



CAREERS 4.0

Careers and Competence 4.0 Information & Assessment System Greek pilot report

November 2025

CONTEXT

Grant agreement	2023-1-RO01-KA220-VET-000153980
Programme	Erasmus +
Key action	Cooperation partnerships in vocational education and training
Action	Strategic Partnerships
Project title	Careers4.0
Project starting date	01/12/2023
Project duration	2 years
Project end date	30/11/25
Authors	Kollias Gavriil, Maria Tountopoulou Foteini Vlachaki

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Implementation of piloting

The piloting of the Careers 4.0 platform was conducted with a selected group of five trained career practitioners who had previously participated in a capacity-building workshop organised by the project team. During training, the practitioners familiarised themselves with the platform's three key functionalities—(a) Skills Assessment with Chatbot, (b) Interests Assessment in an immersive metaverse environment, and (c) Career Information supported with infographics on emerging and Industry 4.0 jobs. All five expressed strong motivation to pilot the tools in their everyday practice and volunteered to involve their clients in the testing phase.

The practitioners implemented the pilot with three distinct target groups. Two counsellors worked in high-school settings with adolescents aged 14–19. Two counsellors piloted the tools with VET students, while one counsellor worked with young unemployed adults aged 25–29. In the high-school context, as well as in one of the VET settings, the pilot was organised in small groups of two or three young people to facilitate peer learning and allow participants to exchange thoughts during the activities. In the remaining VET case and with the unemployed clients, sessions were delivered individually to allow more personalised support and deeper exploration.

Across all settings, each participant completed two one-hour sessions. During the first session, they engaged with the Skills Assessment tool through the chatbot and received structured feedback on their strengths and areas for improvement. The second session focused on the Interests Assessment conducted in the metaverse environment and on exploring relevant career information aligned with their RIASEC profiles. The practitioners provided guidance throughout the process and supported users in interpreting their results and linking them to potential career paths.

Participants' Description

A total of sixteen individuals participated in the pilot: five career practitioners and eleven young people or young adults. The practitioners included professionals employed in school career services, VET counselling units, and youth employment support organisations. All had prior experience in guidance delivery and demonstrated strong interest in integrating innovative digital tools into their practice.

Among the eleven young participants, five were secondary-school students aged 14–19 representing diverse academic orientations and early exploration stages. Four participants were students in VET organisations, enrolled in practical fields such as technology, services, and applied sciences. Two participants were unemployed young adults aged 25–29, both actively exploring re-training or career-change options.

Overall, the group presented a broad range of readiness levels and self-awareness, offering a valuable testing environment for the three platform components.

Feedback from the Pilot

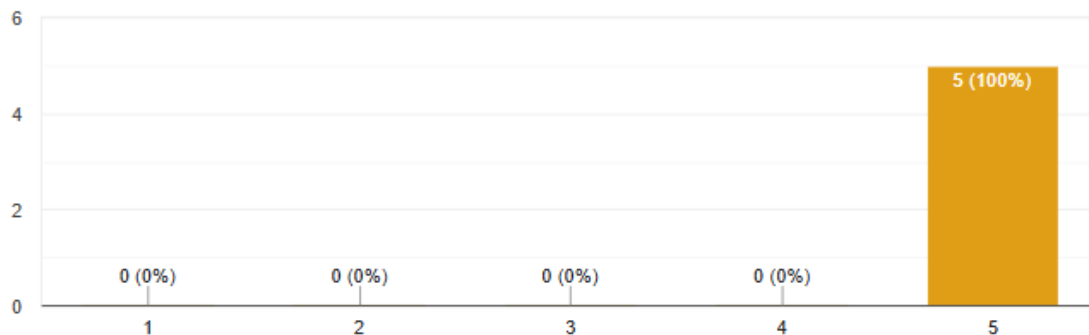
Both practitioners and young participants reported very positive impressions of the platform. Ratings for all evaluation questions—clarity of purpose, structure and procedures of each tool, usefulness and interest of the activities, relevance to career development practice, fulfilment of expectations, likelihood of recommendation, and adequacy of the Careers 4.0 platform—were consistently between **4 and 5** (“agree” and “totally agree”). Career practitioners highlighted that the tools supported meaningful initial exploration of skills and interests and aligned well with contemporary career-development needs.

