



CAREERS 4.0

Career Guidance 4.0 training
program

Cyprus National Report
Platform piloting

November 2025

CONTEXT

Grant agreement	2023-1-RO01-KA220-VET-000153980
Programme	Erasmus +
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Action	Strategic Partnerships
Project title	Careers4.0
Project starting date	01/12/2023
Project duration	2 years
Project end date	30/11/2025
Authors	Nikos Drosos

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Implementation of piloting

The piloting of the Careers 4.0 platform in Cyprus was conducted with a group of five career guidance professionals who were familiarised with the platform and its core functionalities by the project team. The professionals piloted the three main digital tools:

- (a) Skills Assessment with chatbot,
- (b) Interests Assessment with immersive tour, and
- (c) Career Information supported by infographics related to emerging occupations and Industry 4.0.

The pilot was implemented with young people aged 18–20 years. The activities were carried out either in small groups or in individual sessions, depending on the context and the needs of the participants. The professionals supported participants throughout the process, helping them navigate the digital environment, reflect on their results, and link the outcomes of the assessments with potential educational and career pathways.

Each participant engaged with the platform during structured sessions, which included completing the skills assessment, exploring interests through the immersive tour, and accessing relevant career information. Emphasis was placed on reflection, discussion, and the practical use of results within a career guidance framework.

Participants' Description

A total of **fifteen individuals** participated in the Cyprus pilot: **five career guidance professionals** and **ten young people aged 18–20 years**.

The professionals were experienced practitioners working in career guidance and counselling contexts and demonstrated strong interest in the integration of innovative digital tools into their practice.

The ten young participants were in a transitional phase between education, training, and early career decision-making. Their participation provided valuable insights into the usability, relevance, and attractiveness of the digital tools for young adults who are actively exploring future educational and professional options.

Feedback from participants

Feedback from Career Guidance Professionals

The open-ended comments provided by career guidance professionals highlight several strengths of the Careers 4.0 digital tools, as well as concrete suggestions for improvement.

Professionals particularly valued the **Interests Assessment with Immersive Tour**, noting that it offers an engaging and experiential way for users to explore occupations that they were previously unfamiliar with. Several comments emphasised the potential of the immersive environment to support self-awareness and initial exploration, while also suggesting the inclusion of **a wider range of professions**, especially from the **social and educational sectors**.

The **Skills Assessment tool** was described as clear and user-friendly. At the same time, professionals suggested that the tool could be further enhanced by providing **clearer guidance on how assessment results can be used within the counselling process**, particularly to support structured discussion and intervention planning with clients.

Regarding **Career Information**, practitioners recognised its usefulness as a solid foundation for guidance. Suggestions focused on enriching the content with **more up-to-date labour market information** and **alternative education and training pathways**, in order to better reflect the diversity of possible career trajectories.

Finally, professionals proposed **stronger integration between the three tools**, so that results from interests and skills assessments could more directly lead to tailored career information. Some also suggested the development of **simplified or shorter versions** of the tools to better support users with lower levels of digital literacy.

Feedback from Young Participants

Young participants' comments reflect a generally positive and engaging experience with the Careers 4.0 platform, alongside practical suggestions related to usability and clarity.

The **Immersive Tour** was frequently described as enjoyable and different from traditional career tools, with participants appreciating the feeling of “entering” different professions. Several young people expressed interest in having **more occupational options** and **greater control over navigation**, such as choosing the order in which professions are explored.

The **Skills Assessment** was considered easy to use and understandable overall. However, some participants noted that **certain questions or skill concepts were not always clear**, indicating a need for simpler wording or short explanations.

