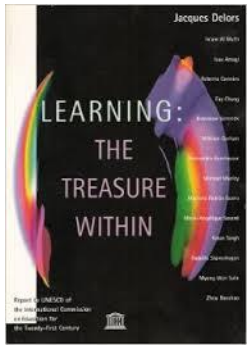
In order to have social wellfare, we need everybody
To educate a single infant, we need all the tribe
Ubuntu: I am because you are, I am who I am because you are like (the way that) you are.
Cultures of collaboration, communities, territories, local / global

She reached the top thanks, not only to the “Colla” but to all the community,

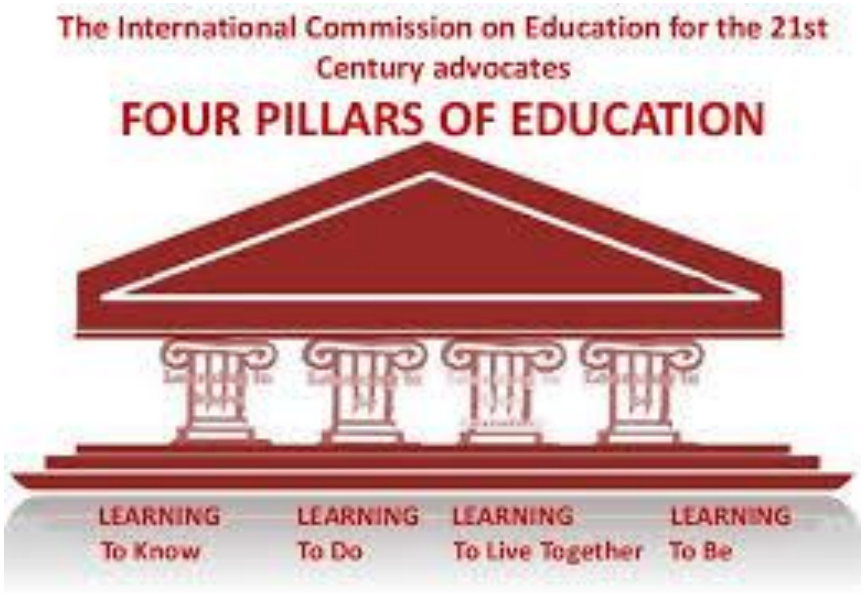
This also means that everybody / every group / every community has different perspectives and we should be permanently learning from the others

A couple of anecdotes that show the importance diversity in the community…

- Guidance toolkit for families, helping them to cope with second generation teenagers… (selfesteem or selfishness…)



