



CAREERS 4.0. Building Competences for the Future

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CAREERS 4.0



AGREEMENT No.

2023-1-RO01-KA220-VET-000153980

ERASMUS + Action type: KA220-VET – 2023 Cooperation partnerships in vocational education and training (VET)

1st DECEMBER 2023- 30th NOVEMBER 2025

(24 MONTHS)

Project lump sum: 250 000 EURO



- The impact is inevitable but uncertain — the upcoming change (likely technological) will strongly affect industries and society, but no one knows exactly how yet.

The job market will transform — new types of jobs and new skills will be required to keep up with these changes.

It's a great moment to prepare — now is an exciting time and an ideal opportunity to get ready for what's coming.

1st Industrial Revolution



Water and steam

Steam and water power replace human and animal power.

2nd Industrial Revolution



Electricity

Electricity, internal combustion engines, airplanes and telephones.

3rd Industrial Revolution



Automation

Electronics, the internet and IT increase automation and mass production.

4th Industrial Revolution

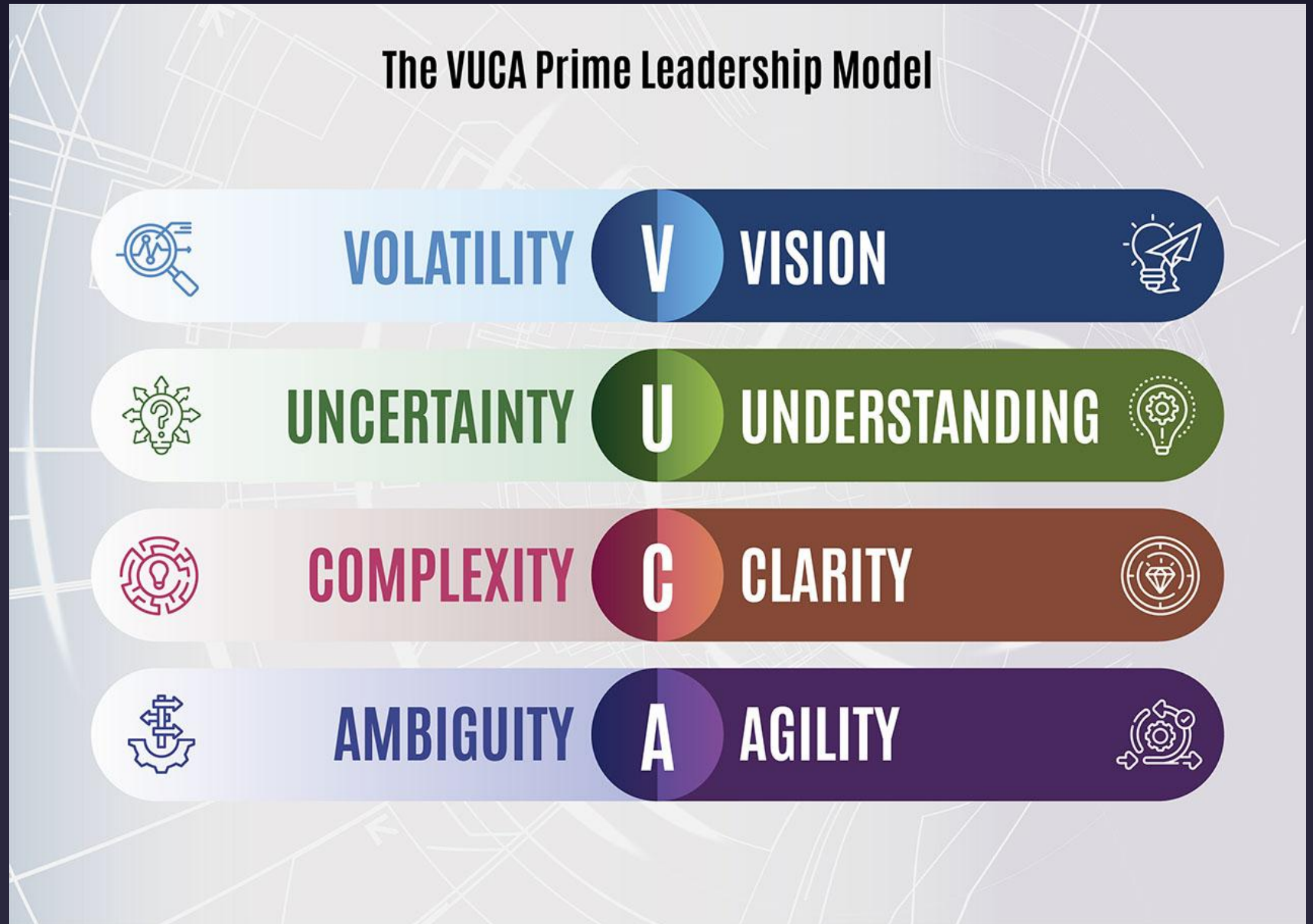


Cyber-physical systems

Driverless cars, smart robotics, the internet of things, and 3D printing.

Careers 4.0

Warren Bennis
(transformational leadership)



- CAREERS 4.0.
teaches us...

Navigate the Future

Empower people to turn
uncertainty into
opportunity through
INTELLIGENT career
counselling



Digital career management skills

Lifelong Career Development and Future-oriented Career Management in a Digital Age

- Protean Career Theory (Hall, 2004)
- Boundaryless Career Theory (Arthur, 2014; Sullivan & Arthur, 2006; Arthur & Rousseau, 1996)
- Career Construction Theory and Practice (CCTP) (Savickas, 2005, 2013)
- Planned Happenstance Theory (Krumboltz & Levin, 2004)
- Social Cognitive Career Theory (SCCT) (Lent & Brown, 2013; Lent, Brown, & Hackett, 1994)
