



CAREERS 4.0

Careers and Competence 4.0 Information & Assessment System Romanian Pilot Report

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CONTEXT

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Description of piloting activity

One of the project activities within WP3 was the piloting of the Careers 4.0 platform. The activity refers to the organisation of piloting the system and its functionalities among the end users in all partner countries.

For Romania, we involved 7 professionals and 21 youngsters. Evaluation questionnaires regarding the appreciation of the platform and the specific tools were administered to all participants.

Specifically, it was carried out with a group of 7 career counsellors/ school counsellors, from CMBRAE/CJRAE who were previously informed by the project team of CMBRAE about functionalities of the platform, regarding the following tools:

- skills assessment delivered through an interactive chatbot
- interests' assessment conducted within an immersive metaverse environment
- access to career information supported by visually engaging infographics focused on emerging occupations and Industry 4.0 jobs

Also, the 21 youngsters involved in the pilot participated in exploration and experimentation of the Skill Assessment Tool with chatbot, an immersive tour, conducted in the metaverse environment and followed by learning about career information associated with the RIASEC profile achieved.

All participants tested the tools on the platform considering them very modern, innovative and useful for career professionals and for discovering the values, personal qualities, interests, competencies, and important aspects for informed decision making in the context of Industry 4.0. The immersive tour, conducted in the metaverse environment and followed by exploration of career information associated with the RIASEC profile, represents a useful tool, both for professionals and youngsters. The feedback was generally positive; the practical aspects of the platform being very much appreciated. Overall, the pilot activity demonstrated the platform's potential to support innovative, digital approaches to career guidance in line with Erasmus+ priorities on digital transformation and youth employability.

Participant's status

The pilot activity included a group that consisted of 7 school counsellors and 21 youngsters. The school counsellors were included in the group because an important

part of their professional activity is centred on career guidance delivered to students. Thus, they could bring added value due to their experience in career guidance and expertise. Also, they manifested great interest for the instruments available on CAREERS 4.0 project platform.

Regarding the group of youngsters, they had different backgrounds and were aged 16-29 (students from upper-secondary school and universities). They were highly interested in accessing the platform and actively engaged in the Skills assessment questionnaire tool with chatbot and the immersive tour. They also accessed their competencies profile and relevant career-related information. They did not encounter difficulties in managing the digital tools of the platform and took the tasks seriously.

Feedback from the respondents

Both groups, the career/school counsellors from CMBRAE/CJRAE, as well as the young people who participated in the pilot action, gave very positive feedback regarding the platform. The evaluation questions dedicated to career practitioners referred to aspects such as clarity of purpose, structure and procedures of each tool, the degree of usefulness and interest triggered by activities, the relevance for career development, fulfilment of expectations, the readiness for recommending it to other people, the adequacy of the platform. From this perspective, most of the answers received were reported in terms totally agree (5) and a few received agreement (4). School counsellors emphasized the importance, practical value of the tools explored on the platform and even suggested that they should be promoted on social media and used at national level, by school counsellors from the different counties in Romania. Some feedback received from these professionals are as follows: „Good job”, „I consider that the digital tools are useful and well structured”, „Everything is excellent”, „All information was useful and up to date”.

As suggestions for improvement, two of the seven school counsellors mentioned: „As a suggestion, I propose periodic updating of career information”, „I suggest more interactive immersive assessment and more personalized, real-world information”.

Feedback received from the youngsters who used the platform were also very good (the rates were mostly 4 and 5). Some of the most relevant remarks regarding the platform are expressed in the following terms:

- „Everything is interesting, wonderful! Congrats!”

- „The tools were easy to use, engaging and well structured. The immersive tour made the interests assessment more attractive, and the career information was clear and relevant“.
- „I found the Immersive Tour section very interesting, along with the Career Information part, particularly the ease of using the platform and the way the information was structured. I can say that I was excited to discover this project, Careers 4.0“.
- “The digital tools are clear, easy to use, and provide relevant information for career guidance. Expanding the content and diversifying the activities could further increase user interest“.
- „Very interesting and motivating, so I have no suggestions! Thank you very much for the opportunity to be part of the course!“
- „Responds to current career guidance needs.“

Some suggestions of the youngsters who accessed the platform were:

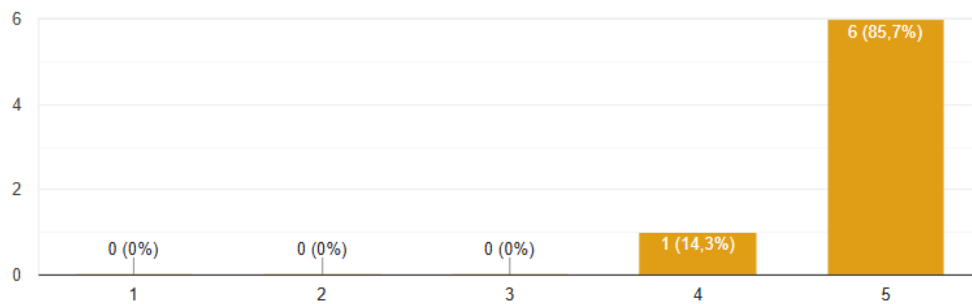
- „I think these tools could be improved by also including clearer job examples for students with special educational needs.“
- „No major improvements are needed at this stage“.
- „One suggestion would be to integrate personalized interactive scenarios adapted to the user’s age and level of experience, allowing students to virtually “try out” different professions through concrete tasks (for example, solving a problem like a doctor, organizing a project like a manager, or writing an article like a journalist). This would increase realism, emotional engagement, and relevance, helping users better clarify their interests and career options“.
- „I’d highly recommend the immersive tour for high school students. It clearly outperforms traditional assessment instruments and is likely to be more engaging for young learners than classic methods. On the other hand, I would suggest including more contemporary careers in order to better meet students’ expectations and enhance the life changing potential of the experience“.
- „The only comment I could make is that I would find it useful to include even more career options in the immersive tours, but overall, I think that the tool is great and very useful for students“.
- „In the career information area I would find some really helpful videos that structure all the essential information“.
- „More immersive experiences like interviews with people/characters on different career paths would be helpful, a day in the life of a certain job description and so on.“

- „Add a simple task to solve for each career.“

Statistics findings of professionals

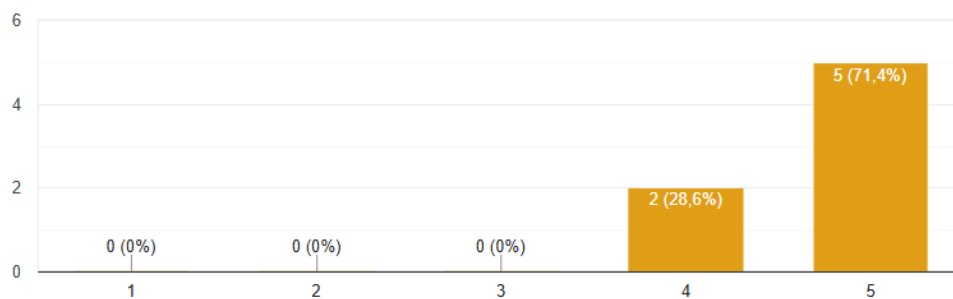
1. How much clear is the purpose, the structure and the procedures of the tool "Skills assessment with chatbot"?  Copia grafico