Open comments from practitioners emphasised the value of the tools (“very useful tools”, “excellent work”, “very helpful... in line with the new labour market demands”) and their positive impact on self-awareness among young clients. Suggestions for improvement focused primarily on technical aspects of the platform: improving platform stability, increasing font size in the career-information pages, enlarging objects in the immersive environment, enhancing image quality in the interests assessment, and adding more detailed job descriptions. Practitioners also suggested including short instructional videos to support independent navigation by students.

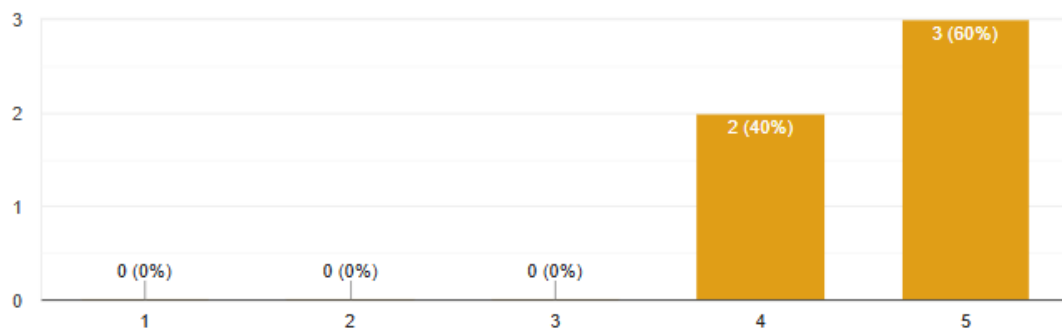
Feedback from young participants was similarly enthusiastic. They highlighted how the platform helped them understand their strengths (“they helped me understand on what I am good”), develop awareness of new jobs, and clarify areas for improvement. Several comments focused on navigational challenges within the metaverse environment, especially when using mobile devices, such as small or unclear images, low-resolution items in the rooms, and difficulty moving between spaces. Young adults particularly appreciated the skills-assessment tool and the career-information cards, noting their relevance for users who are uncertain about their direction. Despite the technical suggestions, all users considered the tools useful, engaging, and supportive of their career-orientation process.

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"?

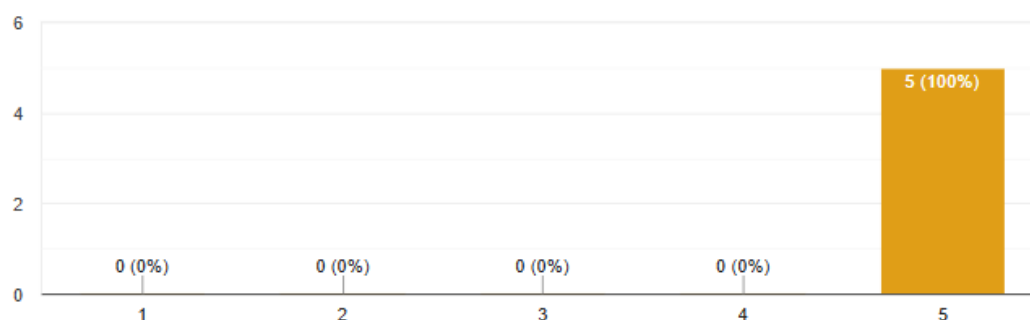


How much clear is the purpose, the structure and the procedures of the tool "Career Information"?

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

 Αντιγραφή γραφήματος

5 απαντήσεις

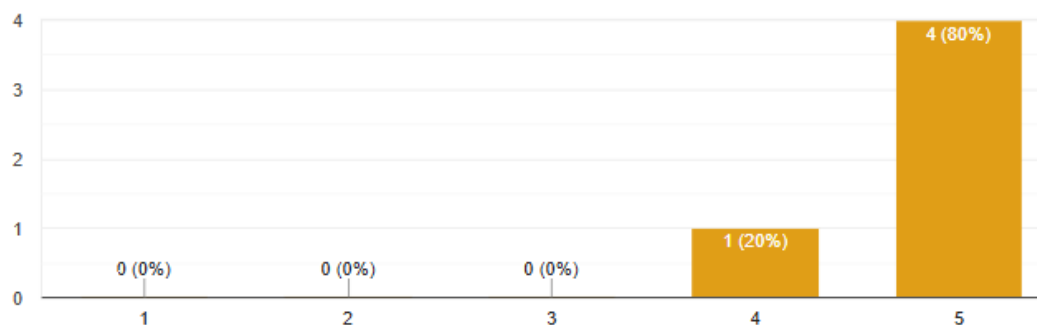


How much interesting and useful do you consider the activities provided in the digital tools "Interests assessment with immersive tour" and "Career Information"?