- Psychology of Working Theory (PWT) (Blustein, 2006; Duffy et al., 2016; Hirschi, 2017)
- Career Craft (Amundson & Poehnell)
- Locus of Control Theory (Rotter, 1966; Zimbardo, 1985)
- Thriving with Social Purpose (Ford & Smith, 2007)
- Psychology of Sustainability and Sustainable Development (Di Fabio, 2016a, 2017)
- Psychology of Harmony and Harmonization (Di Fabio & Tsuda, 2018)
- Co-careering approach
- Collaborative career exploration
- Strengths-Based Approach
- The "Green" Guidance Approach
- Career Readiness approach

6 Partners, 5 countries

1. E10134358 CENTRUL MUNICIPIULUI BUCUREȘTI DE RESURSE ȘI ASISTENȚĂ EDUCAȚIONALĂ Romania București www.cmbrae.ro
2. E10020825 studio risorse s.r.l. Italy Basilicata Matera www.studiorisorse.it
3. E10298204 PROGRESSUS RESEARCH & COUNSELLING Greece Αττική (Attiki) PENTELI
4. E10051431 ilInformatica S.r.l. Italy Sicilia Trapani www.iinformatica.it
5. E10208383 EUROPEAN UNIVERSITY CYPRUS Cyprus Κύπρος (Kýpros) NICOSIA <http://www.euc.ac.cy>
6. E10053344 Qualificalia Analytics, S.L. Spain Castilla y León Valladolid www.qualificalia.com



Erasmus+

Beneficiaries

trainers	Educators, teachers	career guidance practitioners	career coaching and mentoring
specialists	training organizations	schools universities	business sector representatives
social partners	network of training and career guidance services	employers, as VET, career guidance and local employment services providers	youngsters aged 16-29



Erasmus+



Project objectives

- developing **novel conceptual framework** and **toolkit regarding career skills** and labour market information required in the context of Industry 4.0.
- empowering people to successfully **navigate labour market transitions**.
- matching people's aspirations and skills with **future job opportunities** and labour market needs.
- boosting **competitiveness, participation and talent**.