7 risposte



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

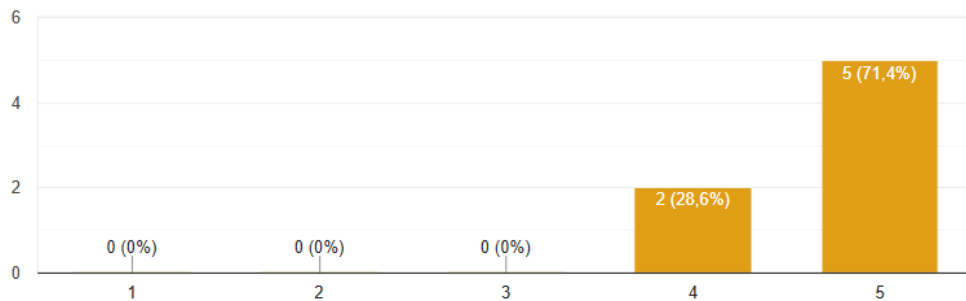
7 risposte



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

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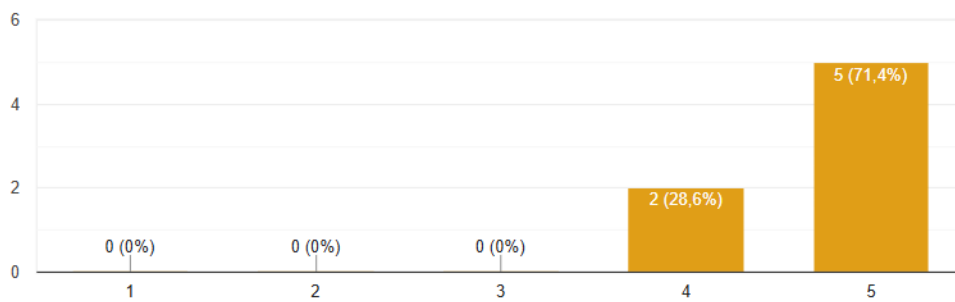
7 risposte



4. 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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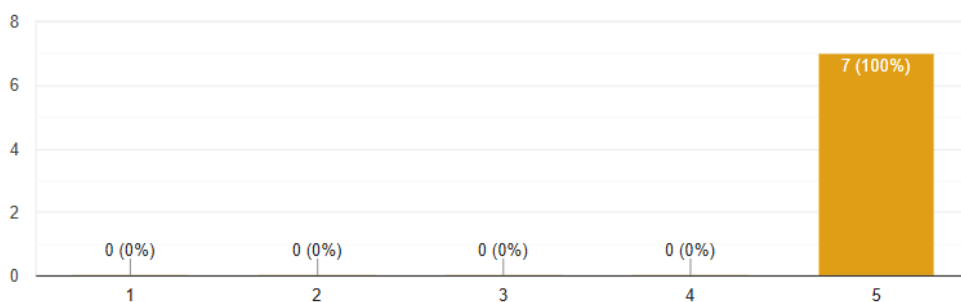
7 risposte



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

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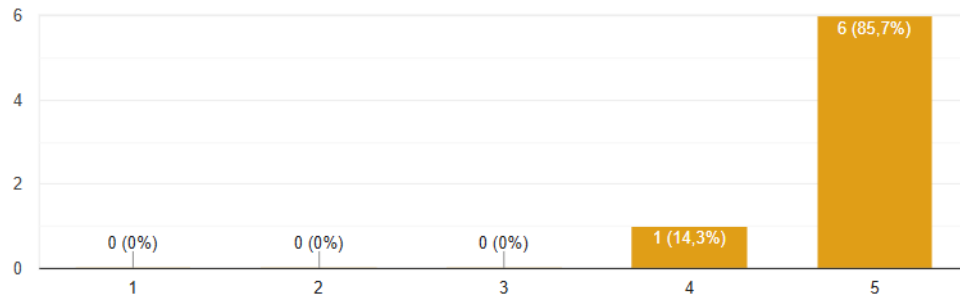
7 risposte



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

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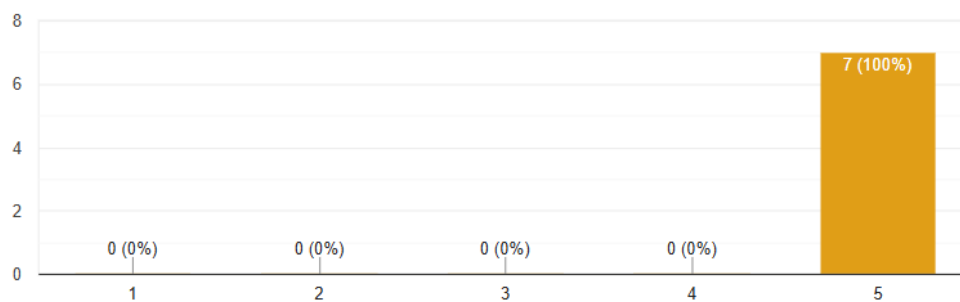
7 risposte



