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*"SUSTAINING GUIDANCE WITHIN
THE UNION OF SKILLS"*

Book of Abstracts



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Union of Skills: A shared vision for education and skills — and the important role of career guidance

Olga Tsiourva | Policy Officer (Seconded National Expert), DG Employment, Social Affairs and Inclusion

Abstract

The intervention will present the Union of Skills as the EU's shared vision for strengthening education, training, and workforce development. It will highlight how the initiative addresses skill shortages, supports upskilling and reskilling for the green and digital transitions, and enhances the circulation and recognition of skills across Europe. Particular emphasis will be placed on the essential role of career guidance within this framework — from empowering individuals to navigate transitions to supporting systems with better tools, data, and cooperation.

Rethinking careers for a sustainable future

Tomáš Šprlák | Board member, Lab Green Guidance

Abstract

Career guidance has long operated within paradigms shaped by economic growth, individual choice, and labour market alignment. Yet in the context of climate breakdown, ecological limits, and widening inequalities — these models seem no longer sufficient and more and more disconnected with reality. Green guidance emerges as both a critique and a proposal: it challenges individualistic, market-driven frameworks, questions the narratives of success, competitiveness, acceleration, growth, performance, and conformism, and opens space for approaches that integrate sustainability, justice, and collective well-being.

This keynote will explore three rationales of green guidance: technocratic (focusing on green skills and labour market needs), developmental (supporting individuals to navigate and thrive in the green transition), and emancipatory (empowering people to reshape structures and advocate for a just transition). Drawing on research and practitioner insights from across Europe, it will highlight practical tools, ethical dilemmas, and new imaginaries that allow career guidance to become part of the response to the multiple crises of our time.

Rather than asking only “how do we fit people into today's jobs?”, green guidance asks: what kind of work, education, and futures are worth creating — for people, communities, and the planet?

Paper Session

Title of the paper

Dr. Jaana Kettunen | Professor of Guidance and Vice-director at the Finnish Institute for Educational Research, University of Jyväskylä

Abstract

[text of the abstract]

Lifelong guidance practices in Europe

Margret Mulders | Project leader, Euroguidance Netherlands

Abstract

In recent years, the nature of careers has changed from a predictable, linear progression - from education to work via stable employment - to something much more complex and dynamic. Today's career landscape resembles a maze of interconnected paths where learning, working and living are intertwined in various ways. This calls for an approach that supports individuals in these much more complex career paths.

This paper presentation explores how lifelong guidance can serve as a connector across these dimensions, helping individuals navigate transitions throughout life. We delve into the practices of lifelong guidance in Europe. Euroguidance Netherlands outlines the European vision, highlights examples from various countries and discusses how a lifelong guidance approach can strengthen both individual career development and the labour market.

The session is especially interesting for career professionals, educators and policy makers.

Career Success Prerequisites in the Digital Era: The Role of Career Behaviours and Support Mechanisms

Dr. Anita Gaile | Program group "Business and Economics" Leader, Riga Stradins University

Abstract

In the rapidly evolving digital era, career success depends less on formal hierarchies and more on dynamic individual behaviours and supportive environments. Based on longitudinal data collected from nearly 1,600 respondents between 2016 and 2025 and three focus group interviews conducted in 2025, this study identifies six essential career behaviours—concern, control, curiosity, confidence, relationship building, and reward—as the foundation for sustainable career success. Among them, relationship building emerges as the clear cornerstone, enabling individuals to access opportunities, gain visibility, and thrive in digital ecosystems.

Yet, the research reveals that the potential of digitalization for income diversification and career growth remains largely untapped, as many people lack awareness of available options

and remain uncertain about the next steps in their learning and skill development. The findings underscore an urgent need to strengthen career counselling and build collaborative ecosystems that empower individuals to navigate digital transitions, make informed choices, and turn uncertainty into proactive career action.

Motivation and skill transfer in adult professional development in Latvia

Dr. Aleksandrs Koļesovs | Professor, University of Latvia

Abstract

Adult education in Latvia faces ongoing challenges in promoting lifelong learning and aligning educational opportunities with labour market demands. An increase in participation rates does not necessarily lead to meaningful improvements in professional performance. This study - conducted in Spring 2025 as part of project No. VPP-IZM-Izglītība-2023/4-0001 and funded by the Ministry of Education and Science of the Republic of Latvia - explored individual perspectives on engagement and disengagement in professional development, as well as the transfer of knowledge and skills into professional practice. A survey involved a representative sample of 1,000 working adults aged 18 to 65. Among them, 517 respondents had participated in formal educational activities (e.g., courses, lectures, or seminars) within the last 12 months. Participants answered questions regarding their motivation to engage in learning, their evaluation of courses, organizational support, and their motivation to transfer acquired knowledge and skills. Structural equation modelling revealed complex relationships among the components under consideration.

There were three key findings: 1) intrinsic motivation should combine with individual growth orientation; 2) the content of courses is crucial in transferring knowledge and skills; 3) organizational support is highly significant at the transfer stage. In summary, the study emphasized the role of interaction among achievement motivation, the assessment of the educational program, and organizational factors, facilitating knowledge and skill transfer.