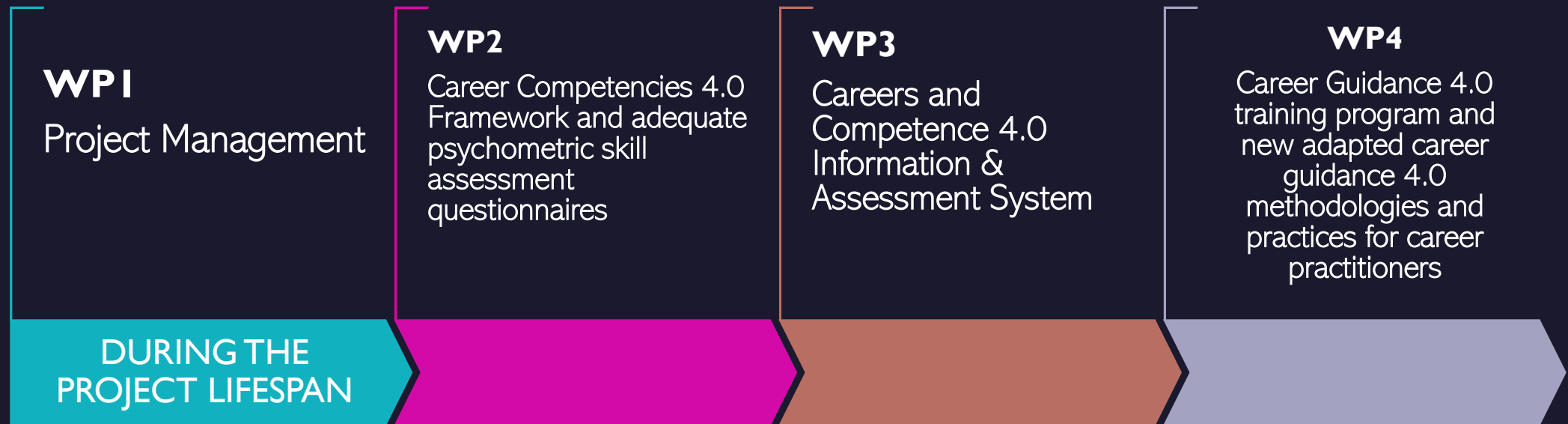
- shape the future nature of career choices, career development, and career counselling through digitization and automation
- develop tailor-made career guidance material, training and information resources
- re-establish the most frequently used Holland's RIASEC model
- update career guidance tools and LMI material to enable the development of aligned career aspirations, career information and management and informed decision-making in the context of future trends

An integrated Assistive Digital Career and LMI Toolkit that will support the upskilling of relevant VET and career inclusion professionals

Careers 4.0



4 workpackages





Competence assessment with chatbot

Begin the assessment of your skills by answering a series of questions



Interests assessment with immersive tour

Begin the assessment of your skills by exploring an Immersive Learning Environment



Career Information

Discover the 19 job sectors of the future and the professions that best match your interests.

