

Career Guidance 4.0 Training

An immersive learning in Cyprus- CAREERS 4.0 ERASMUS+

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When you feel prepared for your future,
you feel better in the present.
(Well-being Mood)

This thought came in to my mind after the Cyprus experience learning to the training **Career Guidance 4.0**, in June 16-17, 2025. This training was held in Larnaca, Cyprus. This training was an ERASMUS+ project, organized by Euroguidance Cyprus, European University Cyprus, partner in the project CAREERS 4.0 coordinated by CMBRAE as project leader.



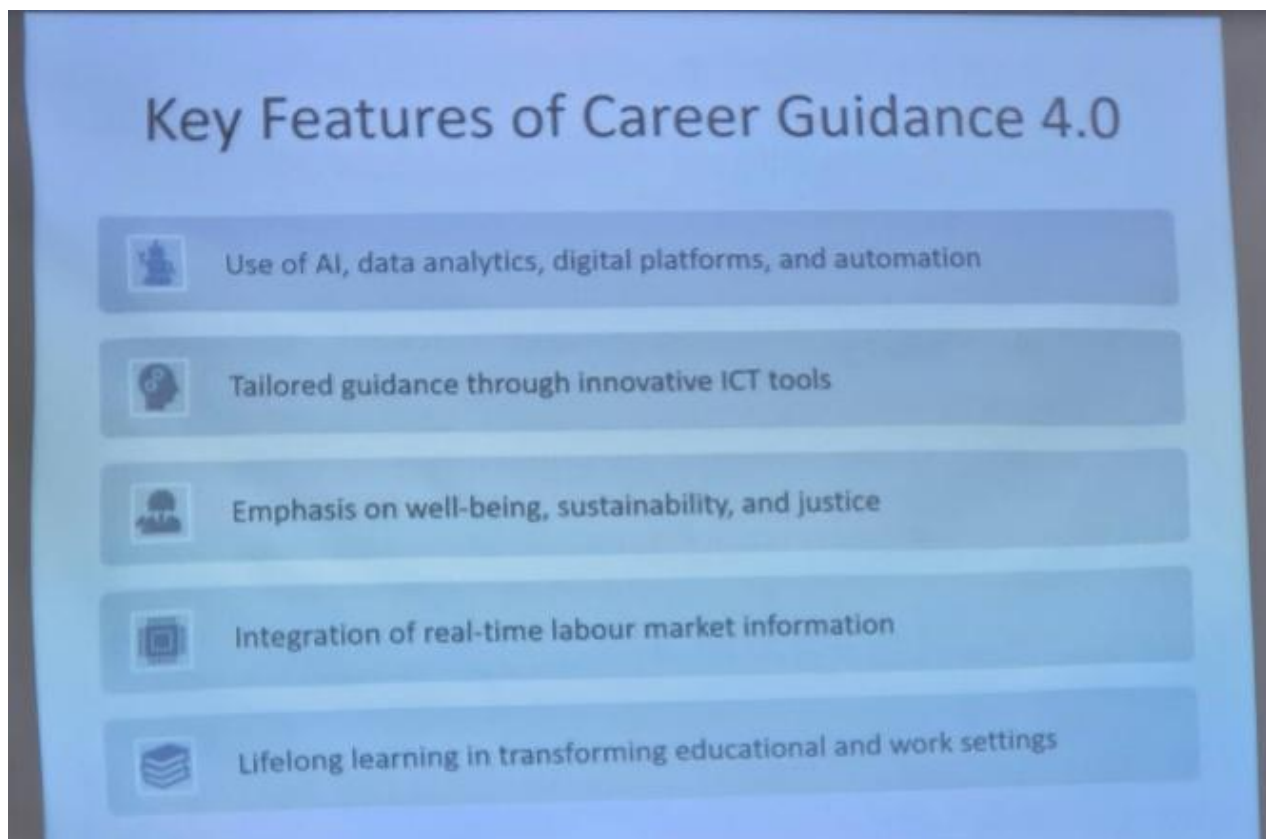
My name is Mirela Moaghen. I am school counsellor from 2004. I choose to be school counsellor because a like to work with children, people generally. For me this job helps me to grow in many ways. I can say that is like a hobby, being passionate of what I am doing.

