

Key competences for inclusive career guidance

Inclusive career guidance is essential for supporting students with disabilities or additional needs as they navigate study progress, work experience, and transition to the labour market. These students often face higher risks of dropping out or graduating without relevant experience, making tailored support crucial.

Core Competences:

1. **Effective Communication**
 - Use clear, accessible language and active listening.
 - Maintain an open, non-judgmental attitude and ensure confidentiality.
 - Provide follow-up materials and foster trust through transparency.
2. **Patience and Flexibility**
 - Allow extra time for understanding preferences and talents.
 - Adapt methods to achieve learning outcomes creatively.
3. **Expertise and Knowledge**
 - Understand common disabilities and available assistive technologies.
 - Share knowledge with colleagues to strengthen institutional inclusivity.
4. **Positive Approach**
 - Focus on strengths and possibilities, not just barriers.
 - Build self-confidence and encourage a growth mindset.
5. **Collaboration and Structure**
 - Work with all stakeholders (internal and external) for integrated support.
 - Offer predictable structures and monitor progress regularly.
6. **Professional Development**
 - Commit to lifelong learning in inclusive practices.
 - Reflect and improve continuously.

Additional Tips:

- Bring the professional network into the classroom to lower barriers.
- Facilitate networking and ensure warm handovers for internships or jobs.