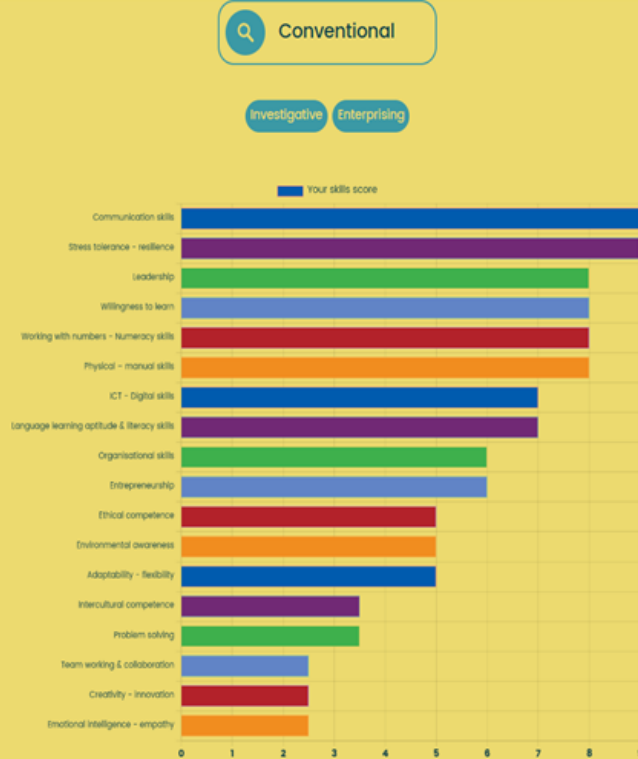


Training course

Enhance your skills with our modules and validate your learning with the final test



Development of Career Competencies 4.0 Framework & skill assessment questionnaires for youngsters (age 16-29)/ Competence assessment with chatbot



Your skills score

Communication skills 9.0	Stress tolerance - resilience 9.0	Leadership 8.0	Willingness to learn 8.0	Working with numbers - Numeracy skills 8.0	Physical - manual skills 8.0
ICT - Digital skills 7.0	Language learning aptitude & literacy skills 7.0	Organisational skills 6.0	Entrepreneurship 6.0	Ethical competence 5.0	Environmental awareness 5.0
Adaptability - flexibility 5.0	Intercultural competence 3.5	Problem solving 3.5	Team working & collaboration 2.5	Creativity - innovation 2.5	Emotional intelligence - empathy 2.5



ARTS & CRAFT

This field is all about creating, designing, and teaching art and crafts, offering a space for personal expression and cultural contribution.

KEY AREAS

Design, creation, restoration, and teaching of artistic skills

Popular Careers

3D Printing Artist, Digital Content Creator, Augmented Reality (AR) Experience Designer, Sustainable Material Designer, Creative Technology Integration Specialist

Skills needed

Creativity, attention to detail, handcrafting techniques, visual design, and marketing skills

Why it matters

Arts and crafts preserve cultural heritage, stimulate creativity, and offer personalized products that drive local economies

Future look

With growing interest in unique and sustainable products, the arts and crafts sector is expanding through online platforms and marketplaces

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Co-funded by the Erasmus+ Programme of the European Union



3D PRINTING ARTIST



3D Printing artist uses 3D printing technologies to create artistic, functional or conceptual objects (sculptures, designs, innovative art pieces such as jewellery, fashion pieces, home decor and architectural models). They may work independently as freelance artists or collaborate with industries such as product design, film, gaming, urbanism and healthcare/ medicine.

Working conditions

They work in design studios, workshops or home offices. May collaborate with manufacturers, engineers, other artists. Some projects require working in industrial settings for large-scale printing. Flexible schedule is for freelancers and employed artists work 40 hours per week.

Tasks

They develop the original concept using software, prepare 3D printing after the models, operate the 3D printers, select suitable materials, promote products and collaborate with customers, design companies, architects, game developers, doctors etc.

Skills

Knowledge of 3D modelling software proficiency, 3D printing materials and processes, basic programming, artistic & design skills, creativity, creative problem-solving, attention to details.

Education

A Bachelor's Degree in Industrial Design, Fine Arts, Digital Sculpting, or Engineering. Associate degrees or diplomas in 3D modelling and additive manufacturing. Self-Online Learning, specialized training in 3D printing technology.

Opportunities

A 3D Printing Artist can work in industries such as product design, fashion, architecture, and digital art, creating prototypes, sculptures, and custom items. Opportunities exist in design studios, tech companies, manufacturing firms, or as independent artists selling unique 3D-printed creations.



