



euro | guidance

HIGHLIGHTS 2025

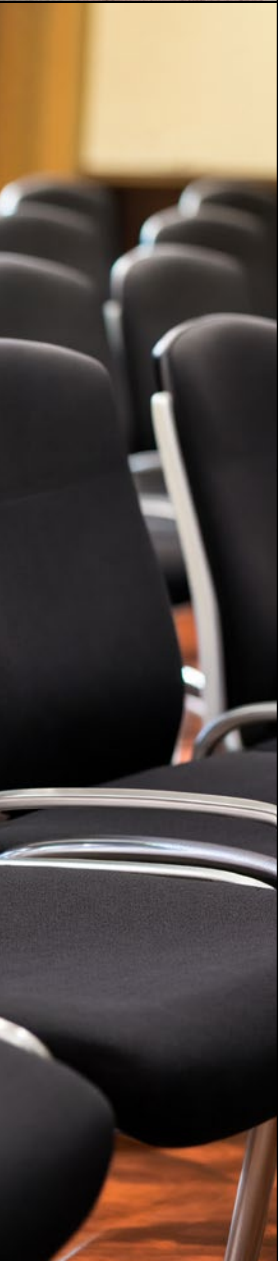


Table of contents

Foreword	5
1. NETWORK COOPERATION AND KNOWLEDGE EXCHANGE	6
1.1 Euroguidance Network Meetings	7
Euroguidance Network meeting in Warsaw, Poland, May 2025	7
Euroguidance Network meeting in Copenhagen, Denmark, October 2025	9
1.2 Euroguidance Task Groups	11
Activities of the Steering Group	11
Main Task Group 1 - The “European Dimension in Guidance” Group strengthens Support for International Mobility	12
Main Task Group 2 - Achievements during 2025	14
Main Task Group 3 - Enhancing Visibility and Strengthening Communication and Digital Sustainability	15
1.3 International and Cross Border Cooperation, Conferences and TCAs	19
Euroguidance Cross Border Seminar in Zagreb, Croatia: Guidance in Vocational Education and Training (VET)	19
Euroguidance Nordic-Baltic Cluster meeting in Vilnius, Lithuania: Insights, Collaboration and Good Practices	21
Euroguidance European Conference: Sustaining Guidance within the Union of Skills, Riga, Latvia	22
TCA in Tallinn, Estonia - Career Guidance Professionals on the Future: Inclusion, Mobility and Digital Meaningfulness	22
TCA on Career Guidance as an Inclusion Support Tool, Belgrade, Serbia, November 2025	24
1.4 Academia Study Exchange Programme 2025	25

2. FURTHER NETWORK-LEVEL ACTIVITIES	32
Stakeholder Survey	33
VI International Forum “2025 Human Capital in the Focus of Transformations”, Ukraine November 2025	35
Discovering Professions through Virtual Reality: Guidance Workshop, Belgium French-speaking Centre, May 2025	35
Career Development and Inclusion: Cross Border Seminar Bulgaria and North Macedonia, March 2025:	35
Career and Mobility No. 11 – Annual Publication on Career Guidance Services in Serbia and Europe	35

Impressum

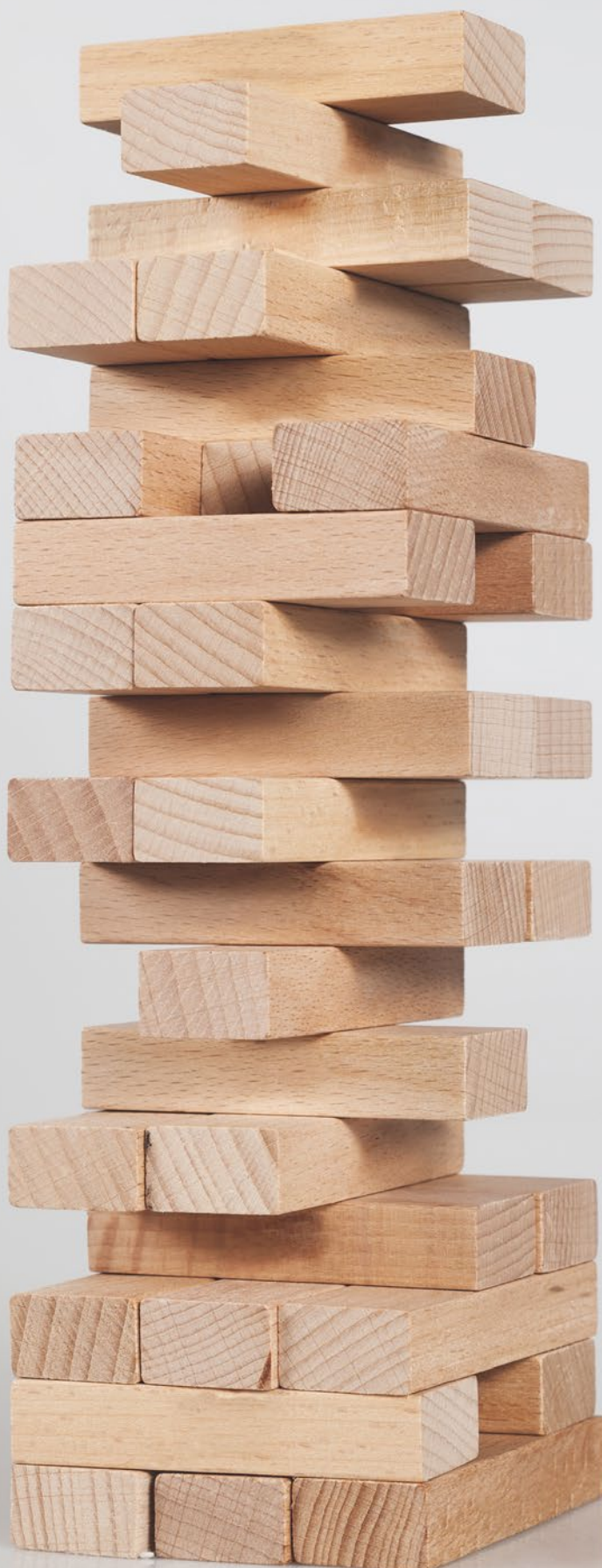
EDITORIAL TEAM (in alphabetical order):
Donna Branigan, Rosarii Curran, Susanne Krischanitz, Elena Manvelian, Elvira Pfann

