

# Workshop 6: Career Advising in VET

Asnor

Associazione Nazionale Orientatori

Empowering learners through  
**guidance**, skills, and opportunities



Co-funded by  
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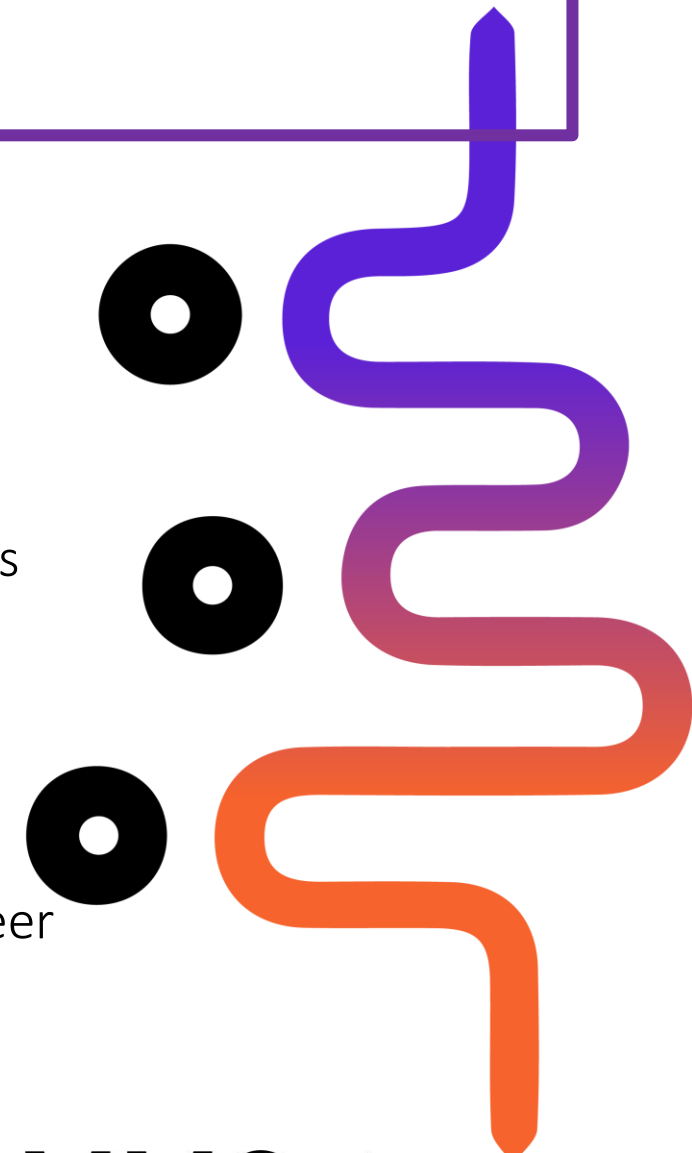
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**MMC** Mediterranean  
Management Centre

# Objectives of the workshop

In terms of **knowledge**:

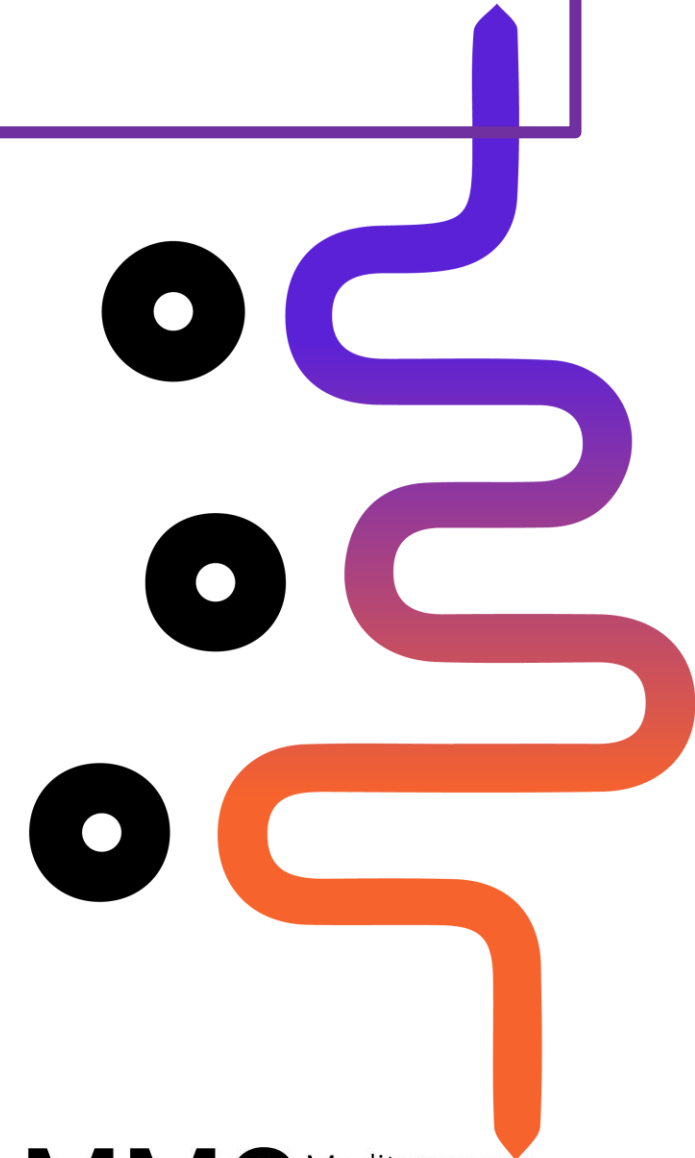
- **To explain** the role of VET in career development and lifelong learning, including I-VET, C-VET, upskilling, and reskilling.
- **To describe** key career development models relevant to VET, including Career Management Skills (CMS) and European competence frameworks (LifeComp, GreenComp, DigComp, EntreComp).
- **To recognise** guidance as a strategic bridge between education, training, and the labour market.
- **To identify** the relevance of CEDEFOP Future Skills Scenarios for adaptability, sustainability, and employability.
- **To explain** the opportunities and limitations of digital tools and AI in career guidance.



# Objectives of the workshop

In terms of **Skills**:

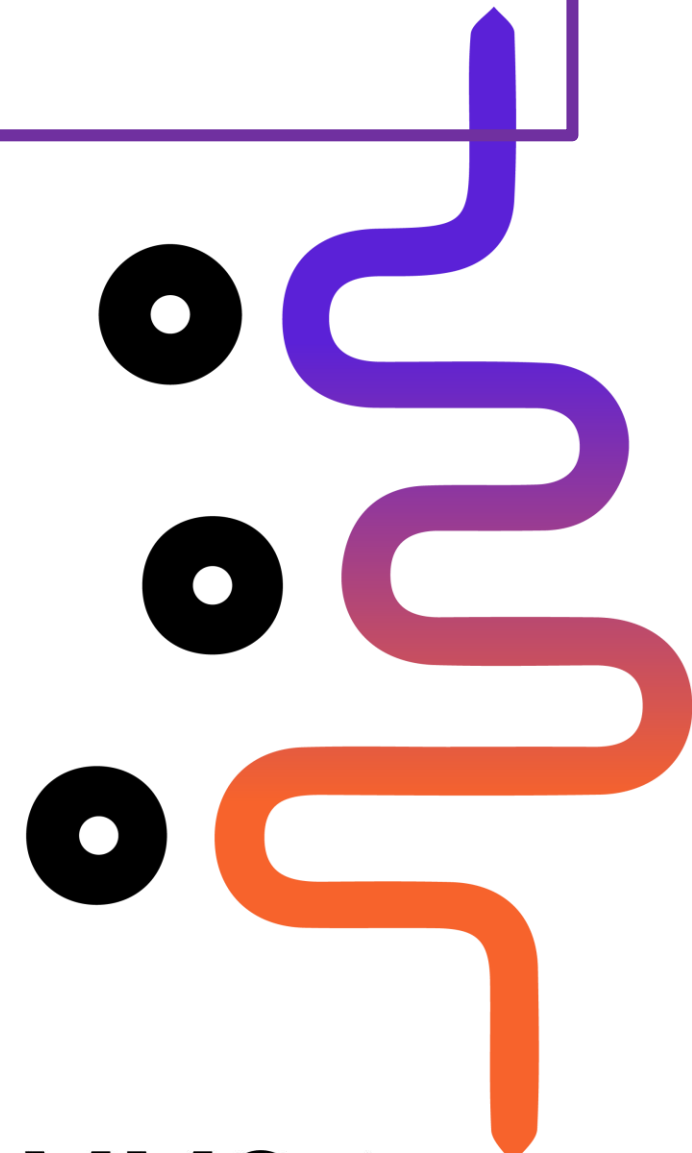
- **To conduct** needs assessments to identify learners' aspirations, values, and competences.
- **To guide** learners in exploring career pathways and developing career plans within the VET context.
- **To support** transitions across learning and employment pathways, including school-to-work, job-to-job, and entrepreneurship.
- **To facilitate** the development of employability competences, including communication, teamwork, problem-solving, digital, and green skills.
- **To use** digital and AI-based guidance tools ethically and effectively for career planning and personal branding.
- **To collaborate** with employers and stakeholders to promote real-world and work-based learning opportunities.