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- o Development of a Careers and Competence 4.0 Information & Assessment System

DIGITAL CONTENT CREATOR



A Digital Content Creator produces relevant content for online platforms. Leverages augmented reality (AR) and virtual reality (VR) to produce immersive digital art experiences. They create various forms of digital media, including videos, blog posts, social media updates, podcasts, and infographics, to attract and engage audiences.

Working conditions

They work remotely, in offices, or in studios, depending on their role and employer. The working hours are flexible, but may involve irregular schedules, especially when there are specific deadlines to be met. They use tools such as cameras, video editing software, graphic design software, social media platforms and content management systems.

Skills

Creativity, storytelling and technical competencies (video editing, photography, graphic design), social media knowledge, good communication, time management (ability to meet deadlines and manage multiple project effectively), marketing and branding, audience engagement.

Education

No strict formal is required, but a degree or certification in Digital Media, Marketing, Communication, Journalism or graphic design can be an advantage. Also, online courses and workshops on video editing, content strategy, social media marketing are useful. Internships, freelance work or personal projects can help create a portfolio.

Tasks

They develop creative digital content for platforms (YouTube, Instagram, TikTok etc.) and blogs, film, edit and produce videos, design graphics for online distribution, write articles, social media posts and scripts for digital content, engage with followers responding to comments and building online communities. Also, collaborate with brands and businesses for sponsored content and plan marketing strategies.

Opportunities

The content creators can work independently, building personal brands or in companies, digital marketing agencies, media firms and brands. They involve as specialists in niches like travel, technology, fashion, education, gaming or fitness while others partner with brands. Also, others can assume roles such as social media manager, digital strategist, content director, or creative consultant.



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- Career Information — Explore Your Options!
- In this section, you'll find useful insights into 19 job sectors and related professions that are shaping the future of work in the Industry 4.0 labour market. Based on your RIASEC results, this guide will help you understand which fields may suit your interests, strengths, and personality traits — and inspire your next career steps!
- Including Digitized psychometric skill assessment questionnaires
- Career Information Tools/ Careers 4.0 ToolKit presenting new emerging professions and new adapted career information material (mainly through a simulation game/ metaverse and/or career chatbot)
- https://careers4-0.eu/app/en_GB/course

READY TO EXPLORE

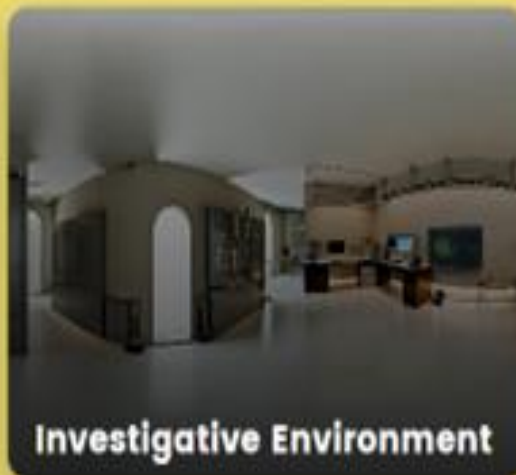
Interests' assessment with immersive tour

- Get ready for a fun career adventure! You're about to explore **6 unique rooms**, each representing a different world of work. In every room, you'll discover **10 cool objects or tools** that real professionals use every day. **Your mission?**
- Find all 10 objects, check out what they're used for, and then rate how interested you are in each one on a scale from **1 (not my thing) to 5 (super interested!)**. You need to answer **all 10 questions in each room** before moving on — and don't skip any rooms if you want the full picture of your career interests.

Let's go — and have fun finding out what excites you most!



Choose an environment to explore



START NOW!

Development of a Career Guidance 4.0
Training program & new adapted career
guidance 4.0 methodologies and
practices for career practitioners

- It's time to develop the skills that will set you apart. Here you will engage with our expert-designed learning modules to build valuable, career-ready competencies. To ensure you're making real progress, each lesson concludes with a quiz. Passing it is your key to the next stage. After successfully completing all the lessons, you will prove your knowledge in a final test. A passing score will award you a certificate of competence, a fantastic asset for your professional profile.
- Let's invest in your future...



