

CAREERS 4.0 Project

Empowering Career Counsellors for the Jobs of the Future

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School counsellor since 2003, with extensive experience mainly in high school setting, passionate about learning in various environments and strong supporter of non-formal activities

I share the same vision of education and growth as Jean Piaget when he said “the aim of education is not to increase the amount of knowledge, but to create possibilities to a child to invent and discover, to create people who are capable of doing new things”.

As school counsellor the main activities are related to students’ self-awareness, conflict mediation, supporting students’ adaptation to the school environment, prevention and intervention in cases of bullying or discrimination. In addition, I work on emotional management, time management and learning strategies.

A significant part of my worktime is dedicated to career guidance and counselling, helping students explore and plan their professional paths. I am one of the counsellors who, in the school where I work, I proposed an optional course for 10th and 11th grade students entitled “Personal development and career counselling”.

In this course, I included topics such as self-awareness as a foundation for making career decisions aligned with one’s personality, factors that contribute to career success, future professions and labor market changes brought about by technological progress and artificial intelligence, and, last but not least, information about labor law.

The optional course is only one of the career counselling activities I conduct, yet it represents a key tool in helping students become aware of their skills, rights, and responsibilities in the workplace.

Every year, final-year students take part in career orientation programs designed to help them identify the professional field that best suits their interests and abilities.

My belief is that career counselling itself is also evolving, influenced by the rise of digital technologies and the growing impact of artificial intelligence, which reshapes both the world of work and the ways in which guidance is provided, that's why I was thrilled to take part in the Career Guidance 4.0 Training.

This training provided new tools for me such as “Skills Intelligence- Sectors” platform, developed by CEDEFOP, the European Centre for the Development of Vocational Training, a modern and interactive tool for understanding the dynamics of labor market.

This section focuses on sectoral analysis, offering a detailed overview of how different branches of the European economy are evolving in terms of workforce and skill demands. The platform is based on the NACE Rev. 2 classification, which allows for a clear structuring of economic sectors – from broad areas such as Business services or Manufacturing to specific branches like Financial and Insurance Activities. For each economic sector, the platform offers a wide range of key indicators and analyses, including:

- Employment structure: the number of workers, main occupational groups, and their evolution over time
- Trends and forecasts: projections for job growth or decline and the types of skills that are increasingly in demand
- Qualitative data and thematic analyses: research reports, and EU-funded projects exploring sectorial changes
- Links to complementary indicators: quick access to data on skills, labor demand, and vocational education

As school counsellor, this platform helps me guide better students in choosing their career paths and I can also use the objective data about high-growth sectors and the skills most in demand.

We, school counsellors, can use the “Sectors” platform to help students make informed career choices by identifying economic sectors with strong growth potential in Europe, such as Information Technology, Healthcare, or Green Energy, analyzing the key skills employers are looking for in these areas (ex: digital literacy, technical expertise, or transversal skills such as communication and adaptability), presenting students with specific examples of occupations within each sector, along with the recommended education or training levels, supporting the career guidance process using reliable, easy-to-understand data rather than outdated perceptions or local trends.

In this way, counsellors can transform vocational guidance into a process grounded in real and up-to-date information, helping students make realistic and motivated choices for their future.

The CEDEFOP Skills Intelligence- Sectors platform is a strategic resource for all stakeholders involved in skills development- from public authorities and training institutions to school counsellors, researchers, and individual citizens.

By combining statistical data with qualitative analyses, it provides an integrated vision of the future of work in Europe, supporting the transition toward a knowledge-based economy built on adaptable and forward-looking skills.

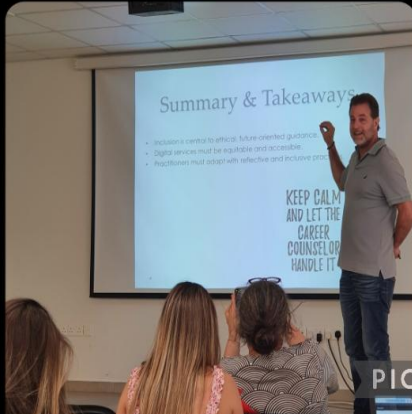
You can find it following this link:

<https://www.cedefop.europa.eu/en/tools/skills-intelligence/sectors>

The Career Guidance 4.0 Training, besides all information about updates theoretical approaches of career development in digitized work conditions, digital career management skills in industry 4.0, managing diversity, equity in accessing future careers, brought us together as a team and also, gave us the opportunity to speak and share our knowledge, work challenges in counselling.

I am grateful for all of that and, hearing from my colleagues from all over Europe, from 5 countries involved in the project, I realized that together we can create interactive tools to meet our clients’ needs.

Career Guidance 4.0 Training



All the changes are coming upon us and our students (preparing young people for a future in which AI is

- reshaping the entire labor market
- adapting to new and different forms of counseling made possible by digitalization- with all the ethical aspects this entails
- facing the challenge of being inclusive in an era of globalization and increased mobility, as well as of conflicts that completely transform the world we are preparing for.

But a counselor trained for the 4.0 era can say: **“Keep calm and let the career counsellor handle it.”**

And, like airplane pilots flying precisely over the Mediterranean Sea and the beautiful city of Larnaca, we can also say:
“Enjoy the flight and be aware of the surroundings.”

