



CAREERS 4.0

Career Guidance 4.0 Dissemination National Event Romanian National Report

December 2025



CONTEXT

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Description of the event

1. Event Overview

A comprehensive dissemination and face-to-face workshop event for the final conference of CAREERS 4.0 project was successfully held on 28 November 2025 in Bucharest, Romania at CMBRAE venue. The national event was designed to present and practically demonstrate the CAREERS 4.0 instruments and methodology developed within the project CAREERS 4.0 with a strong emphasis on innovative and future-oriented approaches to career guidance and counselling. In particular, the sessions highlighted the integration of Artificial Intelligence, immersive technologies, and interactive career information systems/ occupational sectors as key instruments/ tools for supporting modern career development.

The event brought together 59 participants, all of whom were actively engaged in the field of career guidance and counselling, either as practitioners or representatives of universities, NGO-s and business sector. Their participation contributed to a dynamic exchange of expertise, experiences, and best practices related to contemporary career education. The feedback received confirmed the relevance of the project tools and their strong potential for transferability and impact in diverse educational and counselling contexts.

2. Participants' Profile

The final conference is a dissemination event that offered the opportunity to connect with the topics of CAREERS 4.0 project to a large group of participants, allowing the project results to reach and be applied within a broad range of career guidance and counselling actors from different public institutions private organisations from wider community:

- School counsellors with expertise in career guidance and counselling that work in schools/ high schools and colleges from 7 CJRAE counties (CJRAE, Teleorman, CJRAE Dâmbovița, CJRAE Prahova, CJRAE Călărași, CJRAE Ifov, CJRAE Ialomița, CJRAE Galați) and CMBRAE
- Management team from CJRAE/ CMBRAE
- Representatives of business sector
- Academic teachers from university (Academia de Studii Economice, Universitatea Creștină Dimitrie Cantemir, Universitatea Politehnica București)
- Careers professionals and staff working in NGO's (INACO, Asociația DIRECT, Asociația SPRING, CEDP Step by Step)
- Career guidance and counselling practitioners working as freelancers/ private offices
- Students from high schools/ colleges from Bucharest that participated at piloting of questionnaire

The diversity of participants encouraged in-depth exchanges of perspectives and clearly highlighted the versatility of the CAREERS 4.0 tools/instruments, showing their relevance and effective use in a wide range of professional contexts.

3. Agenda and Content

The agenda of event included PPT presentations, practical applications, working group, demonstrations, reflection moments through experiential learning approach. All of these created a friendly and professional context for experimenting the platform in active modality.

The final dissemination conference of the CAREERS 4.0 project focused on key themes related to the transformation of career guidance in the context of rapid technological change. Central to the discussions was the transition from human expertise to intelligent systems, highlighting how Artificial Intelligence can complement, rather than replace, professional career counsellors.

Several sessions explored the idea that AI meets career counselling, emphasizing the future of careers guided by technology. Participants examined how AI-driven tools can enhance decision-making processes, personalize guidance pathways, and improve access to career information, while also addressing ethical considerations, limitations, and the need for human-centered approaches.

Another major theme addressed career counselling in the age of Artificial Intelligence, focusing on innovations, challenges, and emerging opportunities. Discussions highlighted the balance between technological advancement and the essential role of counsellors' professional judgment, empathy, and contextual understanding.

The conference also presented the core work-packages of the CAREERS 4.0 project.

- WP1 focused on project management and dissemination strategies, ensuring effective coordination and visibility of results.
- WP2 showcased innovative methods for skills assessment using chatbots, interest exploration through immersive virtual tours, and learning through simulation games.
- WP3 encouraged participants to explore Career 4.0 options by providing structured information on occupational sectors, job descriptions, and future-oriented roles, supported by interactive card games.
- Finally, WP4 introduced a comprehensive training programme in Career 4.0 guidance, presenting new methodologies and adaptable practices designed to support and upskill career guidance professionals

The agenda was carefully designed to create a balanced and coherent learning experience. It combined theoretical inputs that introduced key concepts with live demonstrations of the project tools and methodologies CAREERS 4.0. These were complemented by practical sessions that allowed participants to actively engage with

the resources presented. This structure supported both knowledge acquisition and hands-on learning, ensuring deeper understanding and practical applicability.