LAYOUT: Dovilė Mikalauskaitė

PROOFREADING: Donna Branigan, Rosarii Curran

COVER PHOTOS: Network Meeting Warsaw; Groupwork © Euroguidance Poland, Nordic Baltic Group © Ignas Bautrenas, Academia Cyprus © Euroguidance Cyprus, Network Meeting Warsaw © Euroguidance Poland.

This publication is co-funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or EACEA. Neither the European Union nor the granting authority can be held responsible for them.



Foreword

Dear Reader,

We are pleased to introduce the Euroguidance Highlights 2025 publication, which presents the key achievements and activities of the Euroguidance Network over the past year.

In a rapidly changing world of work and learning, lifelong guidance plays an essential role in helping people develop skills, make informed choices and navigate educational and career transitions. Guidance also contributes to inclusion, employability and mobility across Europe.

The activities highlighted in this publication demonstrate the strong commitment of the Euroguidance Network to supporting these European priorities. Throughout 2025, the Network continued to strengthen cooperation among guidance professionals, promote international learning mobility and encourage the exchange of innovative practices and expertise.

This publication reflects the diversity of the Network's work — from network meetings, seminars and conferences to the development of new resources, webinars, peer learning activities and the Academia study exchange programme. It also highlights important discussions linked to the Union of Skills initiative and the future development of lifelong guidance in Europe.

We would like to thank all Euroguidance Centres, guidance practitioners and partner organisations for their continued dedication and valuable contribution to strengthening guidance systems across Europe.

We invite you to explore this publication and discover the inspiring work carried out by the Euroguidance Network in 2025.

Ilze Jansone & Gileta Kierienė
(Chair and Co-Chair Euroguidance Network Steering Group)

1

NETWORK COOPERATION AND KNOWLEDGE EXCHANGE

1.1

Euroguidance Network Meetings

The bi-annual Euroguidance Network Meetings serve as a central platform for strategic exchange and collaboration among national Euroguidance experts across Europe. They bring together representatives from EU Member States alongside key stakeholders from the European Commission — in particular DG Employment, Social Affairs and Inclusion and the European Education and Culture Executive Agency. These meetings play a pivotal role in strengthening the European dimension of lifelong educational and career guidance.

At their core, the meetings foster dialogue on current national and European policy developments related to lifelong learning, career guidance, and employment services. Participants share insights on emerging trends, policy priorities, and innovative practices that support individuals in navigating increasingly complex education and labour market pathways. A strong focus is placed on promoting international learning mobility as a key component of employability and skills development in Europe.

Beyond information exchange, the meetings function as a strategic coordination mechanism for the Euroguidance Network. They provide space to discuss common priorities, align activities, and jointly address challenges relevant to guidance systems across Europe. Particular attention is given to the work of Euroguidance Task Groups, whose thematic contributions feed directly into the network's strategic agenda.

Moreover, the meetings often serve as incubators for new joint initiatives, enabling cross-country cooperation and the development of shared tools, resources, and communication strategies. This collaborative approach reinforces the network's mission to support guidance practitioners and to enhance the quality and accessibility of guidance services across Europe.

Recent meetings hosted in Poland and Copenhagen during 2025 have highlighted the diversity of na-

tional approaches while underlining a shared commitment to strengthening European cooperation in guidance. Each meeting not only reflects current policy priorities but also contributes to shaping the future direction of the Euroguidance Network in an evolving European context.