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

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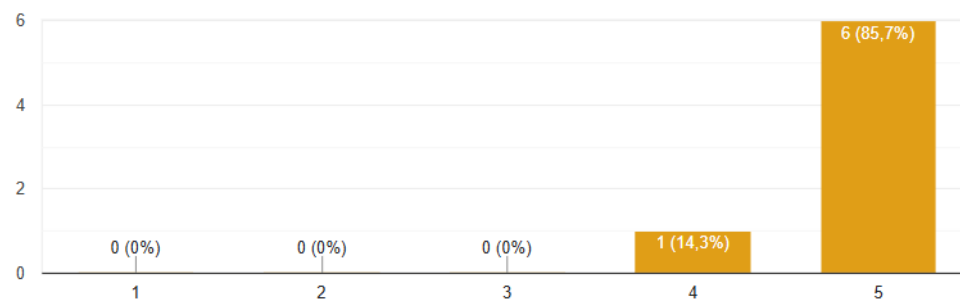
7 risposte



8. 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"?

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7 risposte



9. Please give us all further comments or suggestions useful to improve our digital tools "Interests assessment with immersive tour" and "Career Information"

4 risposte

I suggest more interactive immersive assessments and more personalized, real-world career information. All the information was useful and up to date.

Good job

I consider that the digital tools are useful and well structured. As a suggestion, I propose the periodic updating of career information.

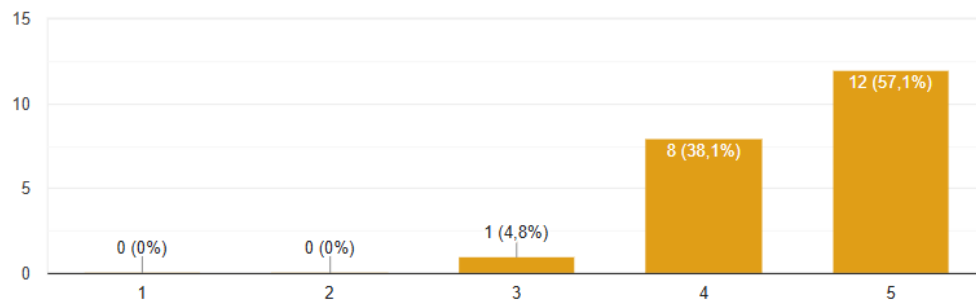
Everything is excellent!

Statistical findings of youngsters

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

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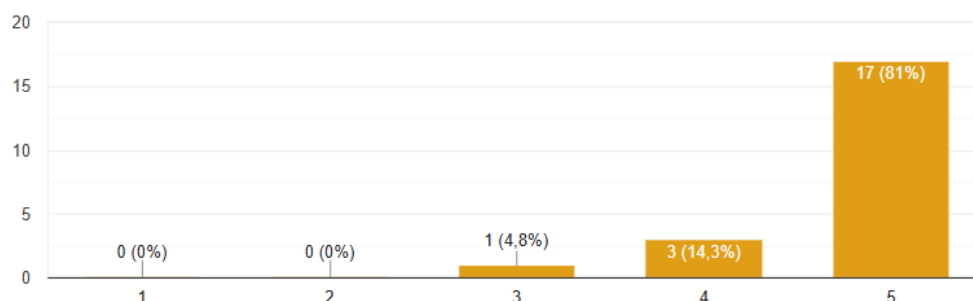
21 risposte



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

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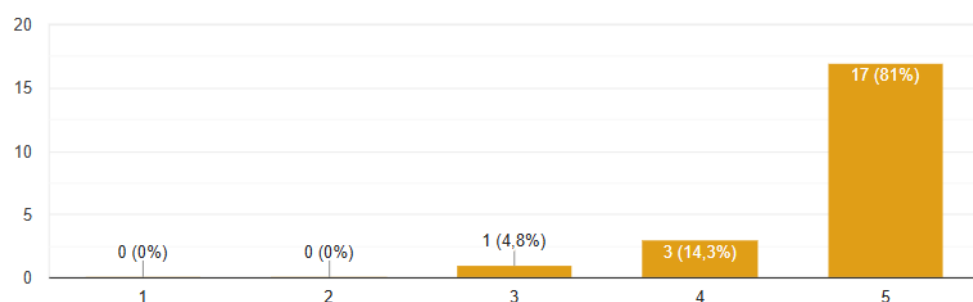
21 risposte