Dissemination Event Agenda



CENTRUL MUNICIPIULUI BUCUREȘTI DE RESURSE ȘI ASISTENȚĂ EDUCAȚIONALĂ (CMBRAE)

Vineri 28 Noiembrie 2025 – București - România

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CAREERS 4.0 - CONFERINȚĂ DE DISEMINARE

AGENDA

Înregistrarea participanților/ Coffee break 10:30 – 11:00	
SESIUNEA 1	
11.00-11.05	Aura Stănculescu, Director CMBRAE Sinergie de bun venit
11.05-11.20	Conf. univ. dr. Andreea Paul, Facultatea de Relații Internaționale, ASE De la expertiza umană la sisteme inteligente: regândirea consilierii carierei cu ajutorul AI
11.20-11.45	Bogdan Ripă, CPO & co-founder, Genezio AI întâlnește consilierea carierei sau Viitorul carierei, ghidat de tehnologie
11.45-12.00	Speranța Lavinia Țibu, CSII, Institutul de Științe ale Educației Consilierea carierei în era inteligenței artificiale: inovații, provocări și oportunități
SESIUNEA 2	
12.00-12.10	Marcela Claudia Călineci CMBRAE W1. Managementul și prezentarea proiectului CAREERS 4.0
12.10-12.30	Luminița Doina Mitrofan CMBRAE WP2. Evaluarea competențelor cu chatbot și a intereselor cu tur imersiv. Simulation game
12.30-12.45	Claudia Ana Jarnea CMBRAE W3. Explorați opțiunile! Informații despre cariere 4.0. Sectoare ocupaționale. Job description. Card Game
12.45-13.00	Cora Aprozeanu CMBRAE WP4. Program de formare în orientare în carieră 4.0 și noi metodologii, practici adaptate pentru specialiștii în carieră
13.00-14.00	Q & A. Reflecții Chestionar de evaluare. Succes!
PRÂNZ	

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ȘI CERCETĂRII



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Feedback from participants at the final conference

Feedback from participants at final conference was obtained through an evaluation form by Google Forms, administered by QR code:

<https://docs.google.com/forms/d/1ogiCUAT8buPRhAtOA5e3uvP3QBD4Ujz-ZeZOqdDYbhg/edit#responses>. This comprises closed-ended items and open-ended comments.

Overall, the feedback reflects an exceptionally high level of satisfaction among participants, highlighting the quality and clarity of the content, the well-balanced structure of the agenda, and the strong relevance of the results obtained within CAREERS 4.0 PROJECT final event focused on their professional needs and expectations.

Participants gave answers to the following questions using a Likert scale:

- The content of the event was clear and easy to understand
- The content of the event is relevant to my work
- The speakers were very knowledgeable about the subject matter
- The information presented was useful
- The event offered new ideas and knowledge

Related to all evaluation questions, the feedback was consistently and overwhelmingly positive, with most of participants indicating satisfaction levels exceeding 80–90%. These results clearly demonstrate that the event content was perceived as well-structured, easy to understand, and highly relevant to participants' professional practice.

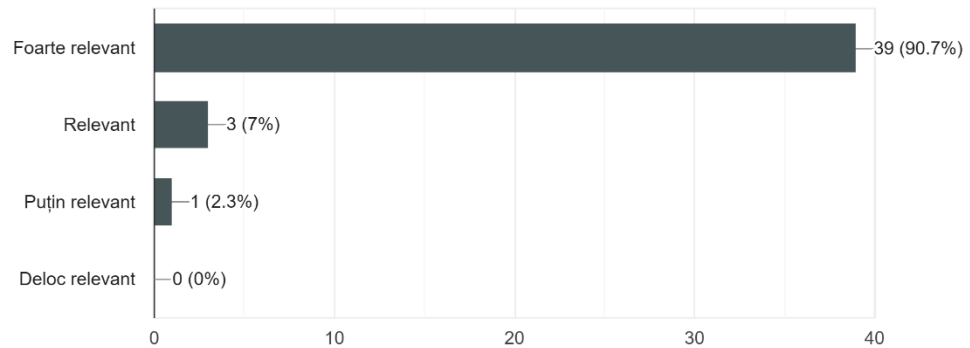
Moreover, respondents highlighted the informative and innovative nature of the sessions, noting that the presentations effectively introduced new knowledge, tools, and forward-looking approaches in the field of career guidance and counselling, particularly in relation to emerging technologies and Industry 4.0 developments.

