



**NOVEMBER
2025**

INSIDE
CAREERS
4.0

FUTURE
READY



PG. 2

NATIONAL TRAINING events
implementation and final version of
the training curriculum (WP4)

PG. 3

NATIONAL EVENTS/
Workshops for dissemination

PG. 4

Power of DISSEMINATION
activities: workshops, Panel
discussion, conference, seminars,
learning resources etc.

CAREERS AND COMPETENCE 4.0 INFORMATION & ASSESSMENT SYSTEM (WP3)

Within the Careers 4.0 project, with the support of the Italian partner ilInformatica SRL, the piloting phase of the career counseling assessment and development system has been successfully completed. The project activities included the design and configuration of the system and its functionalities, content development, internal testing, and pilot implementation with users (youngsters, practitioners). The final result is a complete and fully operational version of the system, ready for integration into career guidance and counselling activities.

The system represents an innovative digital solution that supports both young people and career guidance practitioners by providing structured, personalized, and data-driven tools for career assessment and development, enhancing decision-making, improving the quality of counseling services, and increasing young people's readiness for the labour market in the context of Industry 4.0. The Careers 4.0 digital platform (accessible at <https://careers4-0.eu/>) offers an innovative and collaborative environment that empowers young people and career practitioners by integrating personalized assessment tools, career information resources, and guided development pathways, enhancing career planning, strengthening employability skills, and supporting evidence-based counseling aligned with the demands of the modern labour market.



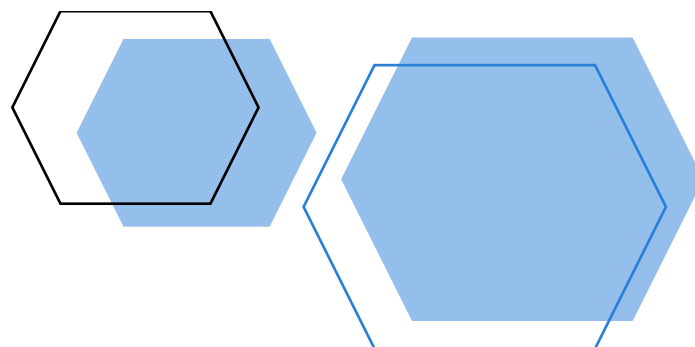
EMPOWERING CAREER GUIDANCE THROUGH NATIONAL TRAINING

TRAINING TODAY, GUIDING CAREERS TOMORROW

Five National Training events were successfully implemented as part of the project activities, contributing significantly to the validation and finalization of the Career Guidance 4.0 training framework. These events supported the implementation and final version of the training curriculum and were carried out between 01/10/2025 and 15/11/2025 in Greece, Spain, Cyprus, Italy and Romania.

During this period, the Career Guidance 4.0 Training Curriculum was delivered to practitioners at national level, together with the related training and certification processes. The participants were actively involved in learning and testing innovative career guidance approaches, while evaluation questionnaires were administered to collect structured feedback.

Reports on the national trainings' evaluation results were produced and analyzed, leading to the final version of the Career Guidance 4.0 Training Curriculum and Handbook, fully aligned with practitioners' needs and ready for wider implementation.



CAREERS 4.0 IN YOUR JOB



ilInformatica S.r.l.

**NATIONAL EVENT OF
DISSEMINATION**



CMBRAE

**FACE-TO-FACE
TRAINING**



**studio risorse
s.r.l.**

FINAL



**QUALIFICALIA
ANALYTICS S.L.**

**FACE-TO-FACE
TRAINING**

TRAINING DESIGN

BOOST YOUR EXPERTISE, TRANSFORM YOUR PRACTICE

The Training programme was designed for career guidance and counselling practitioners and was delivered face-to-face or distance synchronous training complemented by distance asynchronous learning, 35 hours, ECVET: 1.5.

- Module 1: Lifelong Career Development and Future-oriented Career Management in a Digital Age
- Module 2: Emerging trends and technologies affecting the labour market/ Labour market intelligence and Data Literacy in Industry 4.0
- Module 3: Digital career planning in Industry 4.0 - Using Digital Career Guidance Tools and Methods
- Module 4: Inclusivity and Social Equity in Career Guidance
- Module 5: Professional development and Ethical Professional Practice and Self-assessment

The training course was available in all the languages of partner organizations, through the project e-learning platform, to enable the distance learning processes, including the structured training material according to the Career Guidance 4.0 Training Curriculum and Handbook.

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

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



Bogdan Rîpă, UiPath/ Genezio



Andreea Paul, INACO



WORKSHOP



PRACTICAL AND INNOVATIVE

CAREERS 4.0 STARTS HERE

A series of events, face-to-face and/or virtual, took place in all partner countries, aiming to provide valuable information about the project results. All partners organized 2 local events or 1 local event, for a total number of 40 participants. These events created valuable spaces for learning, collaboration, and the exchange of ideas, while highlighting best practices and innovative approaches developed through the project.