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

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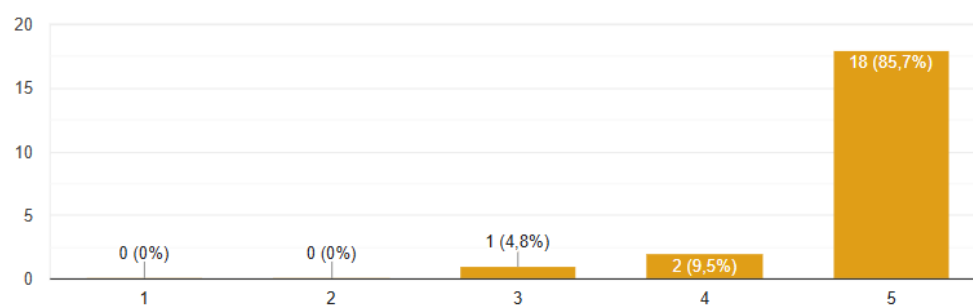
21 risposte



4. 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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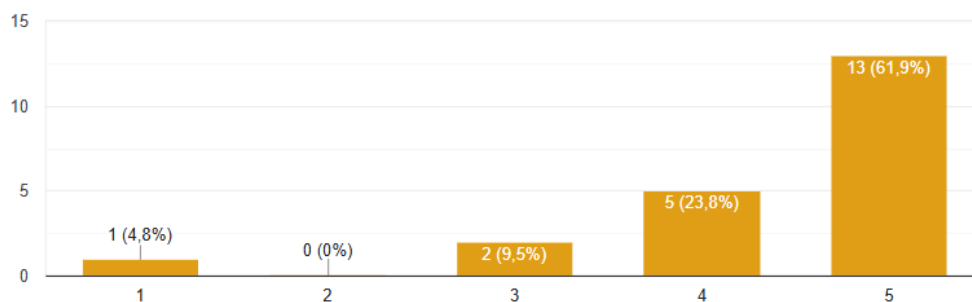
21 risposte



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

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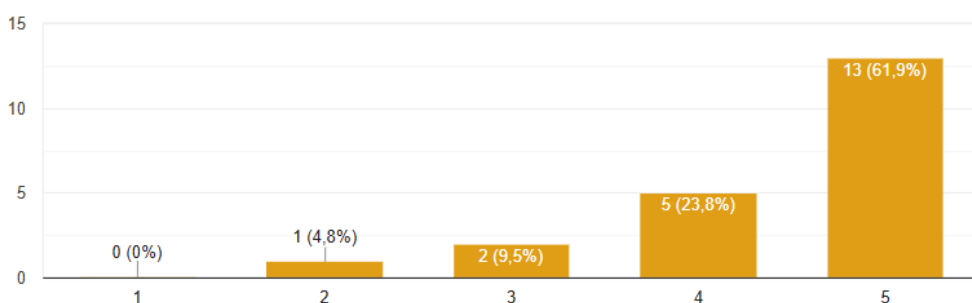
21 risposte



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

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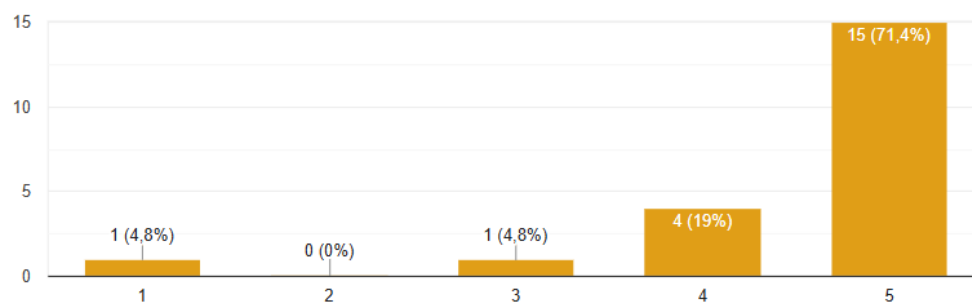
21 risposte



