



CAREERS 4.0

Career Guidance 4.0 training program Train-the-trainers event Report

June 2025

CONTEXT

Grant agreement	2023-1-RO01-KA220-VET-000153980
Programme	Erasmus +
Key action	Cooperation partnerships in vocational education and training
Action	Strategic Partnerships
Project title	Careers4.0
Project starting date	01/12/2023
Project duration	2 years
Project end date	30/11/25
Authors	

This project has been funded with support from the European Commission. This communication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



TABLE OF CONTENTS

Implementation of training	4
<i>Training agenda</i>	6
<i>Participant list</i>	8
<i>Fotos and Screenshots from the training days</i>	12
Feedback from workshops	13

Implementation of training

Dates, Format, and Venue

The Train-the-Trainers (TTT) training event took place in person on 16–17 June 2025 in Larnaca, Cyprus, at the *Polydynamo Centre of Larnaca Municipality*. The training was organised within the framework of the Erasmus+ KA220-VET project “CAREERS 4.0” and was jointly delivered by European University Cyprus, Euroguidance Cyprus, and project partner organisations

The training followed a face-to-face interactive format, combining theoretical inputs, guided discussions, and practical exercises, with a specific focus on preparing partner organisation staff to act as future trainers at national level.

Participants and Duration

The Train-the-Trainers event was attended by partner organisation staff from the CAREERS 4.0 consortium, representing organisations from several participating countries.

Overall, the training:

- lasted 2 full days,
- consisted of structured training modules and joint sessions, and
- involved approximately 25 participants, as documented in the signed attendance lists

Participants_train-the-trainers

Participants attended the training in their capacity as future multipliers, with the explicit aim of transferring the acquired knowledge, methodologies, and training materials to professionals in their respective countries.

Invitation and Registration Process

Invitations to participate in the Train-the-Trainers event were:

- sent directly by email to partner organisations through the project’s internal communication channels,
- addressed to staff members identified as suitable future trainers based on their role and experience in career guidance, VET, and related fields.

Interested participants confirmed their participation via email, allowing the organising partners to finalise logistics and training arrangements in advance.

Access to Preparatory and Training Materials

Prior to the training:

- participants were informed about the objectives, structure, and expectations of the Train-the-Trainers event,
- preparatory and theoretical background material related to Career Guidance 4.0 concepts, project outputs, and training modules was shared digitally.

During and after the training:

- participants received structured training materials and presentations,
- materials were designed to be reusable and adaptable for future national-level trainings delivered by the participants themselves, in line with the Train-the-Trainers methodology.

Overview of the Training Programme

Day 1 – 16 June 2025

The first day focused on core theoretical foundations and digital transformation in career guidance, combining theory with practical application:

- Introduction to the CAREERS 4.0 project and the objectives of the Train-the-Trainers approach.
- Module 1: Lifelong Career Development and Future-oriented Career - Management in a Digital Age- Practical activities explored how career development theories can be adapted to digital, transitional, and non-linear career paths.
- Module 2: Emerging Trends and Technologies Affecting the Labour Market (Industry 4.0) - Exercises focused on labour market intelligence, data literacy, and interpreting labour market trends for guidance practice.
- Module 3: Digital Career Planning and Career Guidance Tools - Hands-on activities introduced digital tools and methods that trainers can later use in national training contexts.
- A joint session with Cyprus PES Counsellors facilitated exchange of perspectives, experience sharing, and discussion on adapting content to different professional contexts

Day 2 – 17 June 2025

The second day emphasised ethical practice, inclusion, and professional development, while reinforcing the trainer role of participants:

- Module 4: Inclusivity and Social Equity in Career Guidance - Practical case-based exercises addressed diversity, equity, and inclusive approaches in career services.
- Module 5: Ethical Career Guidance Practice and Professional Development in Industry 4.0 - Activities focused on ethical dilemmas, professional standards, and reflective practice for trainers.