For me, this experience of learning was a great opportunity to cultural diversity and changes that happened in careers. For me as school counsellor it was like a beautiful door that opens in front of me, bringing challenges, different cultures and same feelings about career guidance.

Career Guidance 4.0 goes beyond traditional counselling. It integrates digital technologies, data-driven decision-making, personalized learning and guidance pathways, future-skills development, inclusive and accessible guidance practices.

It prepares professionals to guide individuals in a world where careers are non-linear, skills evolve quickly, and digital literacy is essential. Empower VET means that professionals understand emerging occupations and digital labour market trends, Integrate digital tools into teaching and guidance, support learners in developing future-ready skills, strengthen career guidance practitioners, use digital platforms for assessment, exploration, and planning, provide personalized, data-informed career pathways, facilitate lifelong learning and upskilling, support social Inclusion professionals

Ensure guidance is accessible to vulnerable groups, reduce digital divide, promote equal opportunities in education and employment. The most important key competence areas developed in the training are the following:



- **Digital Competence.** Professionals learn to use Online career platforms, digital assessment tools, virtual counselling environments, AI-supported guidance systems.
- **Intercultural and Social Competence** working effectively with diverse learners, understanding cultural differences in career expectations, promoting inclusive guidance practices.
- **Career Management Competence** helping learners build self-awareness, supporting decision-making and goal-setting, teaching job-search and employability skills.
- **Labor Market Intelligence (LMI)** competence interpreting labour-market data, identifying emerging skills and occupations, guiding learners toward future-proof pathways.
- **Collaboration & Networking** working with employers, training centers, and community organizations, building multi-stakeholder support systems.

This training responds to major challenges as technological change, skills shortages and mismatches, increasing need for lifelong learning, social and digital inequalities, new forms of work (gig economy, remote work, hybrid roles). Professionals trained in Career Guidance 4.0 can help individuals navigate uncertainty, adapt to change, and build sustainable careers.

Career Guidance 4.0 Training

Empowering VET, Career Guidance, and Social Inclusion Professionals for Next-Generation Guidance Provision

Career Guidance 4.0 is a modern approach to career development that aligns with the realities of the Fourth Industrial Revolution.

- This means a world shaped by digitalization, automation, AI, and rapidly changing labour markets.
- This training model equips professionals with the competences, tools, and mindsets needed to support learners and jobseekers in this new environment.

There are some new words that for me are very important in this field.

Empower VET professionals means giving VET teachers and trainers the skills, tools, and confidence they need to do their job better in a modern, digital world.



- What means Empower? It means support, strengthen and give more ability. To empower someone means to help them grow, give them new skills, give them the right tools, increase their confidence, make their work easier and more effective
- What means VET professionals? It means teachers, trainers, and staff in vocational education. These are the people who teach practical skills and prepare students for real jobs.
- Empower VET professionals help VET teachers become stronger, more skilled, and better prepared for the future of education and work.
- Empowering social inclusion professionals means giving them the skills and tools they need to ensure every student no matter their background has equal access to support, opportunities, and a positive future.

A practical example is when a vocational school introduces a new digital platform that helps students explore careers, build CV's, and track their skills. Many teachers don't feel confident using it yet. So, the school organizes a Career Guidance 4.0 training workshop where VET teachers learn how to use the platform, how to guide students through digital career tools, how to understand new job trends, how to help students develop future-ready skills. After the training, teachers feel more confident, better prepared, and able to support students in a modern, digital way. This is what "empowering VET professionals" looks like in real life. Career Guidance 4.0 means that goes beyond traditional counselling. It integrates digital technologies, data-driven decision-making, personalized learning and guidance pathways, future-skills development, inclusive and accessible guidance practices. It prepares professionals to guide individuals in a world where careers are nonlinear, skills evolve quickly, and digital literacy is essential.

Career Guidance 4.0 Connects with Well-being

Career Guidance 4.0 is not only about preparing for future jobs. It also helps improve mental, emotional, and social well-being. Here's how each competence supports a healthier, happier life.

It helps well-being because it reduces stress, builds confidence, creates a sense of purpose, improves relationships, helps students feel supported, makes the future feel less scary. When students feel prepared for their future, they feel better in the present.

Also strengthens student wellbeing by helping them feel more confident, supported, and prepared for a rapidly changing world.