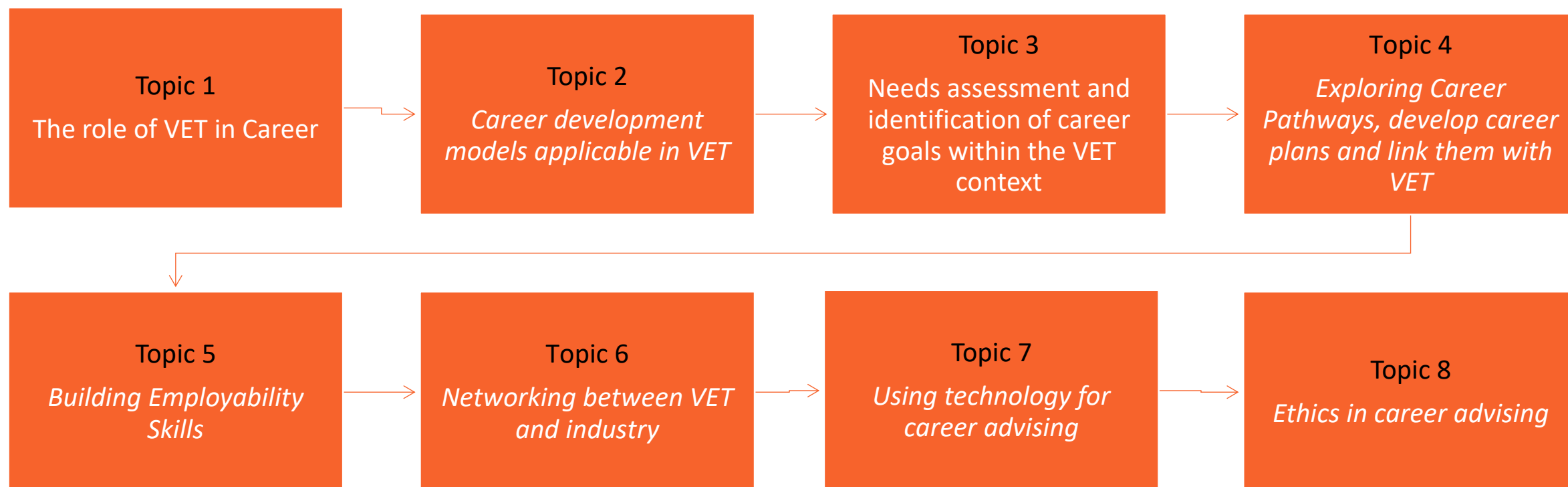
## Objectives of the workshop

In terms of **attitudes**:

- To **adopt** a learner-centred and holistic attitude integrating career, professional, and life guidance.