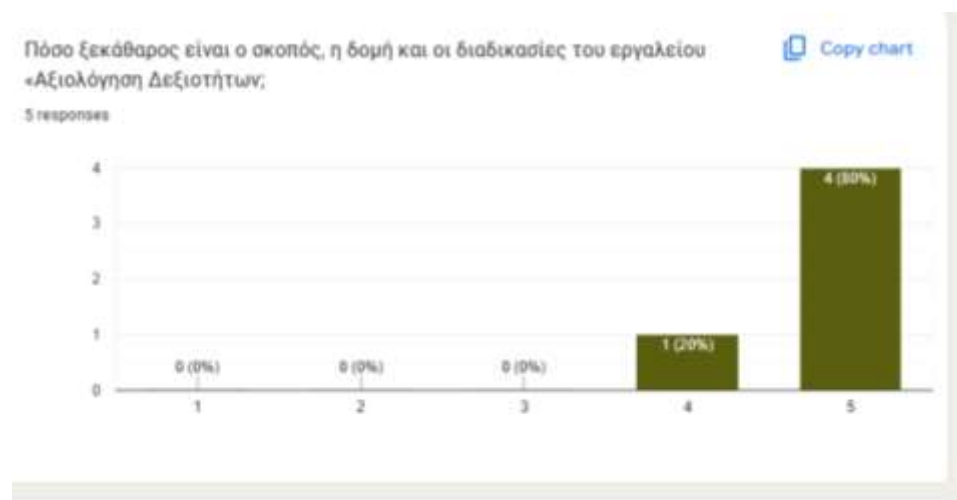
In relation to **Career Information**, participants found the content useful but suggested **simpler descriptions and less formal language**. Many young people expressed a clear need for **more concrete guidance after receiving their results**, such as explicit suggestions for next steps (e.g. education, training, or work options).

Several comments referred to **technical and usability issues**, particularly when using mobile devices, such as small text size or difficulty reading all information. Participants also suggested adding **examples from people of a similar age**, short videos, or practical illustrations of daily work life in different professions.

Despite these suggestions, young participants reported that the overall experience was positive, useful for reflection, and something they would recommend to peers, while noting that a slightly **shorter and more streamlined version** could reduce fatigue.

Diagrams on Practitioners feedback

How much clear is the purpose, the structure and the procedures of the tool "Skills assessment with chatbot",

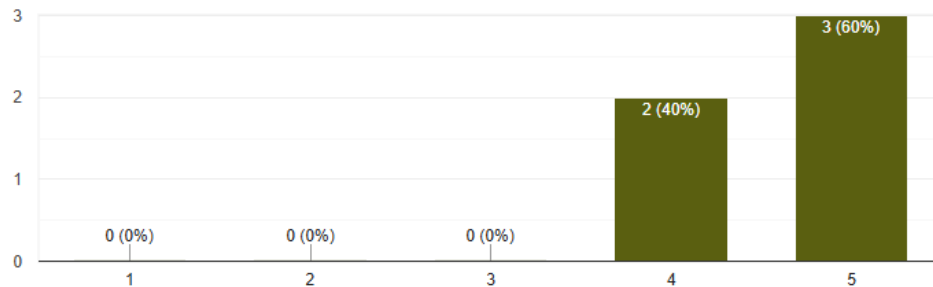


How much clear is the purpose, the structure and the procedures of the tool "Interests assessment with immersive tour"?

Πόσο ξεκάθαρος είναι ο σκοπός, η δομή και οι διαδικασίες του εργαλείου «Αξιολόγηση Ενδιαφερόντων με Immersive Tour»;

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5 responses

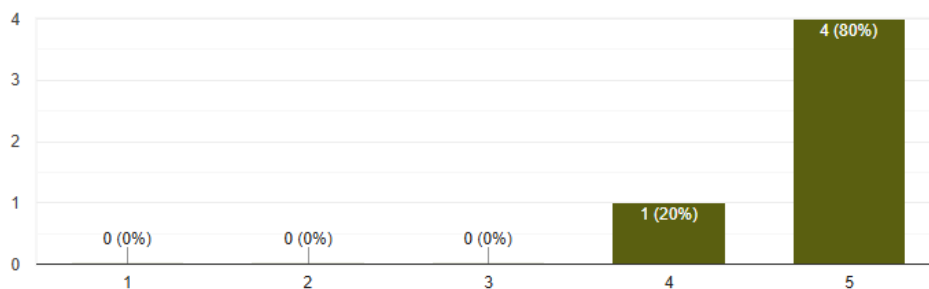


How much clear is the purpose, the structure and the procedures of the tool "Career Information"?