It doesn't just prepare students for jobs, it helps them feel secure, motivated, and connected, which are essential foundations for wellbeing and lifelong success.

- **Digital Competence** reduces stress and builds confidence. When students and professionals feel comfortable using digital tools, they feel less anxious about technology, can access more opportunities, feel more in control of their learning and future. Being confident with technology reduces stress and increases self-efficacy.
- **Intercultural and Social Competence** guide to better relationships and belonging. Understanding and respecting differences helps students to communicate better, avoid conflicts, feel accepted and included, build positive relationships. Feeling understood and valued boosts emotional wellbeing and social connection.
- **Career Management Competence** gives sense of purpose and direction. When students learn how to identify their strengths, set goals, make decisions, plan their future, they gain a stronger sense of purpose and control. Knowing where you're going reduces anxiety and increases motivation and hope.
- **Labor Market Intelligence** reduces uncertainty. Understanding job trends and future skills helps students make realistic choices, avoid fear about the future, feel prepared for change, clarity about the future reduces uncertainty and boosts confidence.
- **Collaboration and networking** give support systems and community. Working with others creates support networks, mentors' opportunities, a sense of belonging. Strong social support is one of the biggest protectors of mental health.

Professionals trained in Career Guidance 4.0 can help individuals navigate uncertainty, adapt to change, and build sustainable careers. Often the part students *don't realize that* career skills are not just about jobs, are about feeling good, confident, and supported in life.

Career Guidance 4.0 is about helping students prepare for the **future of work**, where technology, digital skills, and constant learning are essential. It also helps teachers and guidance counsellors support students in smarter, more modern ways.

Today's world is changing fast. Career Guidance 4.0 helps students and professionals deal with new technologies, changing job markets, the need to learn new skills throughout life, Inequalities in access to education and technology, new types of work (remote jobs, gig work, hybrid roles). These competences are the **skills and abilities** that teachers, counsellors, and support staff need in order to help students succeed in a modern, digital world.

We must think of them as the **5 superpowers** of future career guidance.

1. Digital Competence is all about being confident with technology. Professionals learn how to use online career tools, give guidance through video calls or virtual platforms, use digital tests to help students discover strengths, understand how AI can support career planning. It matters because most jobs today require digital skills, so guidance must be digital too.