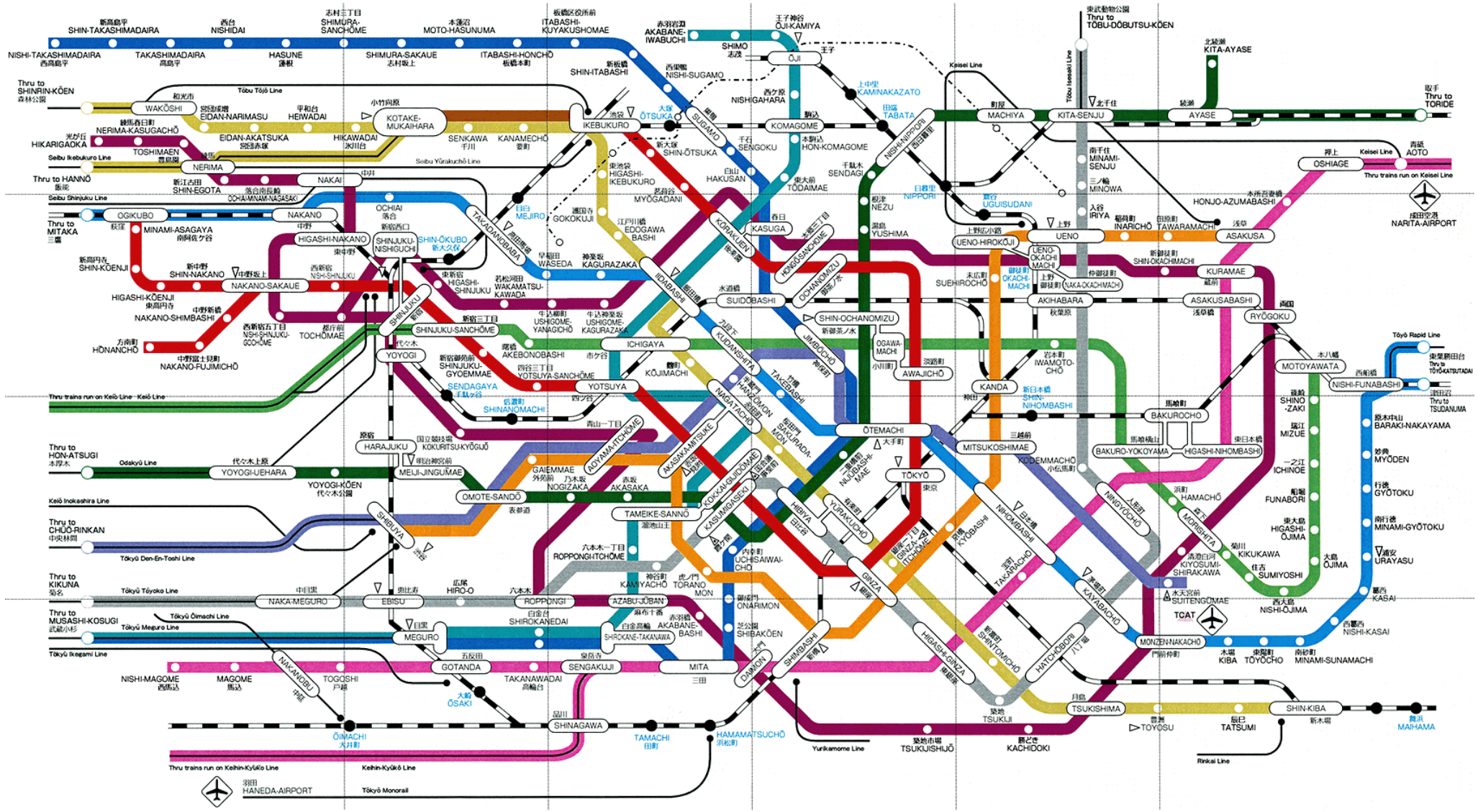
- Let’s start from the Universal Human rights declaration! (Jaques Delors)



Collaborative Networking

Collaboration is a fractal concept…

A community netting a safety network



1.- Not linear!

2.- Not alone!

Barriers for employment /development

- Economic model.
- Economic crisis.
- Socioeconomical policies.
- Socieconomic unequalities.
- Stereotypes, discrimination on the basis of age, gender, etnicity, origin, sexual orientation, training credentials.
- Educational sistem under permanent legal changes and not tuned (!)with the labour market dynamics.
- Guidance with shortcomings.

1.- Not linear!
2.- Not alone!
3-. Not your fault!

Skills to reduce barriers

Speaking in public	Critic analysis	Dialogue and active listening	Complex texts comprehension and expression	ICT and social media
Using resources to protect rights	Social selfmanagement	Resilience	Selfmanagement	Management of emotions
Enterpreneurship *	Self discipline	Empathy and taking care of others	Open minded	Conflict management
Learning to learn	Creativity	Initiative	Teamworking / colaboration	Understanding and respecting diversity