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

 Αντιγραφή γραφήματος

5 απαντήσεις

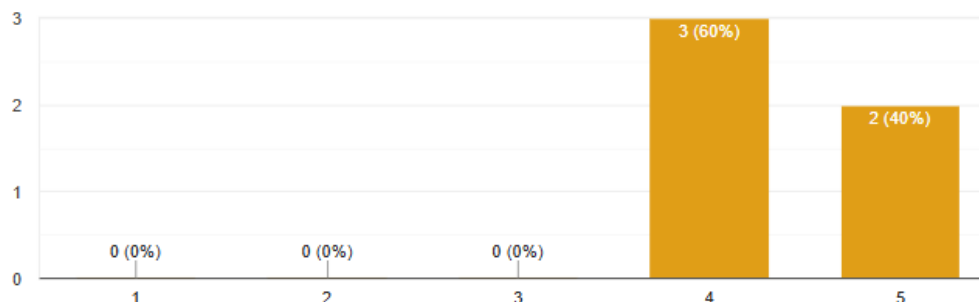


How helpful to your career practice and development do you consider the digital tools "Interests assessment with immersive tour" and "Career Information"?

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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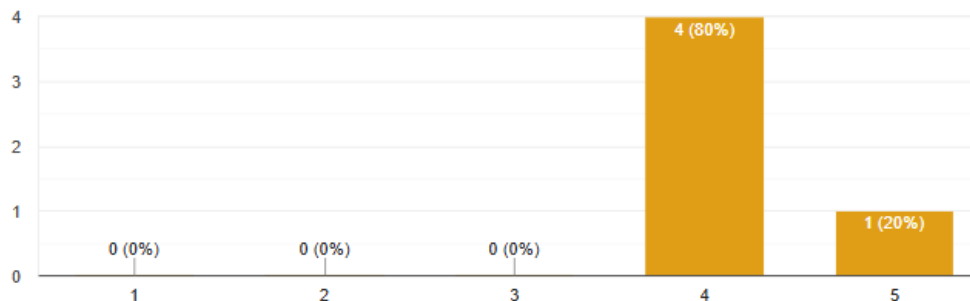


In which degree did the digital tools "Interests assessment with immersive tour" and "Career Information" fulfil your expectations?

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

 Αντιγραφή γραφήματος

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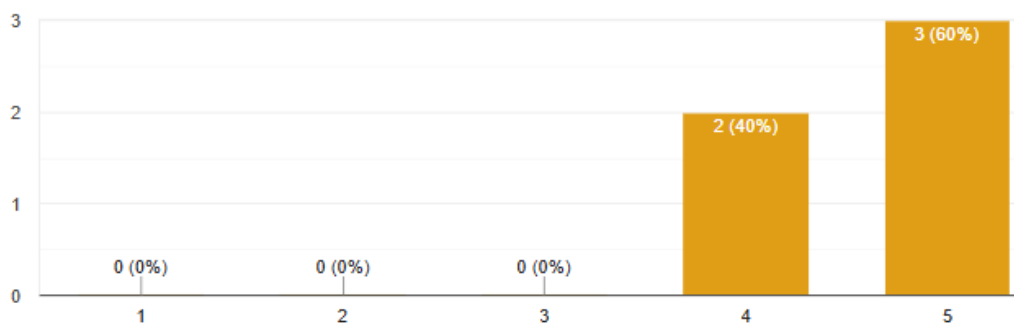


Would you recommend the digital tools "Interests assessment with immersive tour" and "Career Information" to other counselors?

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

 Αντιγραφή γραφήματος

5 απαντήσεις

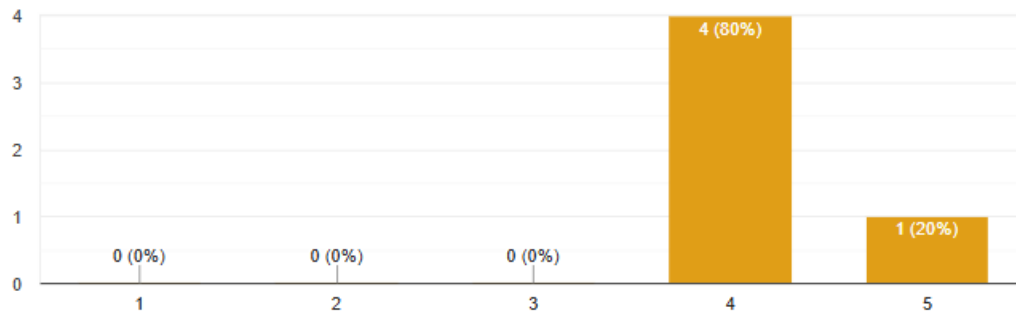


Do you think that the Careers 4.0 platform is adequate to the use of the digital tools "Interests assessment with immersive tour" and "Career Information"?

