

fact sheet p4.4f

## GROUP WORK EXERCISE

Please read the text COUNSELLING PROVIDER “EMPLOYER COUNSELLING” WITHIN THE PUBLIC EMPLOYMENT SERVICE (PES) IN GERMANY (p4.9m)

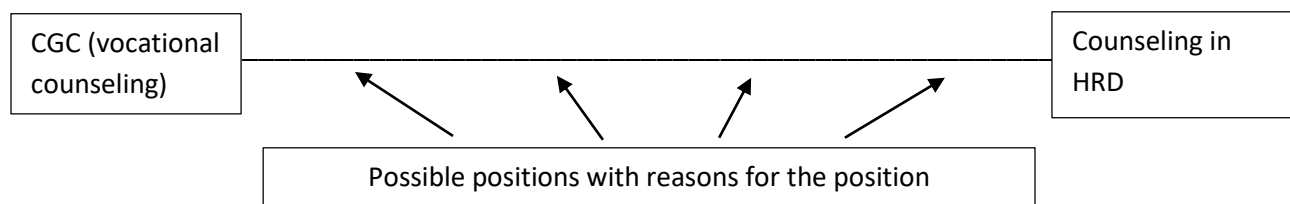
Work in your group to answer the following questions (or a part of it after consulting your teacher):

### Part 1: Description

1. How can the approach be characterized?
2. Which methods are described in your counseling offer (are there also used methods of the CCT of the STF)?

### Part 2: Assessment

3. Which benefits are connected with the counseling offer and its methods?
4. Which problems or demands could be connected with the counseling offer and its methods?
5. Which significance has the CGC and its methods in your counseling offer?
6. Which significance has counseling in the HR (personell work) and its methods in your offer?
7. In which way the counseling offer could show an intersection between CGC and the counseling in HRD? Make some suggestions for a “positioning” on a continuum from CGC and counseling in HR und represent this graphically (see example). Give reasons for the position you have chosen on the line of the continuum.



### Part 3: Perspectives

8. How could a further development of your approach look like the direction of more CGC integration into HRD? Make some suggestions!

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9. Which challenges do you see for counselors or for your own practical work regarding further development of the integration of CGC into HRD?

Prepare a short presentation of your results!