CAREERS 4.0. Building Competences for the Future

Marcela Claudia Călineci | School counsellor, CMBRAE

Luminița Doina Mitrofan | School counsellor, CMBRAE

Speranța Lavinia Țibu | Researcher, Institute of Educational Sciences

Abstract

Choosing a career is an important decision that can have a significant impact on our life and future. 6 Partners (Municipal Centre for Psychopedagogical Assistance and Educational Resources, Progressus Research & Counselling, studio risorse s.r.l., ilInformatica S.r.l., European University Cyprus, Qualificalia Analytics, S.L.) from 5 countries (Romania, Greece, Cyprus, Italy, Spain) into Erasmus plus partnership developed the project Careers 4.0 during 2 years from 1 December 2023 to 30 November 2025. The project aims to develop a new conceptual framework and a set of tools related to career skills and labour market information needed in the context of Industry 4.0. The changes occurring in the labour market require the development of career competences in order to successfully navigate

chosen learning and career pathways, to encourage participation and competitiveness, and to align aspirations, talents, and abilities with future employment opportunities and labour market needs. Benefits of the project include:

- Shapes Career Decisions. Through digitalization and automation, the world of the future is moving toward new configurations. Therefore, young people's aspirations must align with the emerging trends of the labour market.
- Develops Modern Tools. Resources such as chatbots/virtual guidance/counselling, the metaverse, and simulation games are part of the environment in which young people search for opportunities on the labour market. The CAREERS 4.0 project proposes a renewal of the RIASEC model.
- Inspires Young People for Meaningful Transitions. The world of occupations is vast, and young people do not always have access to the latest education and career opportunities. Digital assistance and labour market information (LMI) support the improvement of career competences. The project connects young people with who they are and with the future, which is already here.

Integrated tools for digital assistance and labour market information (LMI) that support the development of skills for VET professionals and career inclusion under these resources:

- Development of the Career Skills Framework 4.0
- Assessment of young people's competencies (ages 16–29)
- Development of an information and assessment system for Career Skills 4.0 through digital questionnaires and information tools on new emerging professions (Career Toolkit)
- Development of a training programme in Career Guidance 4.0 using new methodologies and adapted practices, intended for career guidance practitioners

| <https://careers4-0.eu/> | <https://careers4-0.eu/landing/> |

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Workshops | Day 1

Workshop No 1 | Room "Lielupe" | HYBRID

Career Guidance in Rural Communities

Dr. Rosie Alexander | Postdoctoral Research Fellow, Aarhus University

Workshop description

This interactive workshop will focus on the experience of providing career guidance in rural communities, both the dilemmas and challenges, and opportunities for strengthening practice. Drawing on the presenter's 15+ years of working in rural communities, and her ongoing research into rural career guidance, the first part of the workshop will consider the existing evidence for good practice in rural guidance.

In the second part of the workshop participants will be invited to reflect on their own experiences or thoughts about rural career guidance and share tools, approaches or resources they find helpful. This sharing and reflection will help participants and facilitator in the last part of the workshop to map out what we know about rural career guidance practice and also identify scope for further innovation in this area.

Workshop No 2 | Room "Venta"

Introducing the GreenComp Framework: Linking Career Development with Sustainability

Eva Kavková | EKS | Czechia

Workshop description

What does sustainability have to do with career development? How can we support individuals in shaping their life and work paths while taking into account the future of our planet?

This interactive 90-minute workshop will introduce participants to **GreenComp**, the European sustainability competence framework. We will explore how its 12 core competences can enrich and expand the practice of career guidance, helping people to navigate their futures in a rapidly changing world.

Participants will reflect on global trends, such as climate change, automation, and shifting labour markets, and consider how these will impact work and life in the next 10, 20 or 30 years. Which jobs are likely to disappear? Which will emerge? And what skills will people need not just to survive, but to thrive?

GreenComp offers a structure for addressing these questions. It connects **career development with sustainable development**, encouraging people to imagine futures that are not only personally fulfilling, but also socially just and environmentally responsible.

The session combines conceptual input, practical examples and group dialogue. It is aimed at career practitioners, educators and anyone interested in **integrating sustainability into lifelong guidance and future thinking**.

Workshop No 3 | Room "Abava"

Unlocking Quality in Career Guidance

Marianne Almbakk | The Norwegian Directorate for Higher Education and Skills | Norway

Workshop description

Join us for a hands-on workshop where you'll be among the first to explore brand-new English resources from Norway's Career Guidance Quality Lab!

The **Quality Lab** is a digital workspace developed by the Norwegian Directorate for Higher Education and Skills to support career guidance professionals in improving their practice. Based on **Norway's National Quality Framework for Career Guidance**, the Lab offers tools, reflection exercises, and resources that help practitioners work systematically with quality – without formal qualification requirements.

