

Careers 4.0: Training and Skills Assessment Methodologies for Career Guidance Professionals in the Digital Era

Dr Nikos Drosos & Dr Eleni Athanasiou

36th International CIF Conference
November 2025, Mumbai





European
University Cyprus

Inclusivity and Social Equity in Career Guidance 4.0

Module 4 – Careers 4.0 Training Handbook
Dr. Nikos Drosos
Associate Professor, European University Cyprus



Context: Industry 4.0 and Social Change



RAPID DIGITALISATION
RESHAPES WORK, SKILLS,
AND EDUCATION



NON-LINEAR CAREERS AND
AUTOMATION CHALLENGE
EMPLOYABILITY



SOCIAL INCLUSION AT RISK
WITHOUT DIGITAL
READINESS



Challenges for Career Guidance

Traditional models
no longer fit
dynamic labour
markets

Need for career
adaptability,
resilience, and
lifelong learning

Gaps in tools and
training for
guidance
professionals

Globally relevant

- <https://www.indiatoday.in/education-today/featurephilia/story/how-can-india-prepare-its-youth-for-careers-in-industry-40-2333703-2023-02-12>

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How can India prepare its youth for careers in Industry 4.0 | Explained

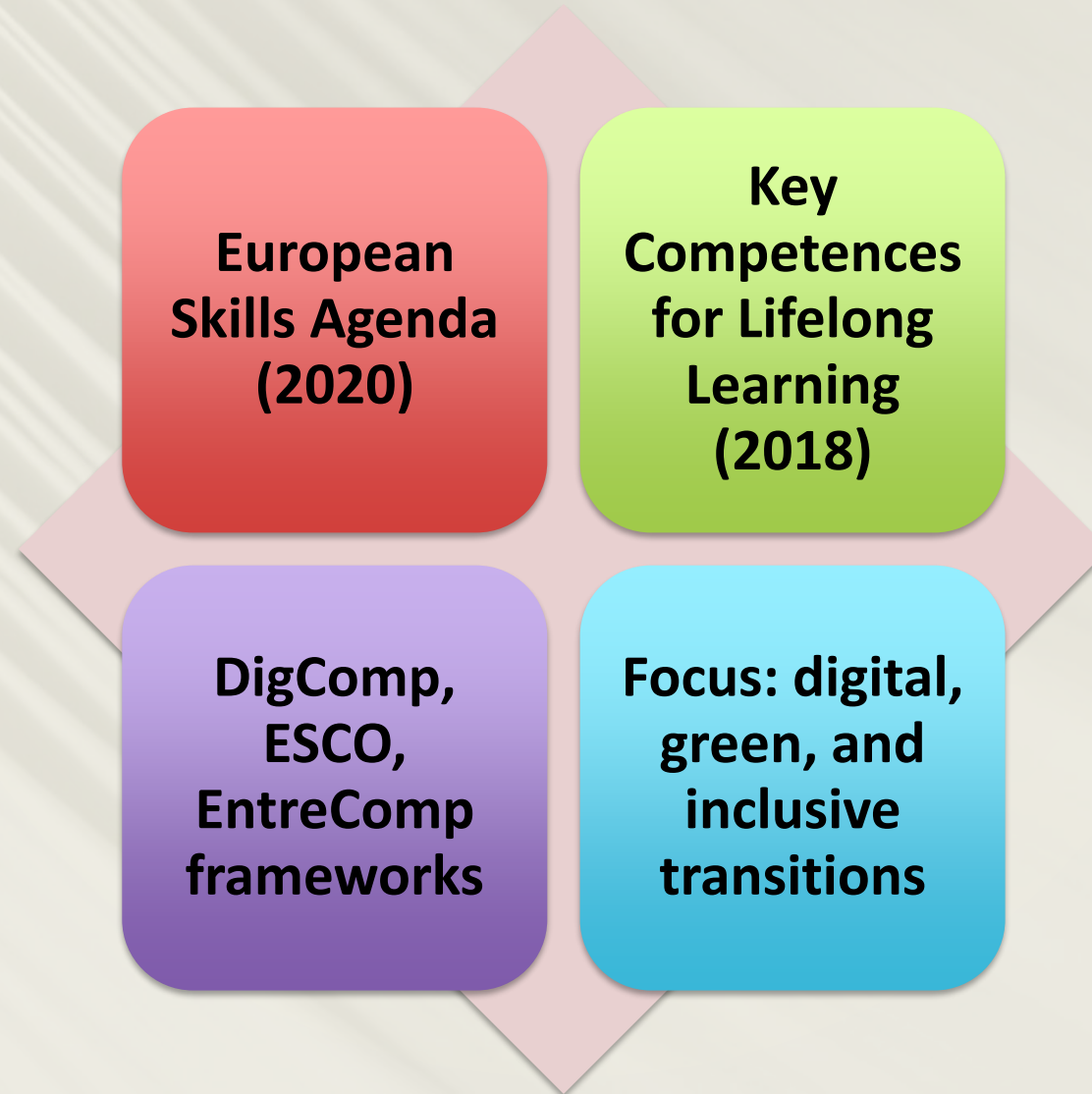
As part of this article, we will examine the advanced technological tools that enable Industry 4.0, how they can help students become more industry-ready, and what the tech industry should do to give Indian youth an edge over international competitors.

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EU and International Policy Framework



About the Careers 4.0 Project

- Erasmus+ KA220-VET partnership (2023–2025)
- 5 partner countries: Romania, Greece, Italy, Spain, Cyprus
- Goal: empower VET & social inclusion professionals
- Outputs: framework, tools, training



<https://erasmus-plus.ec.europa.eu/projects/search/details/2023-1-RO01-KA220-VET-000153980>

Career Competencies 4.0 Framework



18 competences across **3** domains:



Cognitive (problem-solving, creativity, learning)



Interpersonal (communication, teamwork, resilience)



Digital/Green (ICT, entrepreneurship, sustainability)

Research and Validation Process



Desk research + 5 national focus groups



Practitioners, employers, and young people validated relevance



Top competences:
communication, teamwork,
adaptability, resilience

Digital Tools and Training Programme



Online assessment questionnaire



Emerging professions database (ESCO aligned)



Practitioner training: blended learning, ethics, inclusion



Empowerment & collaboration outcomes

Key Findings and Lessons Learned

Soft skills are core employability drivers

Digitalisation: opportunity + risk of exclusion

Need for lifelong learning culture

Integration of green and ethical competences

Conclusions & Implications

Competence-based guidance
supports adaptability

Strengthens inclusion and social
justice

Calls for ongoing digital and ethical
upskilling

Careers 4.0: a model for inclusive
guidance in the digital era

Follow the project

Careers4.0

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Thank you!
Ευχαριστώ!

N.drosos@euc.ac.cy

E.athanasiou@euc.ac.cy

