

## Good practices in vocational guidance:

# MYSKILLS: Recognising career competences

### WHAT?

MYSKILLS is an online assessment test, free of charge, which helps migrants -- and generally job seekers who have not worked in their profession for some time -- to demonstrate which professional skills they already possess, although they may lack appropriate certifications that are recognized in Germany. The test can be taken at employment agencies and is designed for 30 different occupations, requiring formal training in Germany.

Using the results, a guidance counsellor at the job centre or employment agency can find the right job offer for the job-seeker or can help to obtain additional qualifications.

### IMPACT OF THE PRACTICE?

The MYSKILLS Tool can facilitate the integration of refugees, migrants as well as long-term unemployed to the German labor market in 30 occupational areas. The test result is available in German as well as in the test language. The test result shows the working experience of the participant, and guidance counsellors can use it as a basis to better suggest jobs or suitable training in order to close potential qualification gaps. It entails a strength-based evaluation: at the top of the page, one can find the field of action in which the user performed best. Additionally, the participant may use the test result in job applications to demonstrate their skills to employers.

### ELEMENTS OF GOOD PRACTICE:

- Impact local level 
- Impact national level 
- Impact EU level
- Transferability 
- Quality assurance 
- Innovative practice 



**MYSKILLS**  
BERUFLICHE KOMPETENZEN  
ERKENNEN

### WHO?

MYSKILLS was developed by Bertelsmann Stiftung, a major German philanthropic foundation.

### TARGET GROUP?

Those job seekers who do not have a (approved) secondary school leaving certificate and are looking for a job in Germany. This category includes many refugees and other migrants.

### WHERE?

Developed and implemented in Germany.

## ORGANISATIONS IMPLEMENTING THE PRACTICE

MYSKILLS is implemented by employment agencies and job centres throughout Germany.

## METHODS OF IMPLEMENTATION

The tool is available in several languages (German, English, French, High Arabic, Farsi, Russian, Spanish, Portuguese, Polish, Bulgarian, Romanian).

Due to numerous professions available and as an aid for a better orientation fo which profession should the user take the test, the platform provides the possibility to do firstly a five-minute self-assessment in a professions using [www.meine-berufserfahrung.de](http://www.meine-berufserfahrung.de) and estimate the professional experience. The pictures and the short questions in simple language facilitates the understanding.

MYSKILLS test consists of more than 100 questions related to different typical situation in a specific profession. The questions are designed to fulfill the criteria of objectivity, reliability, and validity. They are tailored to the existing curricular contents of vocational training and professional practice. The vocational action situations - presented via texts, pictures and videos. The language skills of the participant are not tested.

## LESSONS LEARNED

The MYSKILLS tool has been rated positively by guidance counsellors, employers, and end users (i.e., future employees).

The test showcases the knowledge and experience that job seekers possess. However, it can't necessarily demonstrate their practical/ methodological expertise, their motivation, or their social competence, which are highly relevant in the working environment. This aspect should be considered when developing the VET Voices app.

## RELEVANCE FOR VET VOICES

MYSKILLS tool is a useful inspiration for VET Voices, and not just because of its availability in several languages. It can be used by the team as a basis for development of the VET Voices outputs - both regarding content and format. Similarly to the VET Voices-project, the tool is useful at an early stage in the career orientation process for job seekers who lack formal certifications. Additionally, it can be referred to when working directly with the target group.

The downsides of this tool are that the test can be taken only at employment agencies and job centres, and that access to the full version of the tests is limited.

## FOR MORE INFORMATION:

- <https://www.myskills.de/en/job-seekers/>
- <https://www.meine-berufserfahrung.de>
- <https://www.arbeitsagentur.de/arbeitslos-arbeit-finden/myskills-test>