# Workshop routemap



# The role of VET in Career

## Unit 1

## Career Snapshot

Each participant shares a story (2 minutes) about a turning point in their own careers

Objective: help to connect personal experiences with the VET career advising context

# The Role of VET in Lifelong Learning

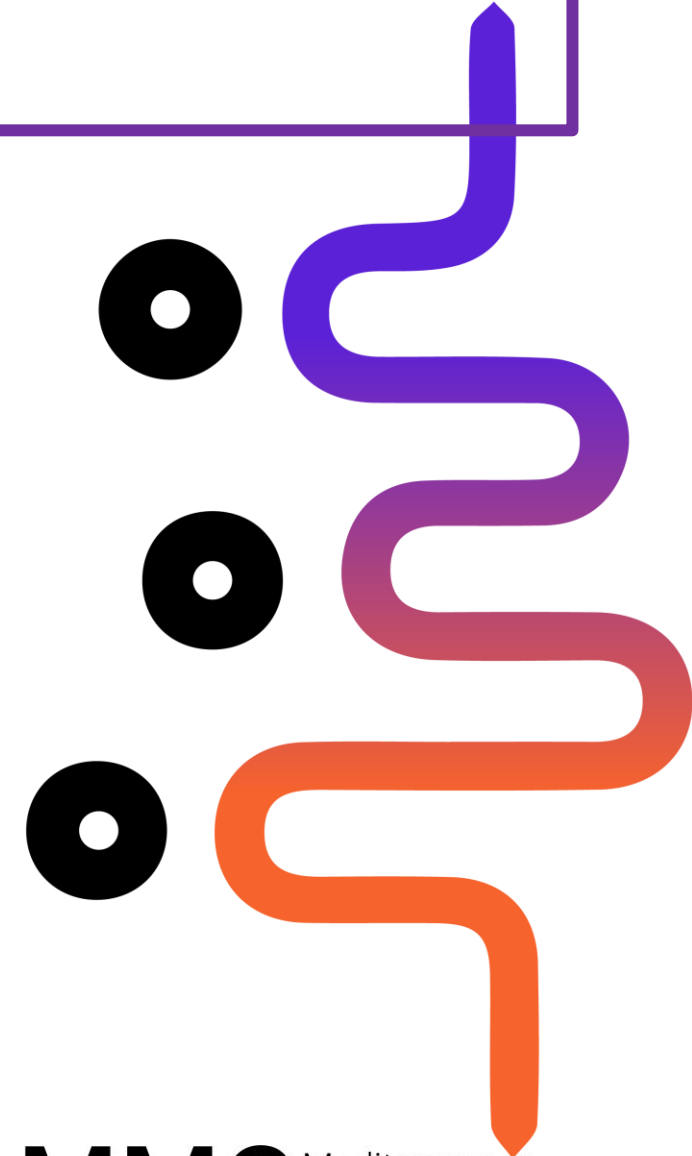
- Bridge between education and employment
- Promotes inclusion, innovation, adaptability
- Prepares learners not just for a job — but for a career journey
- I-VET and C-VET
- Upskill and reskill

# Career development models applicable in VET

## Unit 2

# Career Development Models in VET

- **Career Management Skills (CMS):** structured development of self-awareness, opportunity awareness, decision-making, and transition skills embedded across the curriculum and co-curricular experiences
- **Key competence frameworks** (LifeComp, GreenComp, DigComp, EntreComp)
- **CEDEFOP** and the Future Skills Scenarios in a changing world
- **Focus** on flexibility, sustainability, and digital readiness
- **Holistic guidance** (professional, career and life)



# Needs assessment and identification of career goals within the VET context

## Unit 3

## Your personal brand

- ✍️ Write on a post-it a claimer about your professional profile
- ✍️ Write on a post-it a description of your personal profile