Training Curriculum

Language: English 🇬🇧

Previous Lesson: No Previous Lesson

Module 1: Lifelong Career Development And Future-Oriented Career Management In A Digital Age

Language: English 🇬🇧

Previous Lesson: Training Curriculum

Module 2: Emerging Trends And Technologies Affecting The Industry 4.0 Labour Market – Fostering Labour Market Intelligence And Data Literacy

Language: English 🇬🇧

Previous Lesson: Module 1: Lifelong Career Development and Future-oriented Career Management in a Digital Age

Module 3: Digital Career Planning Within Industry 4.0 – Using Digital Career Guidance Tools And Methods

Language: English 🇬🇧

Previous Lesson: Module 2: Emerging trends and technologies affecting the industry 4.0 labour market - Fostering Labour market intelligence and Data Literacy

Module 4: Inclusivity And Social Equity In Career Guidance 4.0

Language: English 🇬🇧

Previous Lesson: Module 3: Digital career planning within industry 4.0 – Using Digital Career Guidance Tools and Methods

Module 5: Professional Development And Ethical Professional Practice In Career Guidance 4.0

Language: English 🇬🇧

Previous Lesson: Module 4: Inclusivity and Social Equity in Career Guidance 4.0

Final Assessment

Language: English 🇬🇧

Previous Lesson: Module 5: Professional development and Ethical Professional Practice in Career Guidance 4.0



Larnaca, CYPRUS,
16-17 June 2025

A train-the-trainers activity
on Career Guidance 4.0

Training Curriculum and
Handbook involving
partnership staff to act as
multipliers of the actual
training delivery.





<https://careers4-0.eu/>
Platform

<https://careers4-0.eu/landing/>
Website

**SIMULATION GAME
OCCUPATIONAL SECTORS
JOB DESCRIPTION
CARD GAME
CHATBOT**



CAREERS 4.0

2023-1-RO01-KA220-VET-0001 53980

ERASMUS+ ACTION TYPE: KA220-VET-2023
COOPERATION PARTNERSHIPS IN VOCATIONAL
EDUCATIONAL AND TRAINING (VET)

1 DECEMBRIE 2023-30 NOIEMBRIE 2025
(24 LUNI)



OBJECTIVE

Proiectul Careers 4.0 își propune să dezvolte un **nou cadru conceptual** și un **set de instrumente** privind **abilitățile de carieră** și informațiile despre piața muncii necesare în contextul **Industria 4.0**.

Schimbările de pe piața muncii impun dezvoltarea **competențelor de carieră** pentru a naviga cu succes în parcursurile de învățare și carieră alese, stimularea **participării și competitivității** prin adaptarea aspirațiilor, talentelor și abilităților cu oportunitățile viitoare de angajare și **noile piețe muncii**.

WORK PACKAGES

- Dezvoltarea cadrului competențelor de carieră 4.0 prin evaluarea abilităților tinerilor (16-24 de ani)
- Dezvoltarea unui sistem de informare și evaluare a competențelor de carieră 4.0 prin chestionare digitalizate și instrumente de informare privind noile profesii emergente (ToolKit Career)
- Dezvoltarea unui program de training în orientarea carierei 4.0 prin noi metodologii, practici adaptate destinat practicienilor în consilierea carierei

BENEFICI

1. Modelează deciziile de carieră
Prin digitalizare și automatizare, lumea viitorului se îndreaptă spre noi configurații. Astfel, aspirațiile tinerilor să fie concordante cu noile tendințe ale pieței muncii.
2. Dezvoltă instrumente moderne
Resursa precum ChatBOTS, simulări virtuale, metaverse, simulări game fac parte din lumea tinerilor aflați în căutarea oportunităților de pe piața muncii. Proiectul propune restaurarea modelului RASC.
3. Inspira tinerii pentru tranziții relevante
Lumea ocupărilor este extinsă, iar tinerii nu au mereu acces la cele mai noi posibilități de educație și carieră. Proiectul conectează tinerii cu cine sunt ei și VIITORUL, care este aici.