Πόσο ξεκάθαρος είναι ο σκοπός, η δομή και οι διαδικασίες του εργαλείου «Επαγγελματική Πληροφόρηση»;

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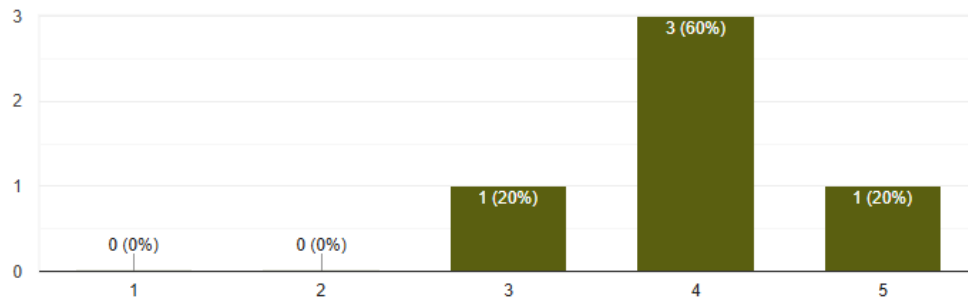


How much interesting and useful do you consider the activities provided in the digital tools "Interests assessment with immersive tour" and "Career Information"?

Πόσο ενδιαφέρουσες και χρήσιμες θεωρείτε τις δραστηριότητες που παρέχουν τα ψηφιακά εργαλεία «Αξιολόγηση Ενδιαφερόντων με Immersive Tour», «Αξιολόγηση δεξιοτήτων» και «Επαγγελματική Πληροφόρηση»;

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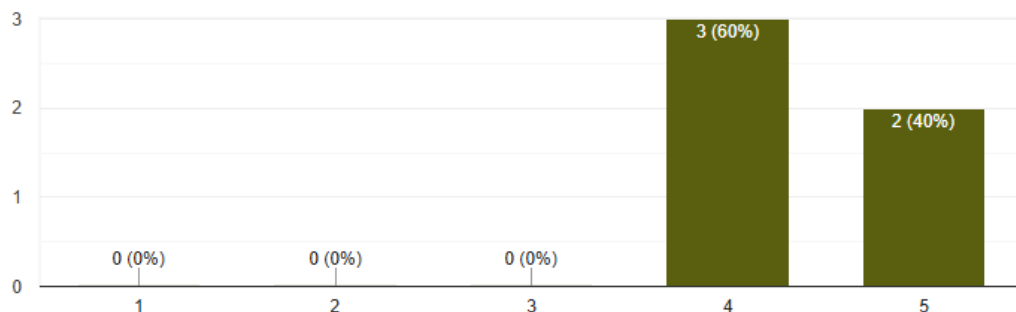


How helpful to your career practice and development do you consider the digital tools "Interests assessment with immersive tour" and "Career Information"?

Πόσο βοηθητικά για την εργασία και την επαγγελματική σας ανάπτυξη θεωρείτε τα ψηφιακά εργαλεία «Αξιολόγηση Ενδιαφερόντων με Immersive Tour», «Αξιολόγηση Δεξιοτήτων» και «Επαγγελματική Πληροφόρηση»;

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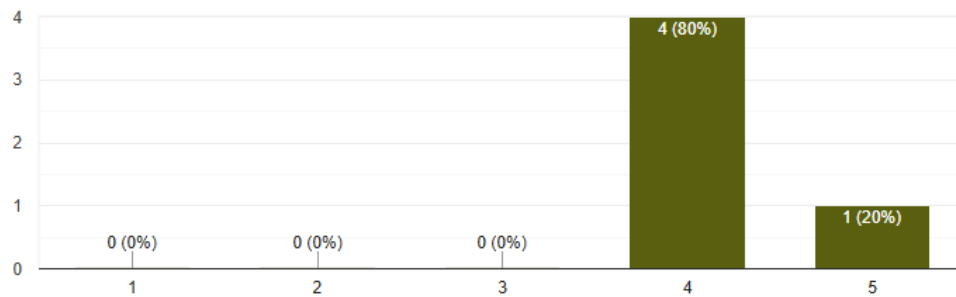


In which degree did the digital tools "Interests assessment with immersive tour" and "Career Information" fulfil your expectations?