- A final joint training session supported peer learning and discussion on how the training modules could be replicated nationally.
- The training concluded with a wrap-up and feedback session, allowing participants to reflect on learning outcomes and next steps as future trainers.

Overall Training Approach

The Train-the-Trainers event was implemented using a participatory and practice-oriented methodology, ensuring that partner organisation staff:

- gained both content knowledge and training delivery skills,
- were actively engaged through exercises, discussions, and collaborative reflection,
- were prepared to cascade the training at national level, contributing to the sustainability and long-term impact of the CAREERS 4.0 project.

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

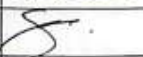
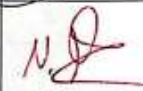
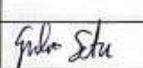
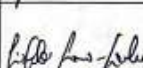
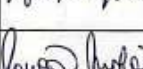
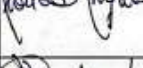
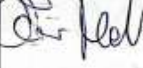
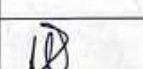
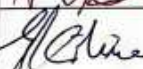
15.00	End of day 1	
15.00-17.00	LUNCH	
17.00-20.30	Meeting of the ERASMUS partners	

Day 2 - 17 June 2025

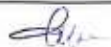
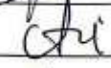
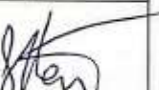
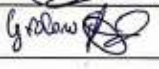
9:00 – 10.30	Module 4: Inclusivity and Social Equity in Career Guidance Theory & Practical Activities	2hs
10:30 – 11.00	Coffee break	
11:00 – 12.30	Module 5: Ethical Career Guidance Practice and Professional Development in Industry 4.0 Theory & Practical Activities	2hs
12.30 – 13.30	Joint Training Session (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

Participants list

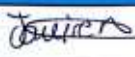
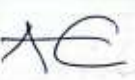
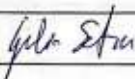
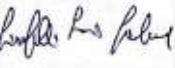
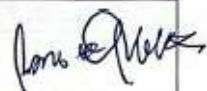
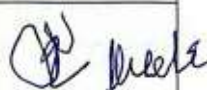
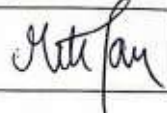
Career Guidance 4.0 training program LARNACA, CYPRUS (16-17 JUNE 2025) 16 JUNE 2025

Name	Surname	Organisation	Email	Signature
Janire	Adrián Rojo	Qualificalia	janire.adrian@qualificalia.com	
Sara	Dorado Rubio	Qualificalia	sara.dorado@qualificalia.com	
Nikos	Drosos	European University Cyprus	n.drosos@euc.ac.cy	
Eleni	Athanasίου	European University Cyprus	e.athanasiou@euc.ac.cy	
Giulio	Setzu	IlInformatica srl	giulio@iinformatica.it	
Saverio	Crisafulli	IlInformatica srl	saverio@iinformatica.it	
Gianluca				
Monica	Miglionico	Studio Risorse srl	monica.miglionico@studiorisorse.it	
Teresa	Maltese	Studio Risorse srl	teresa.maltese@studiorisorse.it	
Mary	Tountopoulou	Progressus	Marytounto@gmail.com	
Foteini	Vlachaki	Progressus	fotvlachaki@gmail.com	
Marcela Claudia	CĂLINECI	CMBRAE	m_marcinschi@yahoo.com	
Luminița Doina	MITROFAN	CMBRAE	luminita.mitrofan@yahoo.com	

Career Guidance 4.0 training program
LARNACA, CYPRUS (16-17 JUNE 2025)
16 JUNE 2025