The dissemination activities were carried out as interactive working groups regarding the presentation of the results of the project obtained within the WP's, such as platform, simulation game, occupational sectors, job description, card game, chatbot, website, Career Guidance 4.0 training program, new adapted career guidance 4.0 methodologies and practices for career practitioners. National events play a vital role in bringing the project's vision to life by engaging local communities, teachers, students, and stakeholders.

HARNESSING RESULTS

CHOOSING THE RIGHT MESSAGES OF CAREERS 4.0 PROJECT

Social media plays a key role in promoting the Careers 4.0 project by ensuring wide visibility, accessibility, and continuous engagement with diverse target groups. **Facebook, Instagram and LinkedIn** allow CAREERS 4.0 project to share updates, success stories, events, and resources dynamically and interactively.

<https://www.linkedin.com/in/careers-project-452b4833b/>

https://www.instagram.com/careers_4.0/

<https://www.facebook.com/profile.php?id=61569861604587>

Through targeted content and regular communication, social media helps connect students, educators, professionals, and stakeholders, fosters dialogue and collaboration, and increases the project's reach and impact, while raising awareness about future-oriented skills and career opportunities.



Careers 4.0 reached a truly global audience with its participation in the **36th International CIF Conference**, held in Mumbai, India.



Co-funded by the European Union

CAREERS 4.0

StudioRisorse

CONFERENZA FINALE
Evento finale di Disseminazione e presentazione dei risultati realizzati!

OBIETTIVI PROGETTUALI
Il progetto Careers 4.0 mira a sviluppare un nuovo quadro concettuale e un kit di strumenti digitali relativi alle competenze professionali e alle informazioni sul mercato del lavoro necessarie nel contesto dell'Industria 4.0, abbinando le aspirazioni e le competenze delle persone alle future opportunità di lavoro e alle esigenze del mercato del lavoro e promuovendo al contempo la competitività, la partecipazione ed il talento.

RISULTATI RAGGIUNTI

- Quadro delle competenze professionali 4.0 e questionari di valutazione delle competenze per i giovani (16-24 anni)
- Sistema di informazione e valutazione delle carriere e delle competenze 4.0, con chatbot, tour immersivo ed infografiche online
- Sviluppo di un programma di formazione sull'orientamento professionale 4.0 e di nuove metodologie e pratiche di orientamento professionale 4.0 adattate per i professionisti del settore.

PARTNER DI PROGETTO
Il progetto è stato coordinato da CMBRAE - Romania, in partnership con:
• STUDIO RISORSE - Italia
• INFORMATICA - Italia
• PROGRESSUS RESEARCH & COUNSELLING - Grecia
• EUROPEAN UNIVERSITY CYPRUS - Cipro
• QUALIFICALIA ANALYTICS, S.L. - Spagna

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



MEET OF THE TOP PROFESSIONALS IN GUIDANCE AND CAREER COUNSELLING

<https://tockify.com/jaana/detail/107/1763550000000>

Careers 4.0: Navigate the Future of Work Empowering people to turn uncertainty into opportunity through intelligent career counselling

2025 Wed 19th Nov 2025 12:00 - 13:00 (CET) / Event type: Panel discussion /

The Careers 4.0 Erasmus plus project led by CMBRAE develops a digital learning platform with gamified scenarios and a chatbot to help young people map their skills and career options in the era of Industry 4.0. The initiative fosters collaboration across five European countries (CMBRAE- Romania, Informatica SRL and studio risorse SRL- Italy, Progressus Research and Counselling- Greece, Qualificalia Analytics SL- Spain, European University- Cyprus) to build tools and frameworks that connect aspirations, competences, and future employment pathways in a smart, interactive way.

<https://careers4-o.eu/>
<https://careers4-o.eu/landing/>

<https://www.linkedin.com/in/careers-project-452b4833b/>

https://www.instagram.com/careers_4.0/

<https://www.facebook.com/profile.php?id=61569861604587>



CAREERS 4.0 at Riga 2-3 December 2025

<https://sites.google.com/view/euroguidance2025gcm/home>



Activities/ Outcomes

- Development of Career Competencies 4.0 Framework & skill assessment questionnaires for youngsters (age 16-29)
- Development of a Careers and Competence 4.0 Information & Assessment System, 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 chat-bot)
- Development of a Career Guidance 4.0 Training program & new adapted career guidance 4.0 methodologies and practices for career practitioners

Erasmus+

Cristina Vasiliu, Speranta Iovu, Zorana Phaphu, Lenka Houdkova, SOCRATEO

Erasmus+ 2023-1-RO01-KA220-VET-000153980