In this interactive session, you will:

- **Get exclusive early access** to the English versions of one of Norway's most innovative career guidance tools: My Competence (a self-evaluation tool) and The Guidance Room (a film-based reflection series).
- **Learn how Norway works with quality in career guidance** across sectors, using a shared framework and digital tools.
- **Experience the Lab in action** through guided activities and group reflection.
- **Have the opportunity to join an international test team** helping us adapt and refine these resources for a European audience.

Don't miss this chance to be part of a pioneering effort to co-create quality tools for career guidance in Europe! Please bring your laptop to the session. If that's not possible, we'll have printouts ready for you!

Workshop No 4 | Room "Amata"

From reflection to action: Implementing green guidance in practice

Tomáš Šprlák | Lab Green Guidance | France

Workshop description

How can career guidance support individuals and communities in navigating the ecological transition while promoting meaning, solidarity, justice, critical consciousness and social transformation? This interactive workshop will introduce the five dimensions of green guidance and explore how they can be applied in practice:

- (Re)connecting to the world – helping people reconnect with themselves, others, their communities and the living world.
- Discovering and learning about the world – exploring labour market, training and wider engagement opportunities linked to the ecological and social transition.
- Deciding in relation to the world – broadening career-decision making criteria to include sustainability and collective needs.

- (Re)imagining the world – questioning narratives about work and career and promoting futures literacy.
- Changing the world – reflecting on one’s role in promotion of the social and ecological transformation.

Participants will engage with practical tools and methods developed in the Exploring Green Guidance Erasmus+ project, experiment with their use, and reflect on how they can be adapted to their own contexts. The session will offer hands-on experience, space for exchange, and inspiration for embedding sustainability into everyday guidance practice.

Workshops | Day 2

Workshop No 5 | Room "Lielupe" | HYBRID

The Career Development Handbook: groundwork and goals

Dr Gill Frigerio | University of Warwick | United Kingdom

Workshop description

In this online workshop, Gill will unlock the background and contents of a new textbook for career development practitioners and trainees published in the UK in 2024 co-authored with Rosie Alexander and Tristram Hooley. She will outline key features, share sample content and suggest ways for using the resource in training and for experienced practitioners.

She will also share insights from the research undertaken to support the production of 'The Career Development Handbook', testing ideas about scope, emphasis and priority for the book by surveying course providers in the UK and beyond. Gill will provide an overview of the data as well as key themes which emerged relating to the range of competencies that are needed to engage in careers work at a systemic level, working with a wide range of other professionals to effect greater change.

Gill will reflect on the process of writing the content and discuss its potential uses of the book with advanced practitioners and educators, sharing recommendations from the data as well as ideas for future use of the book. There will be a chance to take part in discussion and activities drawn from the book and the research.

Hooley, T., Alexander, R. and Frigerio, G. (2024) The Career Development Handbook: Foundations of Professional Career Practice. Trotman Books.

Workshop No 6 | Room "Venta"

Shaping competences through Youthpass tool in non-formal learning

Agija Lāce | Agency for International Programs for Youth | Latvia

Workshop description

This workshop explores how the **Youthpass tool** can support young people (and those working with them) in identifying, reflecting on, and shaping competences gained through non-formal learning in EU Youth programmes.

Participants will try out a variety of reflection methods to better understand and make visible their learning journey. The workshop highlights the 8 Key Competences for Lifelong Learning and the Competence Model for Youth Workers to Work Internationally, offering practical ways to connect both to everyday practice and empower learners to articulate their growth and achievements.

Workshop No 7 | Room "Abava"

From organisational needs to European impact: designing meaningful Erasmus+ KA2 projects

Sarmīte Rutkovska | State Education Development Agency | Latvia

Workshop description

This interactive workshop will guide participants through the process of turning an initial idea into a successful Erasmus+ Key Action 2 project. Focusing on Small-scale Partnerships (KA210) and Cooperation Partnerships (KA220), participants will explore how to define clear project goals, align them with Erasmus+ priorities, and build strong, meaningful partnerships across Europe.

Through a mix of short inputs, group exercises, and feedback rounds, participants will develop their own project concepts and identify key elements such as impact, dissemination, and sustainability.

The workshop is designed for both newcomers and experienced project developers who wish to strengthen their understanding of the Erasmus+ framework, improve the quality of their project design, and gain inspiration for future cooperation.

Workshop No 8 | Room "Amata"

Euroguidance network's resources for practitioners

Yvan Couallier | Euroguidance | France

Workshop description

During the workshop, participants will be introduced to the Euroguidance network, its mission, and key resources that support guidance professionals in promoting mobility across Europe. After a short presentation, small group discussions will explore the essential skills and knowledge needed for providing effective mobility advice.

A practical segment will allow participants to "experience mobility" virtually through the Academia programme, using videos and exercises to identify national contacts, participation opportunities, and relevant study visits. The session will also present key Euroguidance tools, including the Mobility Handbook, Europass e-course, and the Good Practices Database, which participants will use to explore practical counselling methods and case studies.

Finally, attendees will review a prototype website, EU Resources for Guidance Practitioners, assessing its relevance and suggesting improvements. The workshop will conclude with an interactive quiz to consolidate learning, leaving participants with greater insight and practical tools for supporting European mobility.