Σε ποιο βαθμό τα ψηφιακά εργαλεία «Αξιολόγηση Ενδιαφερόντων με Immersive Tour», «Αξιολόγηση Δεξιοτήτων» και «Επαγγελματική Πληροφόρηση» ανταποκρίθηκαν στις προσδοκίες σας;

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5 responses

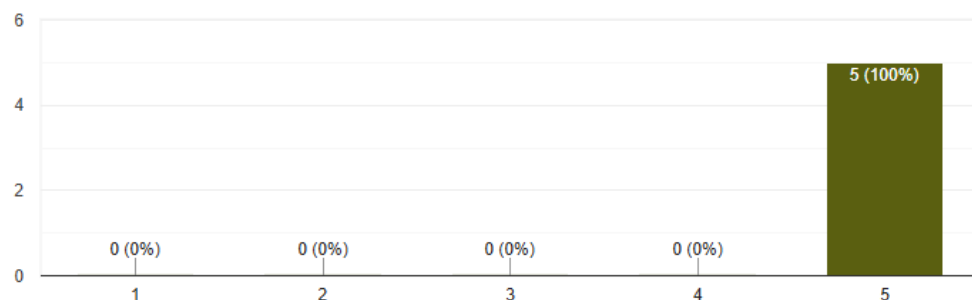


Would you recommend the digital tools "Interests assessment with immersive tour" and "Career Information" to other counselors?

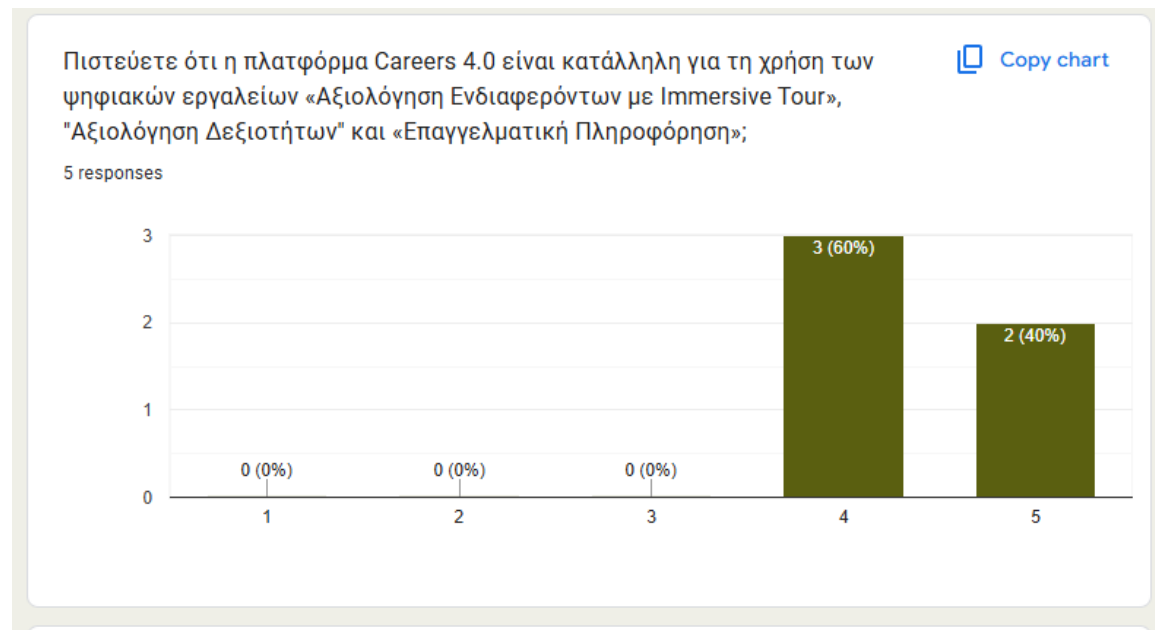
Θα προτείνετε τα ψηφιακά εργαλεία του Careers4.0 σε άλλους συμβούλους;

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5 responses



Do you think that the Careers 4.0 platform is adequate to the use of the digital tools "Interests assessment with immersive tour" and "Career Information"?