Πιστεύετε ότι η πλατφόρμα Careers 4.0 είναι κατάλληλη για τη χρήση των ψηφιακών εργαλείων «Αξιολόγηση Ενδιαφερόντων με Immersive Tour», «Αξιολόγηση Δεξιοτήτων» και «Επαγγελματική Πληροφόρηση»;

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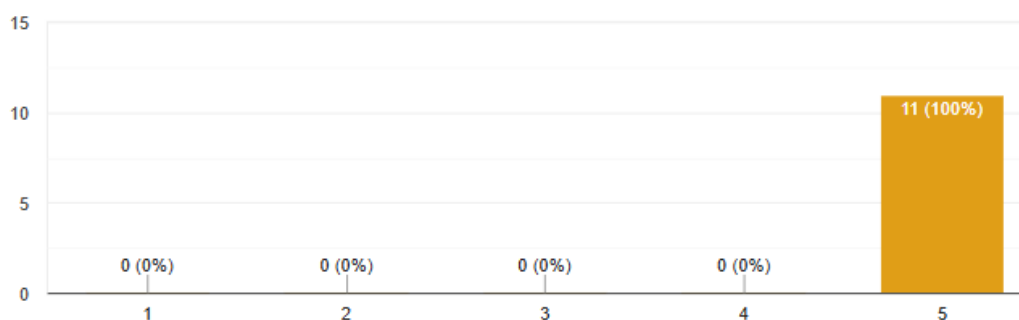
Diagrams on Youngsters' feedback

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 Αντιγραφή γραφήματος

11 απαντήσεις

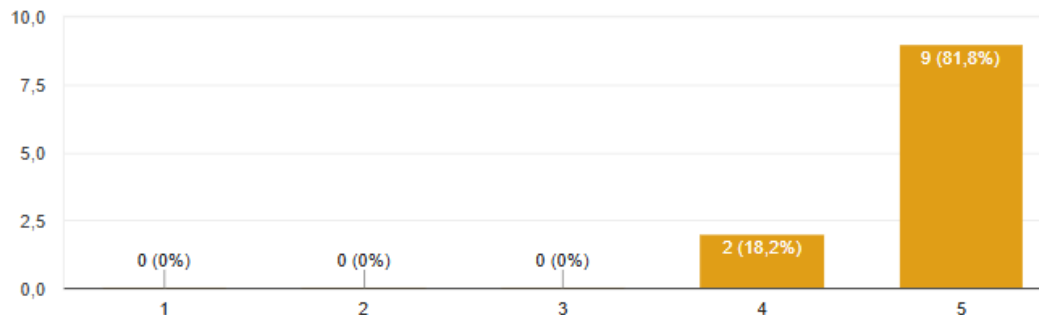


How much clear is the purpose, the structure and the procedures of the tool "Interests assessment with immersive tour"?

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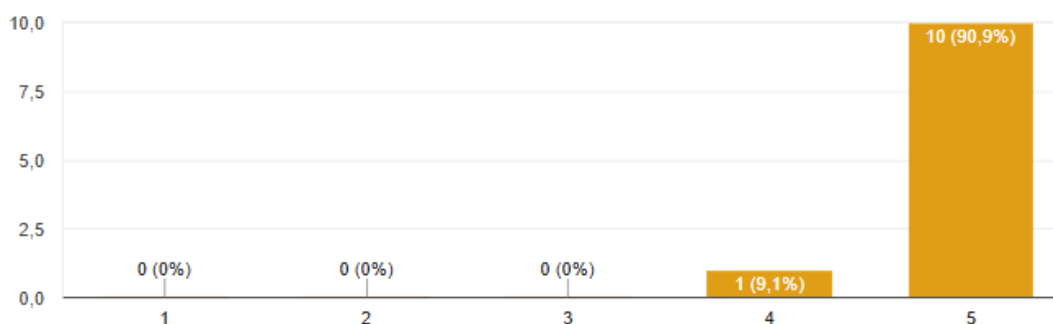