6 PARTENERI 5 ȚĂRI

CENTRUL MUNICIPIULUI BUCUREȘTI DE
RESURSE ȘI ASISTENȚĂ EDUCACIONALĂ-
România, București www.cmbrae.ro

studio risorse s.r.l. Italy Basilicata Matera
www.studio risorse.it

PROGRESSUS RESEARCH & COUNSELLING
Greece Attiki (Atena) PIRELLA
www.progressus.ro

Informatica S.r.l. Italy Sicilia Trapani
www.informatica.it

EUROPEAN UNIVERSITY CYPRUS Cyprus
Kırmırcı (Kyrenia) NICOSIA <http://www.euc.ac.cy>

Qualifica Analytics S.L. Spain Castilla y
León Valladolid www.qualifica.es



CAREERS 4.0

Instrumente integrate pentru
asistență digitală și LMI care sprijină
îmbunătățirea competențelor
profesioniștilor în VET și incluziune în
carieră.



CAREERS 4.0

2023-1-RO01-KA220-VET-0001 53980

ERASMUS+ ACTION TYPE: KA220-VET-2023
COOPERATION PARTNERSHIPS IN VOCATIONAL
EDUCATIONAL AND TRAINING (VET)



Design Your

Future

<https://careers4-0.eu/app/ro>
<https://careers4-0.eu/landing/>

- Career Competencies 4.0 Framework and adequate psychometric skill assessment questionnaires (RIASEC model)
- Careers and Competence 4.0 Information & Assessment System (Career Toolkit)
- Career Guidance 4.0 training program, new adapted career guidance 4.0 methodologies and instruments for practitioners

foster creativity and drive success

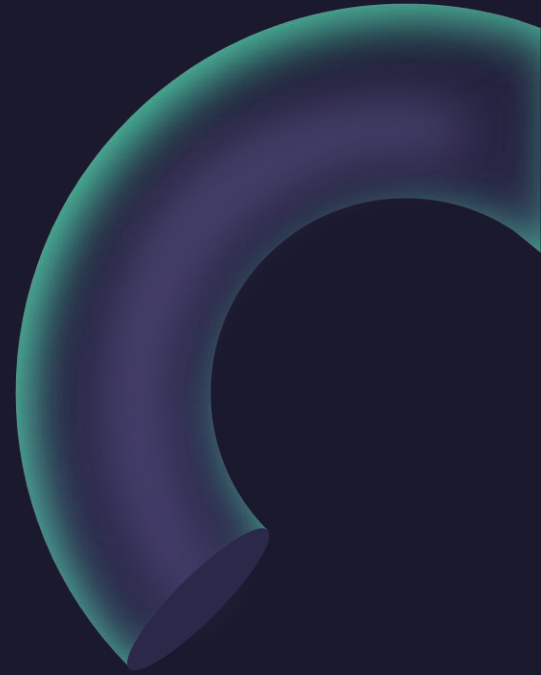


Enjoy your work

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- **SHAPES CAREER DECISIONS.**Through digitalization and automation, the world of the future is moving toward new configurations.Therefore, young people's aspirations must align with the emerging trends of the labour market.
- **DEVELOPS MODERN TOOLS.** Resources such as chatbots/virtual guidance/counselling, the metaverse, and simulation games are part of the environment in which young people search for opportunities on the labour market.The CAREERS 4.0 project proposes a renewal of the RIASEC model.
- **INSPIRES YOUNG PEOPLE FOR MEANINGFUL TRANSITIONS.**The world of occupations is vast, and young people do not always have access to the latest education and career opportunities. Digital assistance and labour market information (LMI) support the improvement of career competences.The project connects young people with who they are and with the future, which is already here.





THANK YOU!

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