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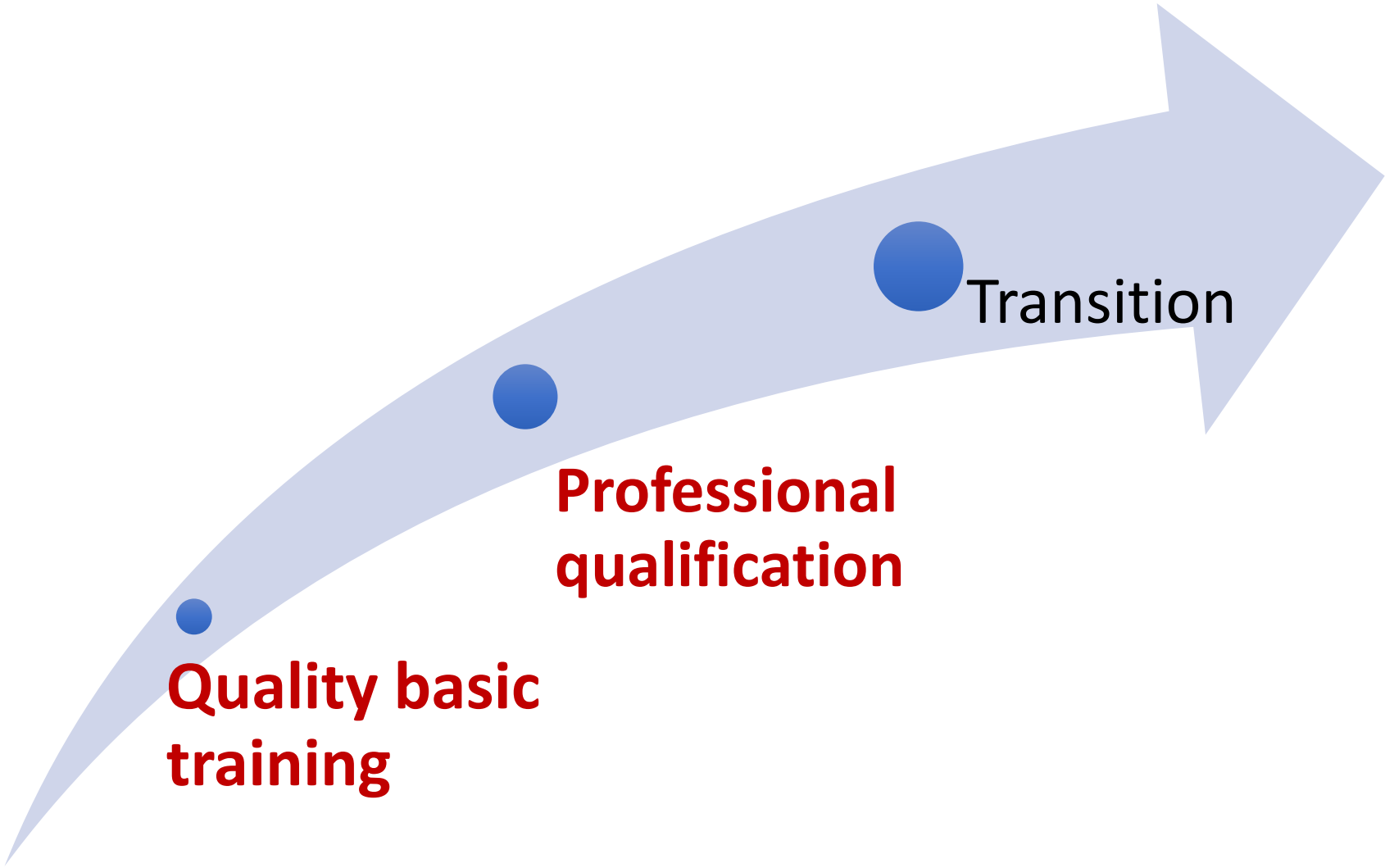
Two main goals prior to transition often forgoten



