MODULE 2 DESIGNING BLENDED GUIDANCE FORMATS

INTRODUCTION

Participants will explore various blended guidance formats to understand their differences and applications. Through interactive exercises and discussions, participants will gain insights into the strengths and limitations of different formats and how they can be integrated to create effective guidance solutions.

OBJECTIVES 🎯

- Identify different blended guidance formats.
- Explain the purpose and benefits of each format.
- Evaluate which format is suitable for different client needs.
- Design a blended guidance format tailored to specific scenarios.

TYPE

GROUP DISCUSSION

RESEARCH

DURATION 🕐

60-90 minutes depending on the size of the group

MATERIALS NEEDED FOR THE IMPLEMENTATION

- Handouts describing different blended guidance formats.
- Whiteboard or flipchart.
- Markers.
- Laptop or tablet for displaying examples.

METHODOLOGY

STEP 1

The trainer introduces different blended guidance formats such as combining online assessments with face-to-face counseling, using virtual reality for job simulations, etc.

Handout: Blended Guidance Formats
1. Individual Counseling with Online Assessments
Description:
This format combines one-on-one counseling sessions with online assessments. Clients complete various assessments online, such as personality tests, career interest inventories, and skills assessments. The results are then discussed during individual counseling sessions.
Advantages:
– Personalized feedback.
– Comprehensive understanding of client's needs and preferences.
– Flexibility in scheduling assessments.
Limitations:
- Requires access to technology.
- Dependent on the quality of online assessments.
- May not be suitable for clients with low digital literacy.

METHODOLOGY

STEP 2

2. Group Workshops with Virtual Reality (VR) Simulations

Description: This format involves conducting group workshops where participants engage in interactive sessions and use VR simulations to explore different career environments.

Advantages:

- Engaging and immersive experience.
- Encourages peer learning and interaction.
- Provides realistic job previews.

Limitations:

- High cost of VR equipment.
- Requires technical support.
- Limited by the availability of relevant VR content.

Best Used For: Groups looking to explore career options in a hands-on, interactive manner.

METHODOLOGY

STEP 3

E-Learning Modules with In-Person Workshops

Description: Participants complete e-learning modules at their own pace and then attend in-person workshops for hands-on practice and discussion. E-learning modules cover foundational knowledge, while workshops focus on application.

Advantages:

- Flexible learning pace.
- Combines theoretical and practical learning.
- In-person interaction enhances understanding.

Limitations:

- Requires coordination between online and in-person components.
- Needs reliable access to e-learning platforms.
- Time commitment for both modules and workshops.

Best Used For: Learners who appreciate a mix of self-paced online learning and interactive in-person sessions.

METHODOLOGY

STEP 4

Social Media Engagement with Career Counseling

Description: This format utilizes social media platforms to engage with clients, share career guidance content, and facilitate discussions. Individual career counseling sessions are scheduled based on initial interactions and interests expressed on social media.

Advantages:

- High engagement through familiar platforms.
- Easy to reach a broad audience.
- Encourages ongoing interaction and support.

Limitations:

- Privacy concerns with using social media.
- Quality of advice can vary.
- May require significant time to manage social media interactions.

Best Used For: Tech-savvy clients who are comfortable with social media and seek continuous engagement.

METHODOLOGY

STEP 5

- Participants are divided into small groups.
- Each group is assigned a different blended guidance format.
- Groups discuss the characteristics, advantages, and limitations of their assigned format.
- Groups present their findings to the whole class.
- The trainer facilitates a discussion on when each format might be most effective and how they can be blended together for a comprehensive approach.

FURTHER RESOURCES

- Video: "Introduction to Blended Guidance Formats"
    - https://www.youtube.com/watch?v=vaL-iUv8IaA
- Article: "Innovative Blended Career Guidance Approaches"
    - https://docs.google.com/document/d/1Ya0u2QlqSvlngmyTFlFIE-bTTg0XiPUV/edit

REFERENCES

- Smith, J. (Year). "Designing Blended Guidance Formats: Principles and Practices." Publisher.
- Brown, A. (Year). "Perspectives on Blended Guidance Delivery: Insights from Practitioners." Journal of Guidance Studies.
- Johnson, M. (Year). "Surveying Guidance Practitioners: Trends and Recommendations." Conference Proceedings.