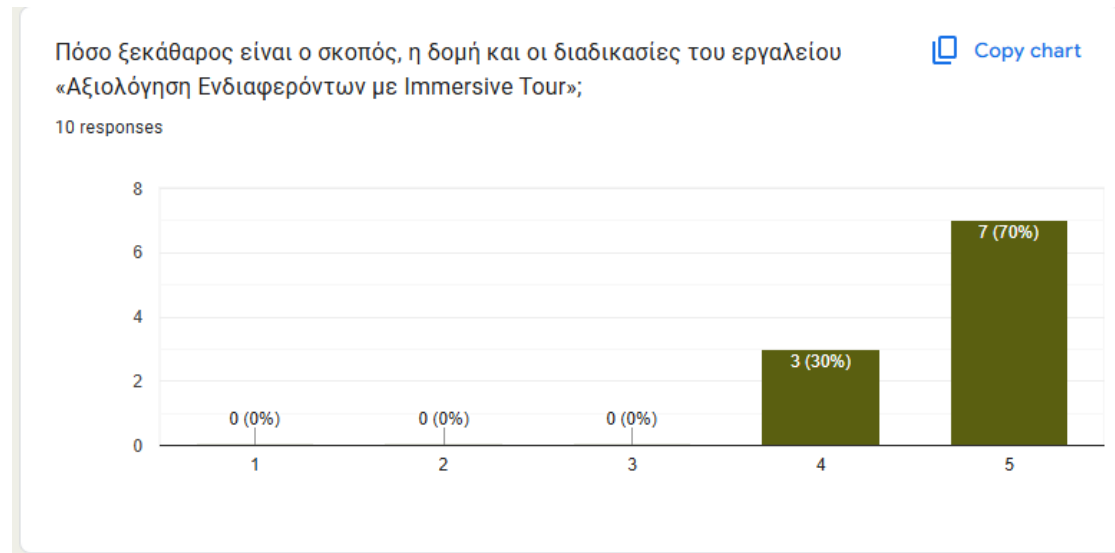


Diagrams on Youngsters' feedback

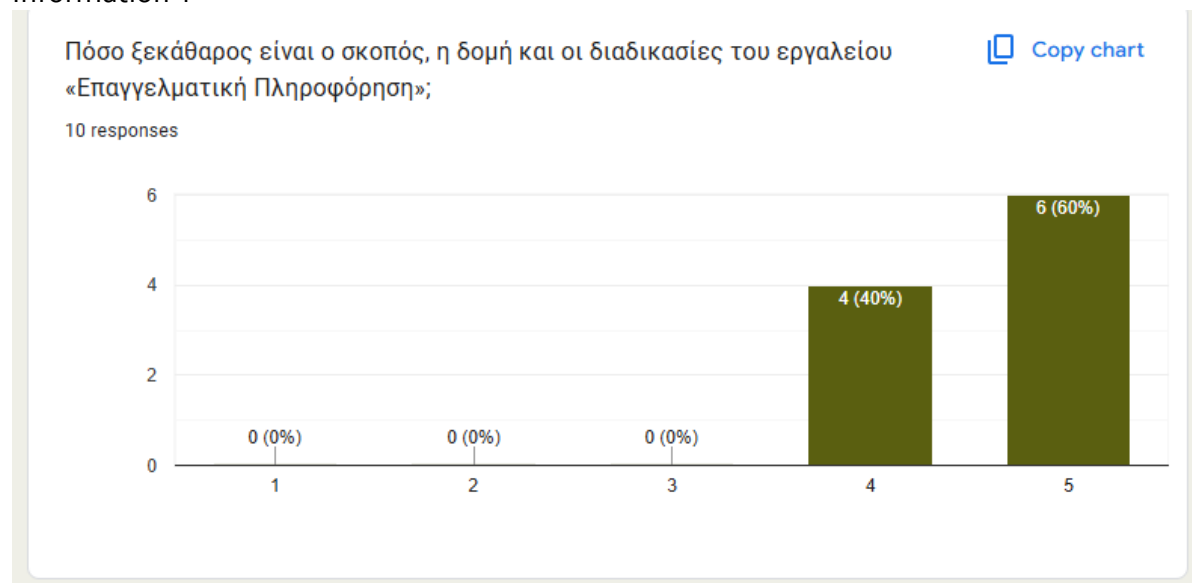
How much clear is the purpose, the structure and the procedures of the tool "Skills assessment with chatbot",



