The Value of Career Guidance in Lifelong Learning

Adult learning • Icelandic research • international evidence • voices of adult learners

From experience to confidence, choices and action

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Adult learning in Iceland

A short introduction to framhaldsfræðsla

WHO?

Primarily adults without completed upper-secondary qualifications

WHERE?

Lifelong learning centres, including Framvegis

HOW?

- Learning programmes
- Career guidance
- Validation of prior learning

Adult learning in Iceland

A short introduction to framhaldsfræðsla



https://frae.is/fraedslusjodur/tolfraedi-ur-starfinu/

Símennt

What changes when adults receive guidance?

Five interconnected outcomes

CONFIDENCE

I can make a decision

CLARITY

I can see my options

SELF-KNOWLEDGE

I recognise my strengths

AGENCY

I can take the next step

TRANSITIONS

I can manage change

Símennt

Evidence: guidance builds confidence

International studies and Icelandic experience

RESEARCH

Career interventions can strengthen confidence in making career decisions and support clearer choices.

WHY IT MATTERS

For adults returning to education, believing that change is possible may be the first meaningful outcome.

Information is not enough

Personal guidance turns possibilities into realistic choices

INFORMATION

What courses, occupations and pathways exist?

REFLECTION

How do these options relate to my skills and circumstances?

ACTION

What is a manageable next step for me?

Users value the guidance they receive

Results from Framvegis surveys

80–95%

Positive satisfaction ratings across general guidance surveys

96%

Rated guidance within validation as good or very good

86%

Reported high or very high need for guidance in validation

Guidance provides clarity and encouragement

In the words of Framvegis service users

“All explanations were good and the next steps were always clear.”

“It helped to see others in my situation and to be reassured that life was not over despite setbacks.”

Users describe

Clarity	Understanding options and knowing what to do next.
Encouragement	Feeling understood and more able to move forward.
Personal support	Having someone help make sense of the choices.

What should we take away?

Career guidance creates possibilities for lifelong learning

It helps adults see their strengths.

It makes choices clearer.

It builds confidence to move forward.

And it connects experience with new opportunities.

Career guidance is not just about helping people make choices. It is about helping them see that they have choices.