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

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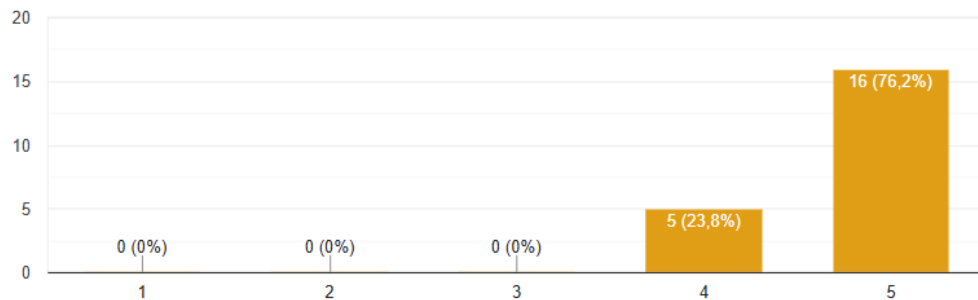
21 risposte



8. 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"?

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21 risposte



9. Please give us all further comments or suggestions useful to improve our digital tools "Interests assessment with immersive tour" and "Career Information"

16 risposte

-

One suggestion would be to integrate personalized interactive scenarios adapted to the user's age and level of experience, allowing students to virtually "try out" different professions through concrete tasks (for example, solving a problem like a doctor, organizing a project like a manager, or writing an article like a journalist). This would increase realism, emotional engagement, and relevance, helping users better clarify their interests and career options.

I think these tools could be improved by also including clearer job examples for students with special educational needs

responds to current career guidance needs

Mi s-a părut foarte interesantă partea de Turul Imersiv, alături de partea de Informații despre carieră, în special ușurința utilizării platformei, cât și structura informațiilor.

Pot spune că am fost entuziasmată să descopăr acest proiect - Career 4.0.

Chiar cred că reprezintă un real ajutor celor care sunt într-un moment de decizie majoră sau poate chiar și pentru cei care doresc să se reorienteze.

Everything is interesting, wonderful! Congrats!

The digital tools are clear, easy to use, and provide relevant information for career guidance. Expanding the content and diversifying the activities could further increase user interest.

More immersive experience like interviews with people/characters on different career paths would be helpful, a day in the life of a certain job description and so on

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The only comment I could make is that I would find it useful to include even more career options in the immersive tours, but overall I think that the tool is great and very useful for students.

I'd highly recommend the immersive tour for high school students. It clearly outperforms traditional assessment instruments and is likely to be more engaging for young learners than classic methods. On the other hand, I would suggest including more contemporary careers in order to better meet students' expectations and enhance the lifechanging potential of the experience.

9. Please give us all further comments or suggestions useful to improve our digital tools "Interests assessment with immersive tour" and "Career Information"

4 risposte

I suggest more interactive immersive assessments and more personalized, real-world career information. All the information was useful and up to date.

Good job

I consider that the digital tools are useful and well structured. As a suggestion, I propose the periodic updating of career information.

Everything is excellent!

Conclusions and recommendations

- The Careers 4.0 platform was well-received by professionals and youngsters: students (16–29).
- The combination of the RIASEC-based questionnaire, immersive skills tour, and career information provided a holistic approach to career guidance, which was highly valued by the users.
- Counsellors' involvement was important for interpreting results, guiding reflection, and linking assessments to potential education and career pathways.
- The platform proved adaptable to the educational contexts.

- Participants found the platform engaging, user-friendly, and effective in supporting self-awareness and career exploration.

The tools of the CAREERS 4.0 platform can help users increase understanding of their personal strengths, what they are good at, aspects that need improvement, familiarisation with new emerging jobs and career-related information, very valuable for them in the present context of a dynamic, volatile and rapidly changing labour market. Overall, they evaluated the tools as very attractive, interesting and useful in career guidance, but the participants at piloting phase suggested some possible improvements:

- Enhance guidance features and include tutorials within the platform, especially for the immersive tour.
- Develop age-specific adaptations of the questionnaire and immersive tour to match different developmental stages.
- Including clearer job examples for students with special educational needs.
- Suggest including more contemporary careers in order to better meet students' expectations and enhance the life changing potential of the experience.
- Integrate reflection prompts and tools to help participants translate results into concrete action plans.
- Provide supplementary materials and training modules for counsellors to ensure consistent and effective facilitation.
- Implement systematic monitoring and evaluation to assess usability, impact, and outcomes.
- Promote wider adoption through schools, vet institutions, and youth services to maximise reach and impact.