Guidance: basic principles

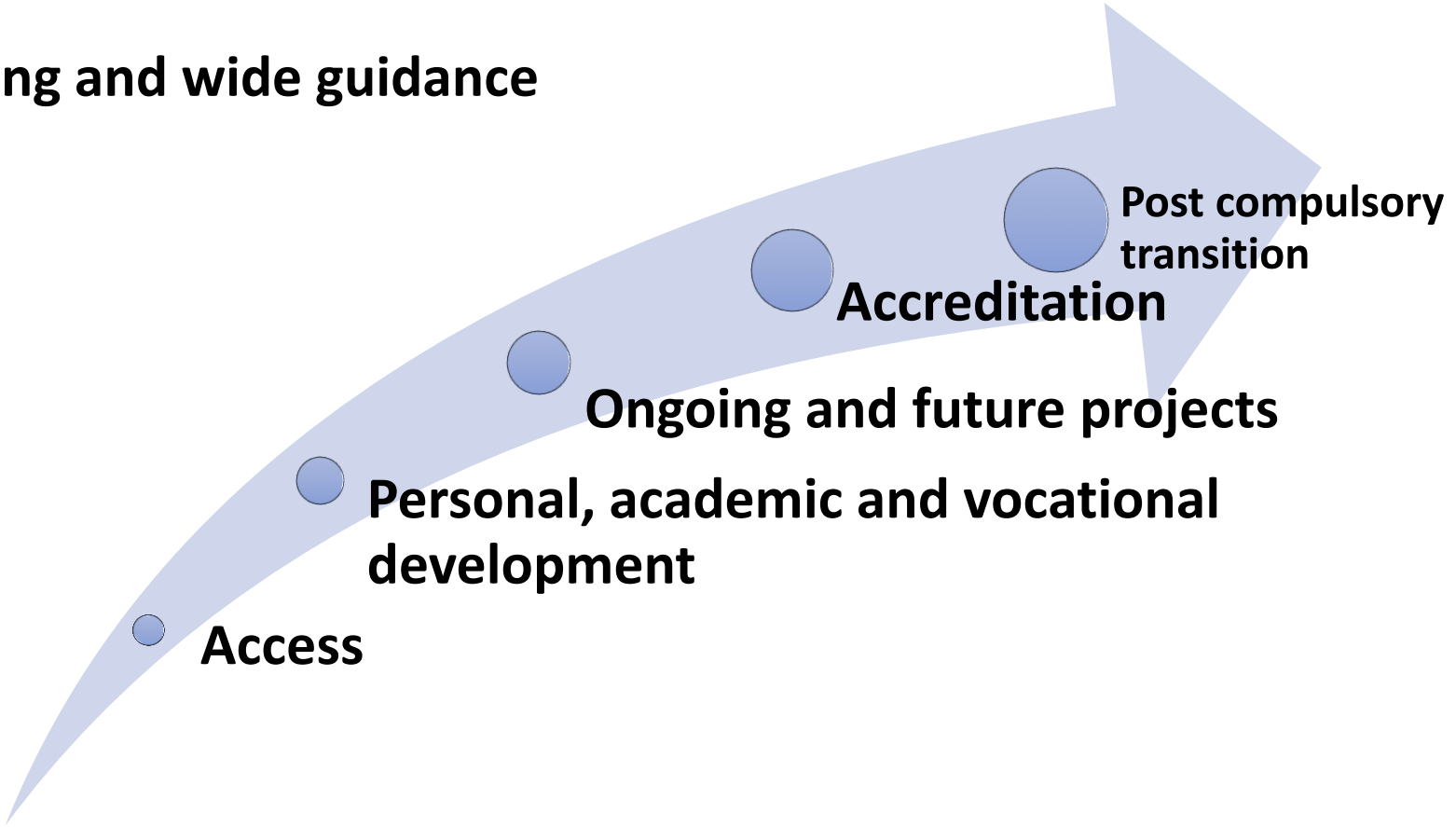
- **Continued process** (not only punctual services)
- **For everybody, for all** (not only for those with problems)
- **Participative**, empowering (not prescriptive)
- **Territorially based**, **collaborative**, networking (not isolated)
- Generating **personal & community projects** (not adjustment, not only individual, not only information)
- **Continuities** and **successful discontinuities** (diversity, change, vision of error, of failure)

The guidance model

- **Networking**, educational and training institutions, local public services, productive sectors, private initiative
- **Diversity of roles and functions,** diversity of professional profiles working on a basis of quality standards (like in a public health model: surgeon, family doctor, nursing, family, herbalist...)
- **Non prescriptive but inspirational model (few norms, more principles and criteria)**

The process in the educational system

Lifelong and wide guidance



Preventing dropouts and school failure.

Guidance within the educational compulsory system

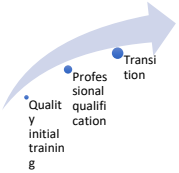
- Access
- Academic guidance
- Vocational guidance
- Personal, training and vocational projects
- Transition to post compulsory ed.

Curricular infusion

Social justice is a network challenge…

1. Identifying needs, oportunities and goals
2. Identifying actors
   - Training, monitoring supervising

3. Promoting mutual knowledge
   - Functions / attributions, actions, …



4. Guidance model
5. A system of management, communication,….

6. Simple but effective structures

7. Virtual and face to face communication management
8. Documenting and sharing

9. Following up and supervising procedures, quality standards

10. Ethics and commitment with the community

Social justice in our discourse and plans:

Goals: what do we want to achieve (not only what have we done!!)

Goals, mottos

Training

Quality standards

Ethics...

3 references *(1 in spanish, 2 in english)*

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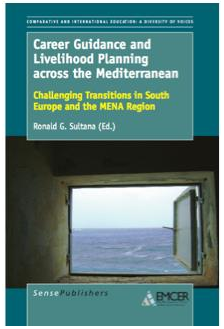

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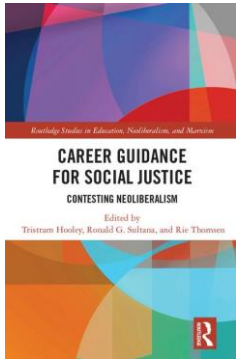

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Thank you very much / Mange tak!

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Comments, questions,...