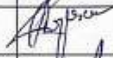
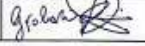
Ana Maria	OANCEA	CMBRAE	anamariaoancea@gmail.com	
Cristina	VASILOIU	CMBRAE	cristinavasiloIU72@gmail.com	
Claudia Ana	JARNEA	CMBRAE	claudia_jarnea@yahoo.com	
Livia Cristina	ILIESCU	CMBRAE	livia.iliescu@yahoo.com	
Andreea Ioana	CIOCĂLTEU	CMBRAE	andreeaciocalteu@yahoo.com	
Mădălina	RADU	CMBRAE	radu.madalina@cmbrae.ro mada1979@gmail.com	
Doina	POPESCU	CMBRAE	ppscdoina@yahoo.com	
Cora Iulia	APROZEANU	CMBRAE	cora.aprozeanu@gmail.com	
Mirela Gabriela	MOAGHEN	CMBRAE	mirelamoaghen@yahoo.com	
Ionela	STAN	CMBRAE	ionela_stan1976@yahoo.com	
Anca	MATACHE	CMBRAE	anca_matache@yahoo.com	
GROLANO	RADOSTI	INFORMATICA	grolano.informatica.it	

**Career Guidance 4.0 training program
LARNACA, CYPRUS (16-17 JUNE 2025)
17 JUNE 2025**

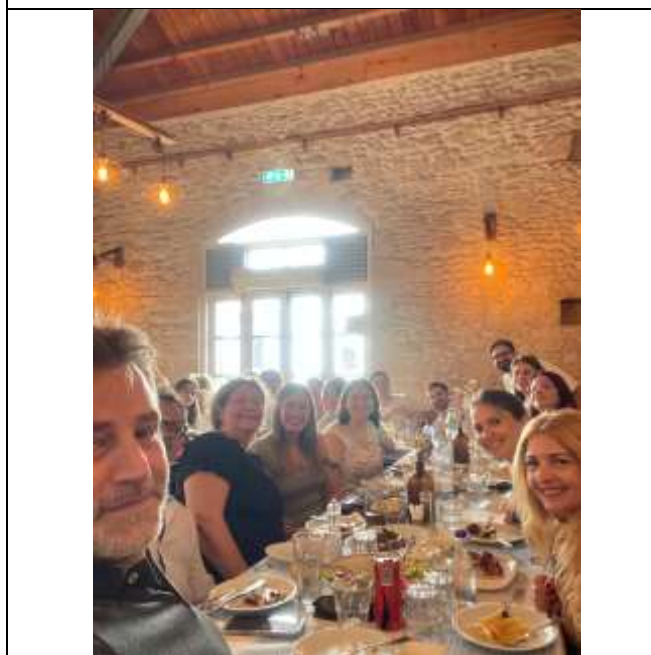
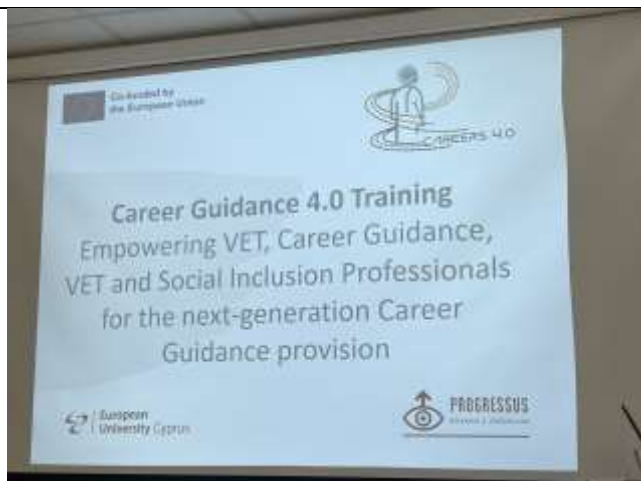
Name	Surname	Organisation	Email	Signature
Janire	Adrián Rojo	Qualificalia	janire.adrian@qualificalia.com	
Sara	Dorado Rubio	Qualificalia	sara.dorado@qualificalia.com	
Nikos	Drosos	European University Cyprus	n.drosos@euc.ac.cy	
Eleni	Athanasίου	European University Cyprus	e.athanasiou@euc.ac.cy	
Giulio	Setzu	IInformatica srl	giulio@iinformatica.it	
Saverio	Crisafulli	IInformatica srl	saverio@iinformatica.it	
Gianluca				
Monica	Miglionico	Studio Risorse srl	monica.miglionico@studiorisorse.it	
Teresa	Maltese	Studio Risorse srl	teresa.maltese@studiorisorse.it	
Mary	Tountopoulou	Progressus	Marytounto@gmail.com	
Foteini	Vlachaki	Progressus	fotvlachaki@gmail.com	
Marcela Claudia	CĂLINECI	CMBRAE	m_marcinschi@yahoo.com	
Luminița Doina	MITROFAN	CMBRAE	luminita.mitrofan@yahoo.com	