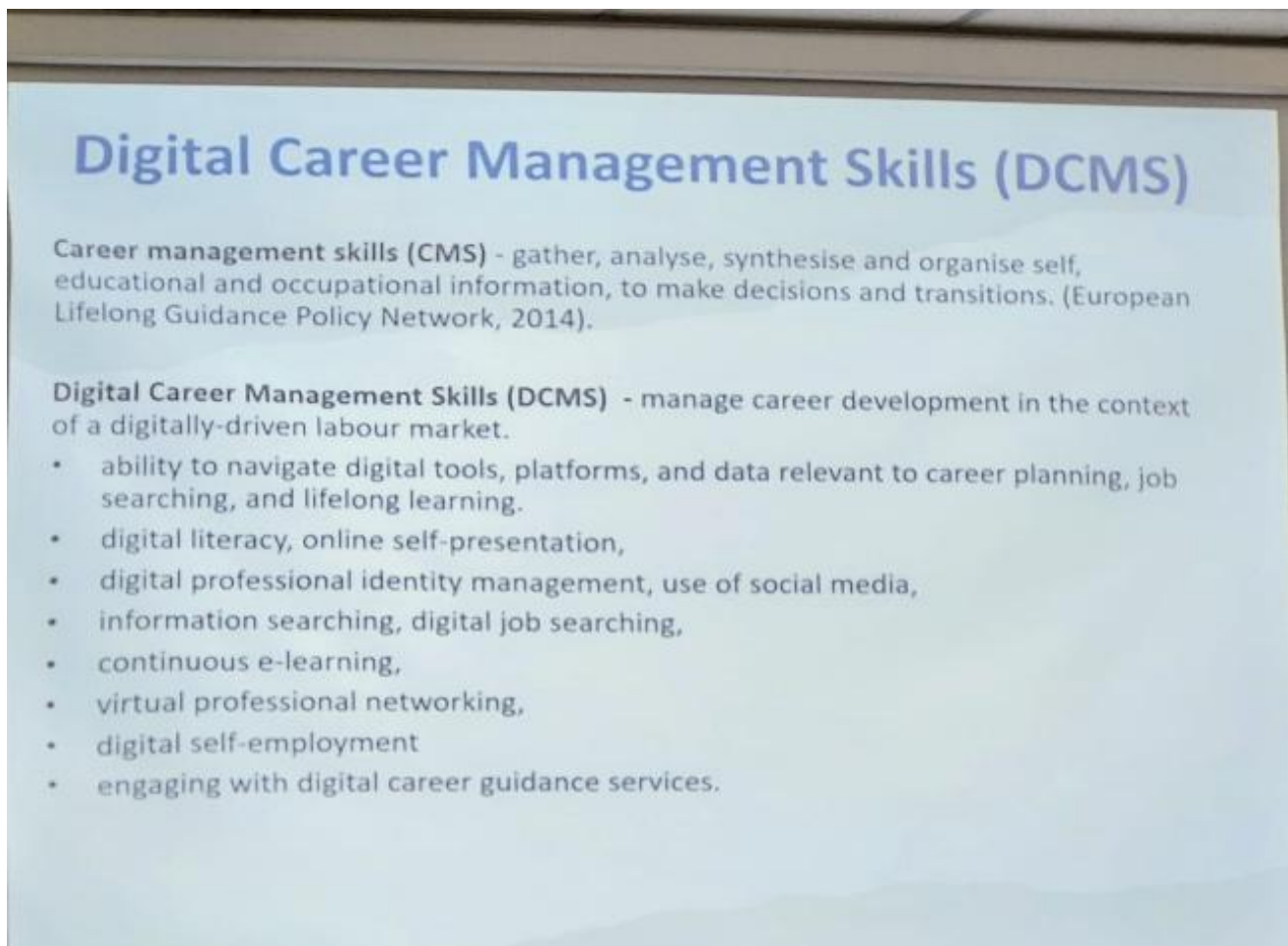
2. Intercultural and Social Competence is the ability to work well with people from different cultures, backgrounds, and life situations. Professionals learn to understand cultural differences, communicate in respectful way, support students with different needs, create an inclusive environment. It matters because classrooms and workplaces are more diverse than ever.

3. Career Management Competence is about helping students take control of their own futures. Professionals help students understand their strengths and interests, make good decisions, set goals, learn how to apply for jobs (CVs, interviews, etc.). It matters because students need to know *how* to build a career, not just choose one.

4. Labor Market Intelligence (LMI) Competence means understanding what's happening in the world of work. Professionals learn to read job-market data, spot new and emerging careers, know which skills are in demand, guide students toward future jobs. It matters because jobs change fast and students need up-to-date information.

5. Collaboration & Networking is about working together with others to support students. Professionals connect with employers, training centers, community organizations, other schools and guidance services. It matters because students get better opportunities when adults work as a team.

Career Guidance 4.0 competences help professionals to use technology, understand people, guide students effectively, stay informed about the job market, build strong partnerships. All helps students prepare for a world where careers are flexible, digital, and constantly evolving.



In counselling, the connection between future preparedness and present emotional wellbeing is a powerful theme. Feeling prepared doesn't mean having every detail figured out it means having a sense of direction, agency, and self-trust. That sense of readiness can significantly influence your mood and overall wellbeing.

Stepping into a digital career can feel both exciting and overwhelming. The landscape changes quickly, skills evolve, and the path isn't always linear. But in counselling, we often explore how a sense of preparedness can dramatically improve your emotional wellbeing in the present.

When you take intentional steps toward your digital future learning a new tool, updating your portfolio, exploring roles, or simply clarifying what direction you want to grow in you create a sense of stability. That stability becomes emotional grounding. Working in the digital world brings incredible opportunities as flexibility, creativity, global connection but it also introduces challenges that can quietly affect your wellbeing.

In counselling, we often explore how digital professionals can stay emotionally grounded while navigating such a dynamic environment. The digital field can make you feel like you're chasing something that keeps moving. But when you slow down, clarify your values, and take intentional steps, your mood stabilizes, and your confidence grows. Well-being in the digital world isn't about doing more it's about doing what matters with clarity and balance.