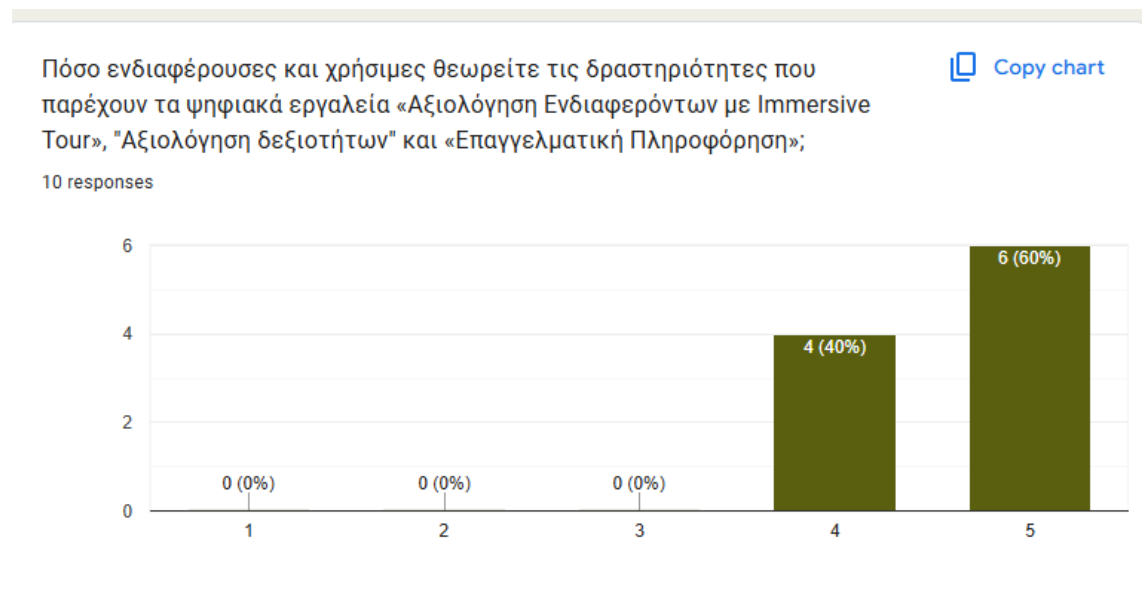
How much clear is the purpose, the structure and the procedures of the tool "Interests assessment with immersive tour"?



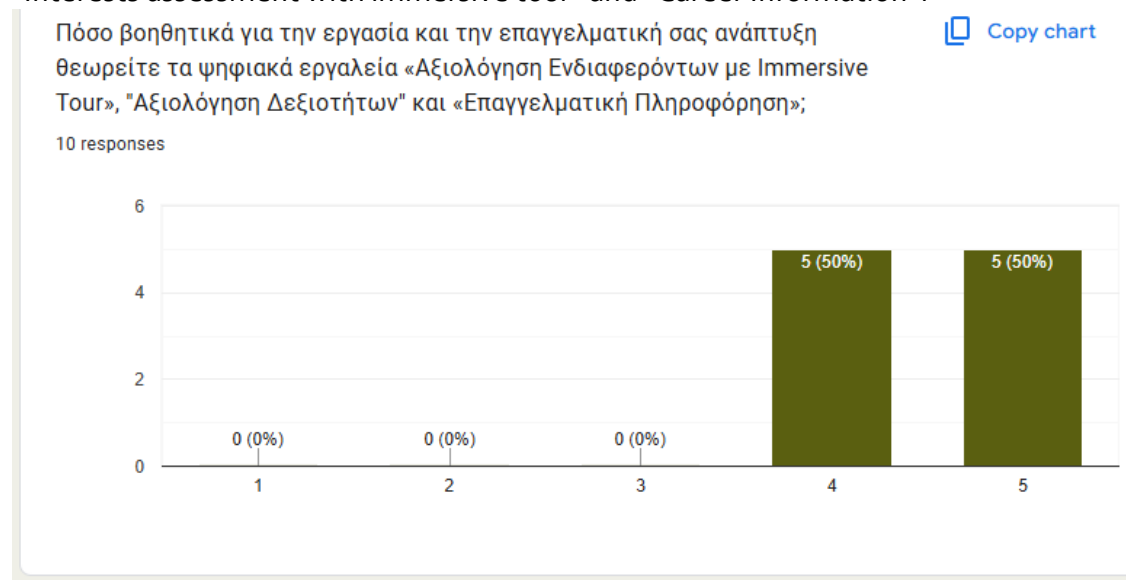
How much clear is the purpose, the structure and the procedures of the tool "Career Information"?