# Exploring Career Pathways, develop career plans and link them with VET

## Unit 4

# Helping Learners Navigate Change

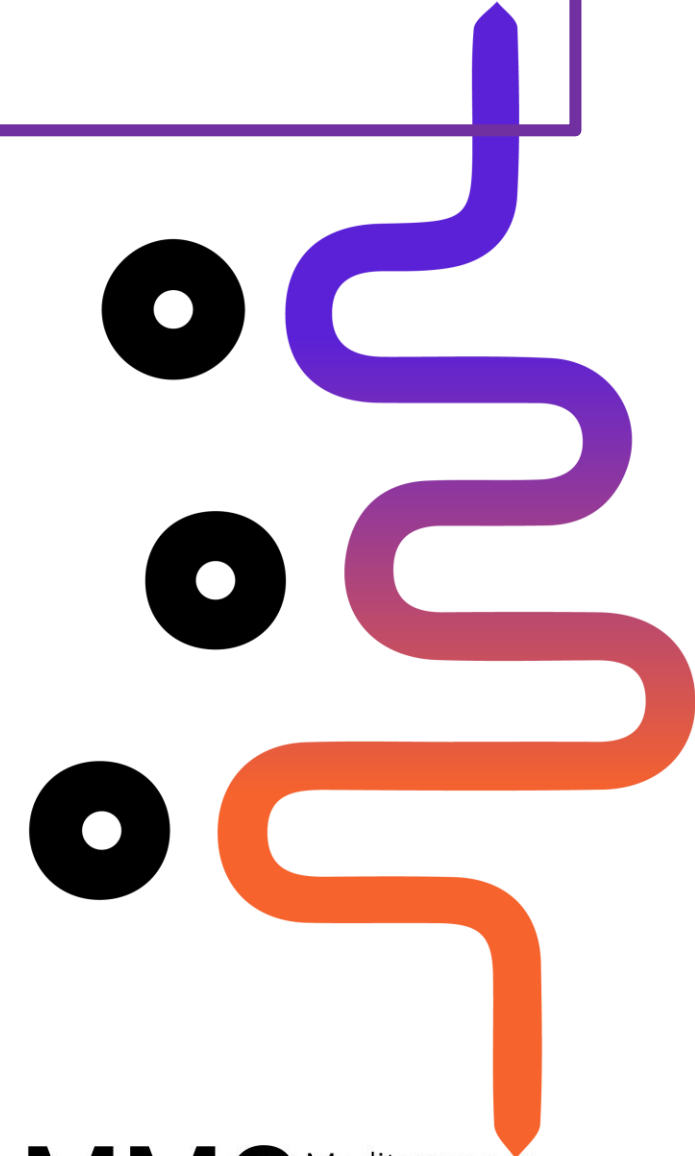
- School to work
- Job to job (reskilling/upskilling)
- Employment to entrepreneurship

# Exploring Career Pathways, develop career plans and link them with VET

## Unit 5

# Building Employability Skills

- Communication and teamwork
- Resilience and problem-solving
- Digital and green skills
- Continuous learning mindset
- Antifragility
- Personal Branding



# Networking between VET and industry

## Unit 6

# Partnerships for Real-World Learning

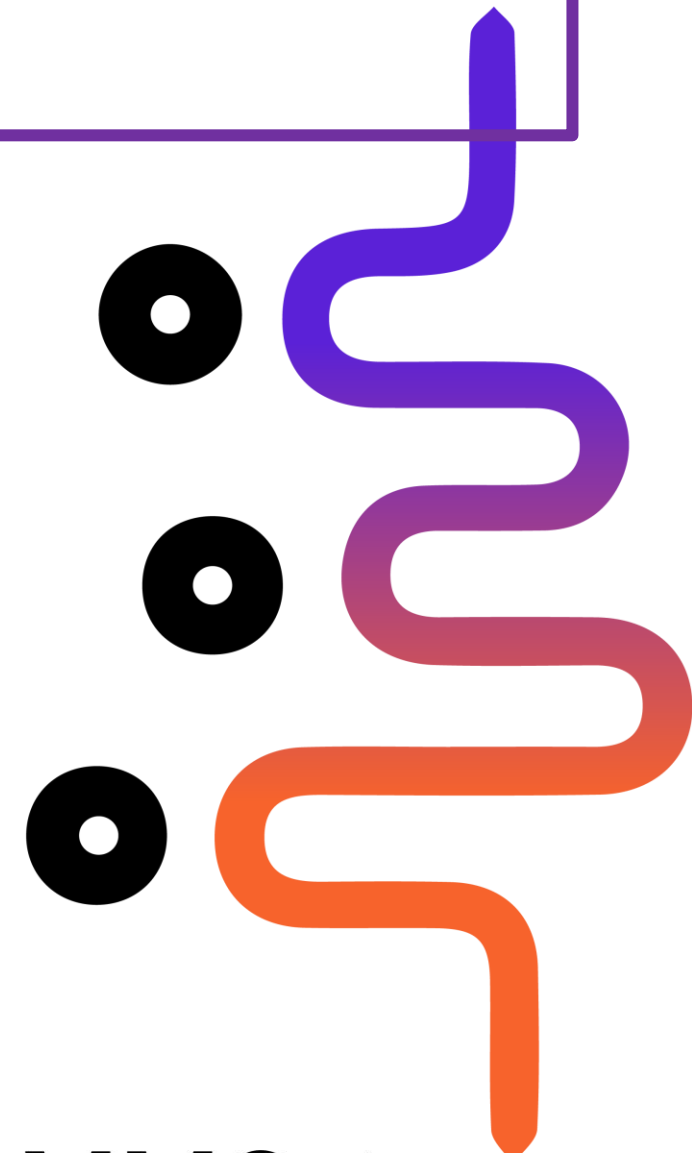
- Apprenticeships and dual systems
- Employer advisory boards
- Work-based learning projects
- Triangle (learner-educator-business)