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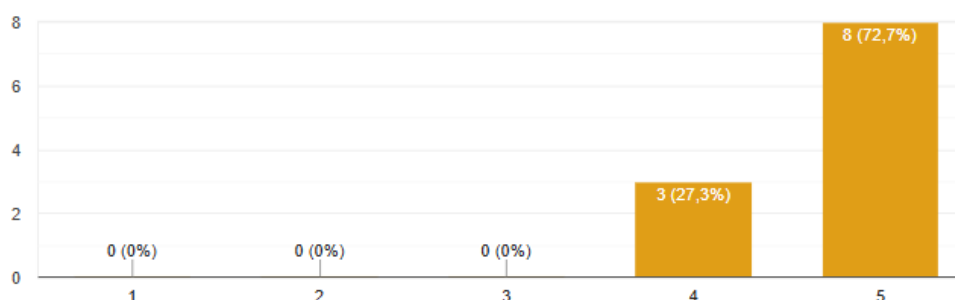


How much interesting and useful do you consider the activities provided in the digital tools "Interests assessment with immersive tour" and "Career Information"?

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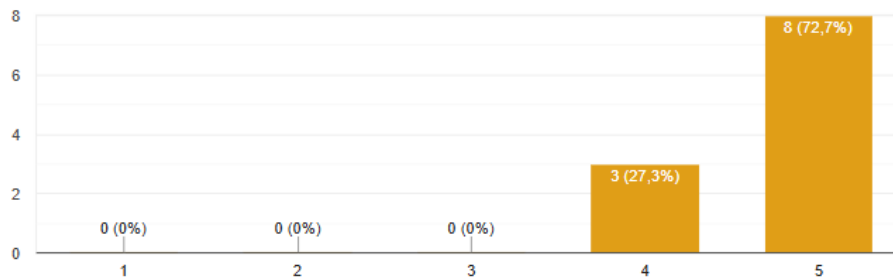


How helpful to your personal development do you consider the digital tools "Interests assessment with immersive tour" and "Career Information"?

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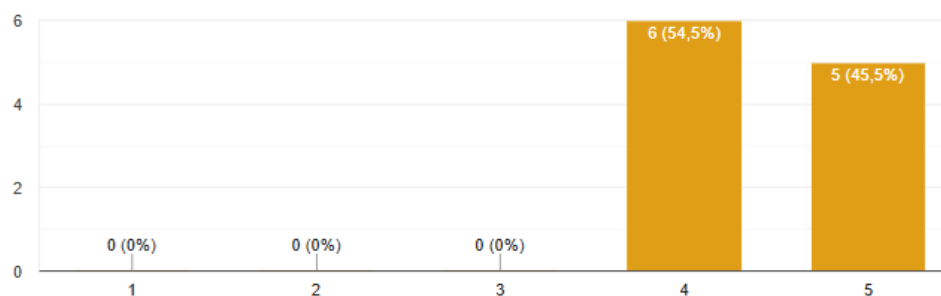


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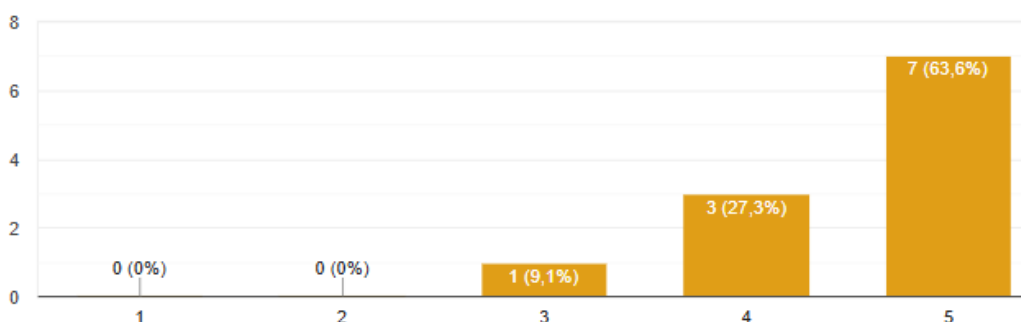


Would you recommend the digital tools "Interests assessment with immersive tour" and "Career Information" to your friends?

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