

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

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Final Event  
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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



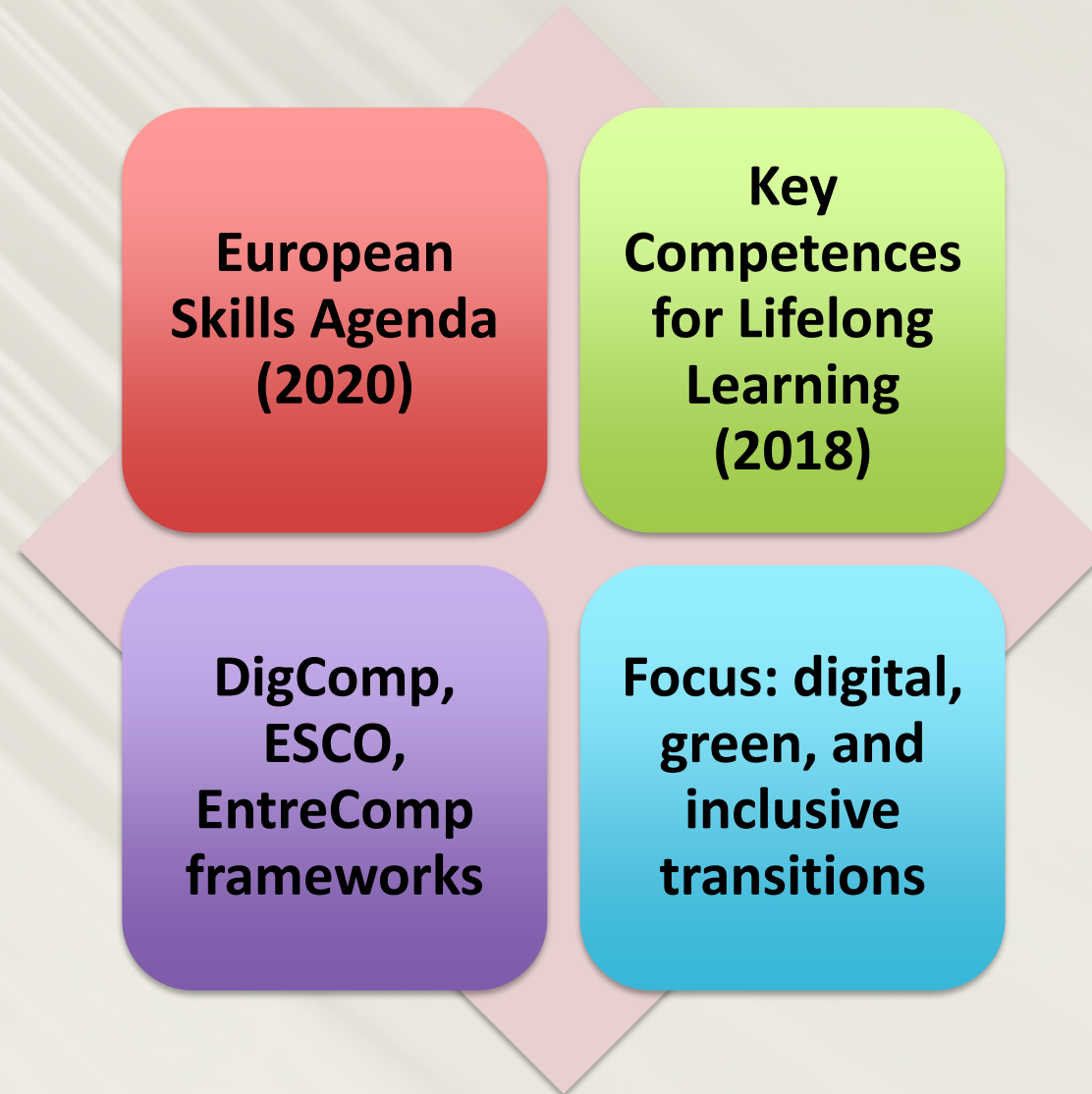
# Challenges for Career Guidance

Traditional models  
no longer fit  
dynamic labour  
markets

Need for career  
adaptability,  
resilience, and  
lifelong learning

Gaps in tools and  
training for  
guidance  
professionals

# EU and International Policy Framework



# About the Careers 4.0 Project

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- 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

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**Careers4.0**

[https://www.facebook.com/photo/  
?fbid=122100538676851347&set=  
a.122094592340851347](https://www.facebook.com/photo/?fbid=122100538676851347&set=a.122094592340851347)





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<https://careers4-0.eu/security/login>

Consists of 4 parts

1 Assessment Questionnaire

2 Assessment Game

3 List of Professions

4 Training

# Evaluation Form

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<https://docs.google.com/forms/d/e/1FAIpQLScWJTNZ-0b3HFHseHQImrPCg2IG8-VUWbcgVluNHVinMZlrsw/viewform>



Thank you!  
Ευχαριστώ!

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