The responses are presented in the following statistical graphics:

The content of the event was clear and easy to understand

Cum evaluați relevanța informațiilor prezentate în cadrul conferinței?

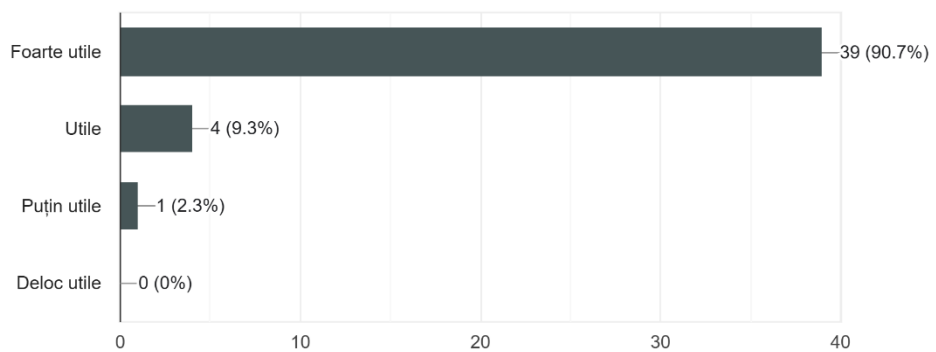
43 responses



The content of the event is relevant to my work/ The information presented was useful

În ce măsură considerați utile exemplele, materialele și resursele prezentate?

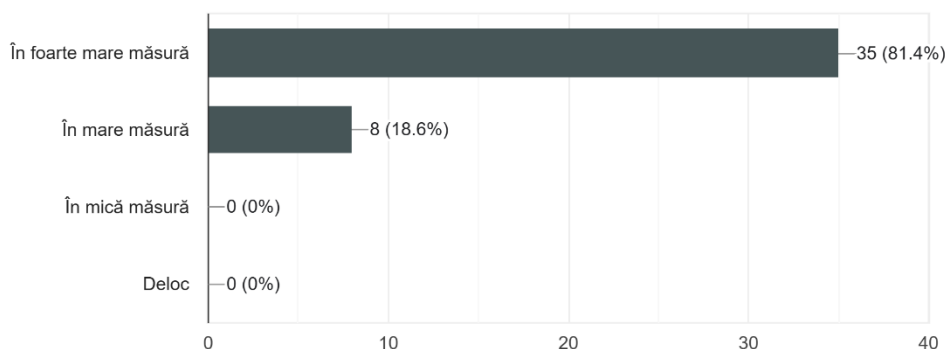
43 responses



The speakers were very knowledgeable about the subject matter / The event offered new ideas and knowledge

În ce măsură evenimentul a clarificat aspectele legate de implementarea proiectului Careers 4.0?

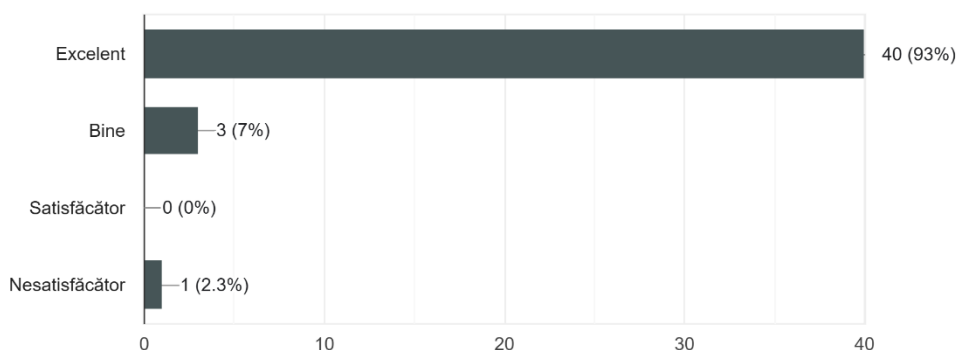
43 responses



The organization and implementation of the final conference were carried out in a structured and efficient manner, ensuring a smooth flow of activities and a high-quality experience for all participants. The event was carefully planned, with a clear agenda, well-defined sessions, and appropriate time allocation for presentations, discussions, and interactive activities. The logistical arrangements, technical support, and coordination among speakers contributed to the successful delivery of the conference and facilitated active engagement and meaningful exchanges throughout the event.

Cum apreciați organizarea și desfășurarea conferinței la sediul CMBRAE?

