



### Training of Guidance Practitioners

Of the 30 000 people employed in guidance counselling, some 5000 (1/6) are qualified as psychologists: the guidance counsellor/psychologists and the directors of the Ministry of Education's CIOs; AFPA's industrial psychologists in the public employment service.

Other practitioners have various levels of psychological training. Around one quarter of these counselling practitioners received only a very limited education in social sciences.

In addition to this work by staff specialising in guidance counselling, services are also offered by people for whom this is not their main job. These include teachers, socio-cultural organisers, specialist educators, etc. It is more and more what happens in the educational system. These people didn't receive any specific training or if we considered teachers, they can get in-service training on rather short periods, on a voluntary basis. Some of them may feel very much concerned by these guidance issues and are more trained than others but it is very much depending on the motivations of each of them. Lastly, voluntary workers working in associations may also offer their services.

A career counsellor or a guidance counsellor in France are not regulated professions.

Type of training and entry requirements	Main contents	Duration	Institutions offering this training, including contact details
<p><b>A master level course</b>, which is full-time and specific to a professional body: guidance counsellor/psychologists of the public education service. It is a national diploma called DECOP (Diplôme d'Etat de Conseiller d'Orientation-Psychologue) To qualify, students must have a degree in psychology and pass a competitive exam which is in fact a process to recruit civil servants for the Ministry of Education.</p>	<p>The major subject in the course of studies is "career counselling" which consists of three main sections:</p> <p>Behavioural sciences, covering a high knowledge of different fields of psychology, Pedagogies and Sociology required for such an understanding of human behaviour that makes one able to act as a guidance counsellor.</p> <p>A close knowledge of the educational system and environment and of the economic and social context.</p> <p>Counselling</p> <p>20 weeks of practical periods, mainly in</p>	<p>60 ECTS</p>	<p>Only 4 institutions in France are delivering the DECOP diploma :</p> <p>1) Institut national d'étude du travail et d'orientation professionnelle (INETOP) Paris <a href="http://inetop.cnam.fr">http://inetop.cnam.fr</a></p> <p>2) Université de Provence <a href="http://sites.univ-provence.fr/cefocop/formation_et_decop.htm">sites.univ-provence.fr/cefocop/formation_et_decop.htm</a></p> <p>3) Université de Rennes 2 <a href="http://www.sites.univ-rennes2.fr/cefocop">www.sites.univ-rennes2.fr/cefocop</a></p>



	the educational system, but also in other fields. A thesis on a specific issue.		4) Université de Lille 3 <a href="http://www.univ-lille3.fr/fr/universite/composantes-formation/psychologie/contacts/">www.univ-lille3.fr/fr/universite/composantes-formation/psychologie/contacts/</a>
<b>Masters in career development and counselling, in industrial psychology and management of transitions</b> , such as those delivered by the INETOP		60 ECTS	Institut national d'étude du travail et d'orientation professionnelle (INETOP) Paris <a href="http://inetop.cnam.fr">http://inetop.cnam.fr</a>
A few days for teachers, librarians, principals organized by the Rectorat in each region	A better knowledge of the guidance system, of the application process, of the learning opportunities...work placement in companies. Some training can focus on what we call DP (professional discovery)		<a href="http://eduscol.education.fr/D0072/dp_accueil.htm">eduscol.education.fr/D0072/dp_accueil.htm</a>
Short periods of training of one week or a few days for any professionals dealing more or less with guidance issues  Summer courses as well and a number of conferences and seminars	Mainly focussing on counselling		Organized by very different providers private or public ones.  One of the main one is the CNAM  <a href="http://www.cnam.fr">www.cnam.fr</a>  or Inetop  <a href="http://inetop.cnam.fr">http://inetop.cnam.fr</a>



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			<p><a href="http://www.cnam.fr/inetop/INETOPDOSSIER/FCindex.htm">www.cnam.fr/inetop/INETOPDOSSIER/FCindex.htm</a></p> <p>But also through a number of associations such as</p> <p>TROUVER CREER</p> <p><a href="http://www.trouver-creer.org/">www.trouver-creer.org/</a></p> <p>APPRENDRE A S'ORIENTER</p> <p><a href="http://www.apprendreetsorienter.org/">www.apprendreetsorienter.org/</a></p>
Different degrees from social sciences or humanities plus an in-service training for the Pôle Emploi counsellors			<p>Information on the portal :</p> <p><a href="http://www.pole-emploi.org">www.pole-emploi.org</a> (Espace Ressources Humaines – Politique de recrutement)</p>
Different degrees in social sciences or humanities or human resource management plus an in-service training for the counsellors in Mission locale and PAIO			
Generally masters or bachelors in psychology for practitioners in CIBC (skill assessment centres)			<p>Information on the portal</p> <p><a href="http://www.cibc.net">www.cibc.net</a></p>

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