

This thesis deals with the issue of unemployment and its possible prevention by developing key competencies such as knowledge, skills, attitudes and personal characteristics. These are not only universally applicable when looking for a job, but are generally useful considering present demands.

In the general part this thesis brings closer some theoretical solutions explaining the relationship between humans and work and it sheds light on the present understanding of unemployment as a social problem that has considerable impact on certain, perhaps socially challenged or vulnerable, groups of people. Here are presented facts about the impact unemployment has on human beings and their interaction with demographic and personal characteristics. Furthermore the reader becomes acquainted with thus far used approaches to conceptualizations of competencies and their effect on successful merging into the work life. The conclusion of this section attends to the possibilities of preventing unemployment on the primary, secondary and tertiary level. Outlined here are the specifics of individual and group work with the unemployment or people in danger of unemployment. The practical part briefly presents the creation of the program for the development of key competencies; it shows the running of the program which was realized for a target group of women after maternity leave and women after the age of 45 and it explains the choice of methodology for this research. This project assesses the effectiveness of the program according to the data collected from self reflections of the participant women in an experimental and a control group. The author also looks for possible explanations and interpretations of the collected data.