43 responses



“Describe your experience at this event in one word.”

Descrieți printr-un singur cuvânt experiența dumneavoastră la acest eveniment

- Utilă
- Conectare
- Revelatoare
- inovatoare
- Utilă pentru adaptările viitoare a pregătirilor noastre!
- Utila

- Extraordinara
- Utila! Relaxanta! Captivanta!
- Interesantă și de actualitate
- Inovație
- Inspirațională și valoroasă
- Super conferință! Felicitări!
- Profesionalism
- Magnific
- Lămuritor
- Supergenial!
- Excelent
- Un eveniment la superlativ
- Dezvoltare
- Inivatie
- Inspirație
- Minunată
- Oportunitate de invatare.
- Eficace
- Captivantă
- Revelator
- inspirație
- Interesanta
- Curiozitate
- Grabă
- Dinamică in informația de viitor și prezentul de azi pentru aplicare
- Interesantă
- Informativ
- Misto ;)
- Inovatoare
- Frumos
- Interesantă
- Revelatoare
- Schimbare
- Cu sens
- Inovator
- Inovator
- Genial

The open-ended responses provided additional confirmation of the event's overall positive assessment.

The qualitative analysis of the open-ended question "Describe your experience at this event in one word" reveals a strongly positive and emotionally rich perception of the

conference. The wide range of words used by participants reflects not only satisfaction, but also engagement, inspiration, and professional relevance.

A significant number of responses emphasize the practical value of the event, with frequent mentions of terms such as useful, informative, effective, and learning opportunity. These answers indicate that participants perceived the conference as directly applicable to their current and future professional practice, particularly in relation to adapting to new developments in career guidance.

Another dominant theme is innovation and future orientation, highlighted through words such as innovative, innovation, change, revelatory, inspiring, and development. This suggests that the conference successfully conveyed new perspectives, tools, and approaches, encouraging participants to rethink traditional career counselling models in light of emerging technologies.

Many responses also point to the quality of the experience itself, using expressions such as excellent, extraordinary, magnificent, professional, dynamic, captivating, and genius. These descriptors reflect a high level of appreciation for the organization, content delivery, and overall atmosphere of the event. Additionally, terms like connection, meaningful, and curiosity underline the conference's role in fostering engagement, reflection, and professional dialogue.

Overall, the diversity and positivity of the one-word responses demonstrate that the conference was perceived as highly impactful, combining professional rigor with inspiration, relevance, and innovation. The feedback confirms the success of the final event in meeting participants' expectations and in supporting meaningful learning and professional growth.

Participants repeatedly emphasized several key strengths of the event and project tools. They underlined the practical usefulness of the CAREERS 4.0 tools, noting their immediate relevance and ease of integration into everyday counselling activities. Special attention was given to the innovative application of Industry 4.0 technologies, especially the metaverse-based interest assessment, which participants described as highly engaging, interactive, and particularly appealing to young people.

Feedback also highlighted the clarity and credibility of the skills assessment process, which offers a well-rounded and meaningful client profile. In addition, participants appreciated the structured, accessible, and visually attractive presentation of career information, as well as the clear alignment between interests, competencies, and occupational pathways, which supports constructive and meaningful counselling discussions. The user-friendly design of the tools was frequently mentioned, including their accessibility for users with limited prior experience.

Almost all participants affirmed a strong willingness to adopt and apply the CAREERS 4.0 tools/instruments and methodology in their own professional contexts, especially

within schools/high schools/college, career guidance activities and other categories of beneficiaries.

Suggestions for Improvement

In addition to the overall positive feedback, participants shared a range of practical recommendations focused on enhancing both the platform's functionality and the overall user journey. Several suggestions referred to improving readability and visual quality, such as increasing text size and enhancing image clarity within the metaverse spaces. Others pointed to the need for optimizing technical performance, particularly by reducing loading times in certain virtual environments.

Participants also expressed interest in enriching the content, recommending the inclusion of more real-life case studies and an expanded career information section covering a broader range of professions. Further ideas focused on greater flexibility for users, including additional personalization features and more options for downloading assessment reports in various formats. Finally, some respondents suggested the introduction of a brief onboarding or introductory guide to help users navigate the metaverse more easily before starting the experience.

Overall, these proposals demonstrate a strong level of involvement and critical engagement with the tools, offering valuable insights to support future improvements and ongoing development.

Photos from the event – Visual Journal