# Using technology for career advising

## Unit 7

# Technology for Guidance & Support

- Digital portfolios & e-profiles
- Online platforms (Europass, EURES)
- AI-driven guidance tools
- Virtual job fairs & mentoring platforms
- CV resume
- Cover Letters
- Revise critically for personal branding

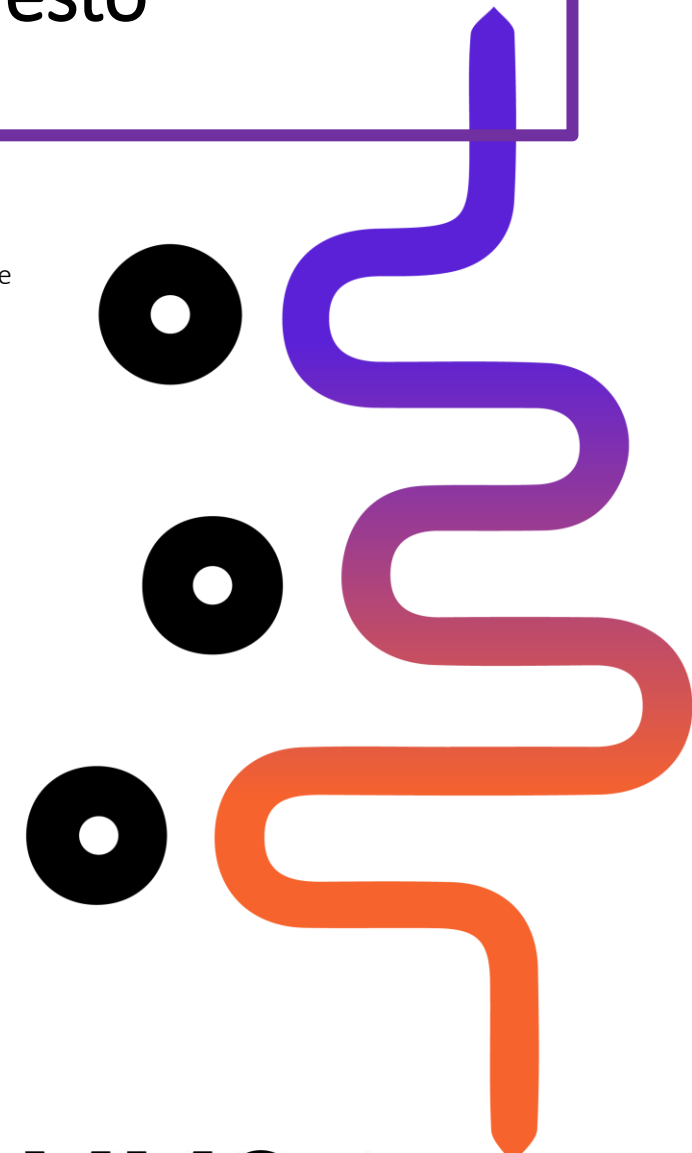


# Ethics in career advising

## Unit 8

# Asnor's Generative GUIDANCE Manifesto

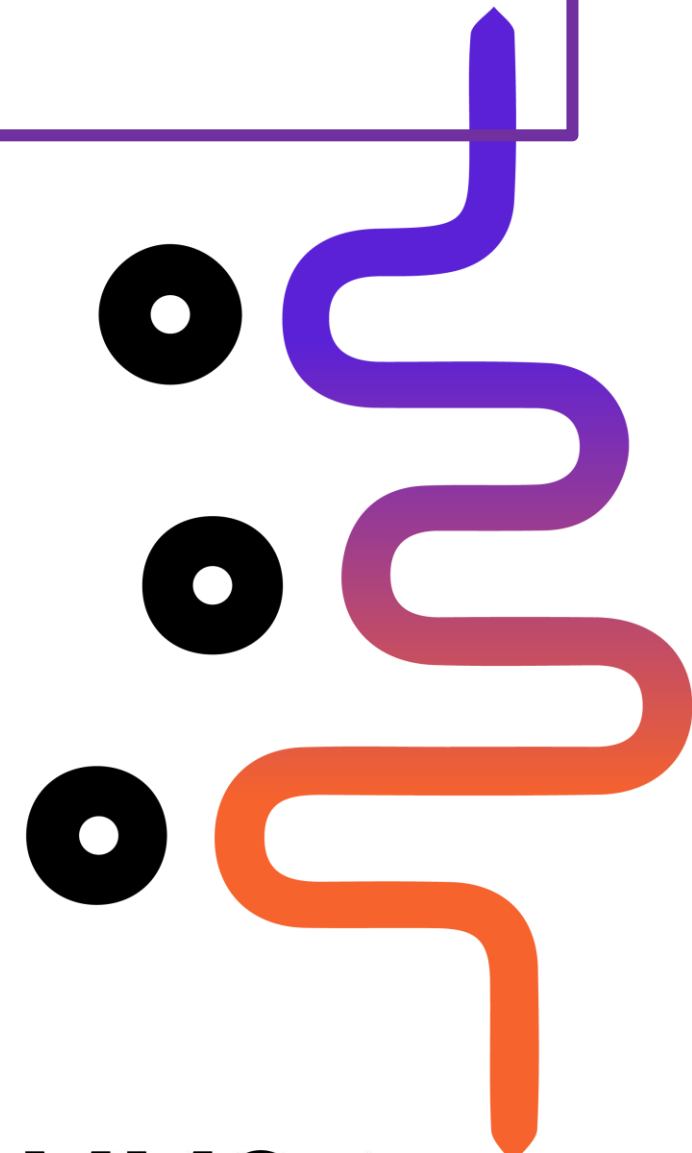
- 1. AI supports; it does not replace.**  
AI can be a valuable ally in guidance and training programmes, but it cannot replace the educational relationship, attentive listening, or the professional's critical judgement.
- 2. AI must be used with care.**  
Algorithms learn from data; without critical oversight, they can reproduce and reinforce inequalities, prejudices, and stereotypes.
- 3. A person is more than a set of data.**  
Every individual is unique; reducing someone to an algorithm, a score, or a category means losing their human value and capacity for planning.
- 4. Relationship comes before technology.**  
Empathy, active listening, and trust are irreplaceable elements in guidance, education, training, and learning.
- 5. The search for meaning comes before efficiency.**  
The adoption of AI must respect educational quality and the deeper meaning of individual choices.
- 6. Education in critical thinking is more urgent than ever.**  
Education and training systems must teach people to understand and question AI critically, not merely how to use it.
- 7. Guidance is a process, not a solution.**  
The objective is not to provide ready-made answers, but to foster autonomy, reflection, and the capacity to ask good questions.
- 8. AI literacy is everyone's responsibility.**  
People, institutions, organisations, and businesses share responsibility for learning about, governing, and regulating the use of AI.
- 9. Privacy is a right that must be protected.**  
Users must be informed about the use of AI tools; personal data should be anonymised, and the process must be transparent.
- 10. Digital citizenship means inclusion.**  
Promoting digital skills and AI awareness is essential to ensuring equal educational, social, creative, and professional opportunities



# Conclusions

## Key Takeaways

- VET's strategic role in career development
- Practical tools for guidance
- Models and frameworks in action
- Importance of ethics and digital literacy



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Thank you!

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