How much interesting and useful do you consider the activities provided in the digital tools "Interests assessment with immersive tour" and "Career Information"?



How helpful to your personal development do you consider the digital tools "Interests assessment with immersive tour" and "Career Information"?

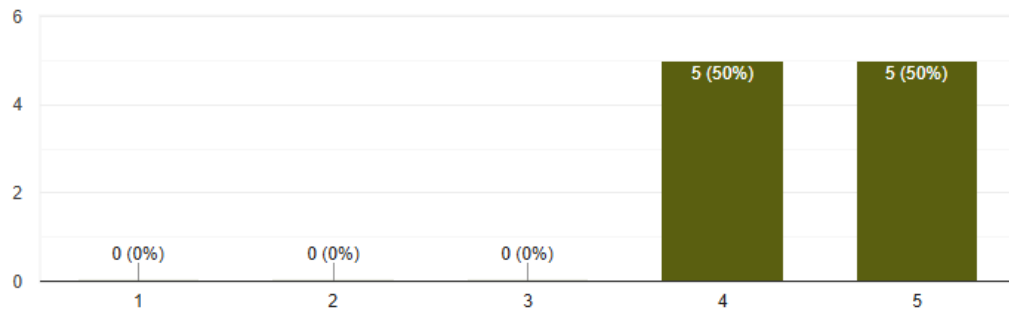


In which degree did the digital tools "Interests assessment with immersive tour" and "Career Information" fulfil your expectations?

Σε ποιο βαθμό τα ψηφιακά εργαλεία «Αξιολόγηση Ενδιαφερόντων με Immersive Tour», «Αξιολόγηση Δεξιοτήτων» και «Επαγγελματική Πληροφόρηση» ανταποκρίθηκαν στις προσδοκίες σας;

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10 responses

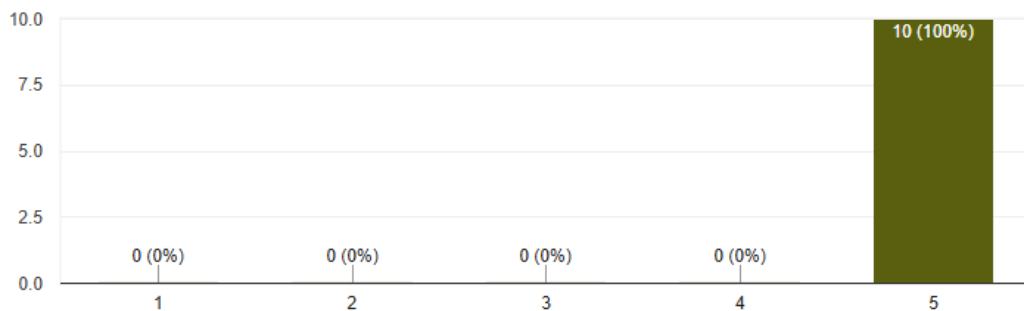


Would you recommend the digital tools "Interests assessment with immersive tour" and "Career Information" to your friends?

Θα προτείνετε τα ψηφιακά εργαλεία του Careers4.0 σε φίλους σας;

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10 responses



Do you think that the Careers 4.0 platform is adequate to the use of the digital tools "Interests assessment with immersive tour" and "Career Information"?