Career Guidance 4.0 training program LARNACA, CYPRUS (16-17 JUNE 2025)

17 JUNE 2025

Ana Maria	OANCEA	CMBRAE	anamariaoancea@gmail.com	
1Cristina	VASILOIU	CMBRAE	cristinavasiliu72@gmail.com	
Claudia Ana	JARNEA	CMBRAE	claudia_jarnea@yahoo.com	
Livia Cristina	ILIESCU	CMBRAE	livia.iliescu@yahoo.com	
Andreea Ioana	CIOCALTEU	CMBRAE	andreeacicalteu@yahoo.com	
Mădălina	RADU	CMBRAE	mada1979@gmail.com	
Doina	POPESCU	CMBRAE	ppscdoina@yahoo.com	
Cora Iulia	APROZEANU	CMBRAE	cora.aprozeanu@gmail.com	
Mirela Gabriela	MOAGHEN	CMBRAE	mirelamoaghen@yahoo.com	
Ionela	STAN	CMBRAE	ionela_stan1976@yahoo.com	
Anca	MATACHE	CMBRAE	anca_matache@yahoo.com	
Girleano	RADOSEI	INFORMATICA	girdense@informatia-it	

Fotos and Screenshots from the training days





Feedback from workshops

Overall, participant feedback during and after the Train-the-Trainers event was **highly positive**, with participants highlighting both the **relevance of the content** and the **practical orientation** of the training.

Key points raised included:

- Strong appreciation for the **Career Guidance 4.0 framework**, particularly its alignment with current labour market transformations (digitalisation, non-linear careers, sustainability, and inclusivity).
- Positive feedback on the **balance between theory and practice**, with participants valuing the hands-on exercises and case-based discussions.
- Recognition of the **Train-the-Trainers focus**, with participants emphasising that the structure and materials supported their future role as national-level trainers.

- High value attributed to the **exchange of experiences among partners**, especially during joint sessions, which allowed participants to compare national contexts, challenges, and practices.
- Appreciation for the **interactive and participatory training methodology**, which facilitated peer learning rather than one-directional knowledge transfer.

Proposals and Suggestions for Improvement

During informal discussions, participants proposed several constructive suggestions, including:

- Allocating **additional time for practical exercises**, particularly those involving digital tools and case simulations.
- Including **more examples tailored to specific national or sectoral contexts**, to further support future replication of the training.
- Extending joint sessions to allow **deeper discussion on implementation strategies** for national-level roll-out.
- Providing **follow-up online sessions or communities of practice** to support trainers during the national training phase.

These suggestions were framed as enhancements rather than shortcomings and reflected participants' strong engagement with the training content.

Additional Observations

Beyond structured feedback mechanisms, several additional observations were noted:

- Participants demonstrated **high levels of engagement and sustained attention** throughout both training days, actively contributing to discussions and exercises.
- Informal exchanges during breaks and group activities revealed a **strong sense of ownership** of the Train-the-Trainers role among partner staff.
- Participants frequently discussed **immediate application** of the materials in their national contexts, indicating readiness for transfer and implementation.
- The collaborative atmosphere fostered **strengthened partnerships and mutual trust** among consortium members, supporting future cooperation within the project.