



Career Guidance 4.0 Training

Empowering VET, Career Guidance, VET and Social Inclusion Professionals for the next-generation Career Guidance provision

Joint Training Activity

Organisation: Euroguidance Cyprus and European University Cyprus/ Careers 4.0 project partner

Place: Larnaca, Cyprus

Meeting Venue: POLIDYNAMO KENTRO DHMOY LARNAKAS

Address: Faneromenis 62, Larnaca 6025

Training delivery: Careers 4.0 project partners: EUROPEAN UNIVERSITY CYPRUS - PROGRESSUS RESEARCH & COUNSELLING GREECE – EUROGUIDANCE CYPRUS

Dates: 16-17 June 2025 (09.00-15.00)

Introduction

In the rapidly evolving landscape of work shaped by digital transformation, globalization, sustainability needs and socio-economic shifts, the role of career guidance has become more critical—and complex—than ever before. Traditional approaches to career support are no longer sufficient to address the dynamic realities of Fourth Industrial Revolution (Industry 4.0), where automation, artificial intelligence, and non-standard employment models are reshaping industries and individual career paths alike.

To remain relevant and effective, **VET trainers, career guidance practitioners, and social inclusion professionals** must be equipped with updated competencies to support individuals in new career navigation challenges. At the same time, the provision of career guidance is being redefined within a rapidly transforming landscape, contributing to the emergence of a novel Career Guidance 4.0 approach.

The **Careers 4.0 project** (2023-1-RO01-KA220-VET-000153980) seeks to **enable career guidance and planning in the digitization era, preparing education and career professionals** as well as the end users to be able to cope with the management of change, the achievement of career adaptability and resilience and lifelong career development within the disruptive changes and transitions in the world of education and work, in the digital transformation era. The overall purpose of the project is achieved through the development of tailor-made career guidance material, training and information resources, to serve as capacity building tools for first line professionals to help diverse clients with multiple job transitions to new jobs and new forms of work available (e.g. teleworking, platform economy, crowd work) and will feature new, emerging and flexible career pathways, enabled by automation, digitalisation, green transition etc. in different sectors and occupations, enhancing the inclusiveness of VET, work environments and diversity of the workforce.

Based on the **Career Guidance Provision 4.0 Competence Profile**, defining critical competences and learning as well as employment outcomes a tailor-made Career Guidance 4.0 Training will be delivered, aiming to enhance relevant career guidance, VET and social inclusion professionals' upskilling and awareness raising on new adapted career guidance 4.0 methodologies, LMI tools, career guidance and employability practices for diverse end users, so as to deliver adapted and quality services fitting the needs of career development in the Industry 4.0

Training fields to be covered by the training are:

- Updated theoretical approaches and models of career development in transitional, digitized and precarious work conditions
- Emerging trends and technologies affecting the labour market, industry 4.0 new and future occupations, job roles and sectors - upskilling and reskilling pathways, entrepreneurship and Innovation in response to technological change
- Digital career management skills & STEAM Skills, enhancing career development- Digital Career Guidance Tools and Methods for career planning in industry 4.0
- Diversity, Equity, and Inclusion/ Sustainability and Social Responsibility in accessing future careers.
- Soft Skills Development and essential skills for the Digital Age
- Ethical Career Guidance Practice and Professional Development

The training programme is addressed both to **Cyprus Public Employment Service (PES) Counsellors** and to **staff members of the partner organisations** involved in the Erasmus+ Project **CAREERS 4.0**, who will participate in the training in a **Train-the-Trainers** capacity.

The seminars will be delivered in parallel but in **separate streams for the two target groups**, while **joint sessions** will also be organised to facilitate networking, mutual learning, and the exchange of experiences. In particular, partner organisation staff will be equipped to subsequently deliver training activities in their respective countries, ensuring the transfer and sustainability of project outcomes.

Careers 4.0 project consortium (2023-1-RO01-KA220-VET-000153980)



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Career Guidance 4.0 Training Agenda

Day 1 - 16 June 2025

8.30 – 9.00	Welcome of participants	
9:00 – 9.30	Introduction to the Careers 4.0 project	
9.30 – 11.00	Module 1: Lifelong Career Development and Future-oriented Career Management in a Digital Age Theory & Practical Activities	2hs
11:00 – 11.15	Coffee break	
11:15– 12.45	Module 2: Emerging trends and technologies affecting the labour market in industry 4.0 - Labour market intelligence and Data Literacy Theory & Practical Activities	2hs
12:45 -14.00	Module 3: Digital career planning in industry 4.0 – Using Digital Career Guidance Tools and Methods Theory & Practical Activities	2hs
14.00 – 15.00	Joint Training Session (Cyprus PES Counsellors and Careers 4.0. trainers)	1h
15.00	End of day 1	
15.00-17.00	LUNCH	
19.00-20.30	Meeting of the ERASMUS partners	

Day 2 - 17 June 2025

9:00 – 10.30	Module 4: Inclusivity and Social Equity in Career Guidance Theory & Practical Activities	2hs
10:30 – 11.00	Coffee break	
11:00 – 12.30	Module 5: Ethical Career Guidance Practice and Professional Development in Industry 4.0 Theory & Practical Activities	2hs
12.30 – 13.30	Joint Training Session (Cyprus PES Counsellors and Careers 4.0. trainers)	1h
13:30 – 14.30	Wrap up – Feedback - End of training	1h
14.30-15.30	LUNCH	
15.30-17.00	Final meeting of the ERASMUS Partners	2hs