Euroguidance Network meeting in Warsaw, Poland, May 2025

The Euroguidance Network Meeting took place in Warsaw, Poland, from 26 to 28 May 2025, hosted by the Polish National Europass & Euroguidance Centre (NEEC). The meeting brought together representatives of the European Commission, national Euroguidance centres, and career guidance professionals from across Europe, providing a space for policy exchange, peer learning, and strategic coordination within the network.

European priorities and policy context

Due to well-established institutional cooperation, the meeting was inaugurated in the venue of the European Commission's Representation in Poland by opening contributors included Mr. Wojciech Wysocki, Head of the EC Rep's Political Section, and Tomasz Krześniak, Deputy Director of the Foundation for the Development of the Education System (FRSE) institution. The opening sessions outlined the European Commission's priorities for 2025, with a strong focus on skills development, lifelong learning, inclusion, digitalisation, and youth engagement. These priorities framed the subsequent discussions and underlined the strategic role of career guidance in supporting Europe's social and economic transitions.

A key policy update was presented by Aristea Politi (European Commission, DG EMPL), who introduced the Union of Skills initiative. The presentation highlighted the need to address skills shortages, improve skills transparency and portability, and strengthen guidance services as a core element of European competitiveness and social cohesion.



Plenary Session Warsaw © Euroguidance Poland

Particular attention was given to upskilling and reskilling pathways, micro-credentials, and the role of guidance in supporting individuals through job transitions and labour market change.

National perspectives and network cooperation

Representatives of FRSE and the Polish NEEC presented national actions supporting the implementation of Erasmus+, Europass, and Euroguidance in Poland. These sessions showcased how European tools and programmes are mainstreamed at national level, with strong cooperation between education, vocational training, and guidance stakeholders. The role of the National Europass & Euroguidance Centre as a pillar of European digital citizenship was emphasised, including its training activities, partnerships, and support for guidance practitioners.

The meeting also highlighted cooperation with other European networks such as EURES, EPALE, Eurodesk,

and the National VET Experts Team, demonstrating the added value of cross-network synergies in reaching diverse target groups and strengthening guidance systems.

Main Task Groups and peer learning

A substantial part of the programme was dedicated to the work of the Euroguidance Main Task Groups (MTGs).

- MTG 1 reported progress on the updated Europass e-course, mobility guidance resources, and initiatives related to sustainable career guidance.
- MTG 2 focused on strengthening the competencies of guidance practitioners, including quality standards, peer learning, and the development of a good practices database.
- MTG 3 presented updates on communication and visibility, including the redevelopment of the Euroguidance website, newsletter performance, social media activities, and the coordination of Insight articles.



Polish Speakers Warsaw © Euroguidance Poland

Interactive peer learning sessions complemented the MTG work. Participants engaged in workshops on soft skills development, empathy-based tools, self-coaching methods, and design thinking approaches in career guidance. These sessions emphasised user-centred, inclusive, and innovative practices, offering practical inspiration that participants can adapt within their national contexts.

Towards a renewed EU Guidance Resolution

An important thematic focus of the meeting was the ongoing work on a renewed EU Guidance Resolution, which will replace the 2008 Council Resolution on Lifelong Guidance. Discussions, supported by CEDEFOP insights, addressed access to guidance services, quality assurance, digital tools, and inclusion. Small group discussions explored how updated European guidelines can better respond to the needs of diverse groups, including adults in transition, migrants, NEETs, and older workers, while

maintaining a balance between digital solutions and human-centred guidance.

Network governance and next steps

During the meeting, Ilze Jansone (Latvia) was elected as the new Chair of the Euroguidance Network, with Gileta Kierienė appointed to serve as Co-Chair. The network expressed its appreciation to the outgoing Chair, Eva Baloch-Kaloianov, for her leadership and contribution to the development of the network.

The Warsaw meeting reaffirmed the Euroguidance Network's shared commitment to building inclusive, high-quality, and future-oriented guidance systems across Europe. By combining European policy dialogue, national perspectives, and hands-on peer learning, the meeting strengthened cooperation within the network and set a clear direction for upcoming activities aligned with the Union of Skills and broader EU education and labour market strategies.



Network meeting Copenhagen 2025 © Euroguidance Denmark

Euroguidance Network meeting in Copenhagen, Denmark, October 2025

As a national contribution, the Euroguidance Network meeting commenced with a communal sing-along, reflecting a Danish cultural tradition. The selected song, symbolically underscored the themes of support and guidance that underpin the work of the Euroguidance Network.

Kristina Mariager-Anderson from Aarhus University, Denmark presented her research project "Co-creating career learning: Leadership, collaboration, and student outcome". The project is part of SamVej, a development and research initiative in Danish schools that shows how involving students in designing career related learning activities makes those activities more engaging and effective. Teachers and career counsellors worked with students to co develop and evaluate real work life learning experiences, which helped students better understand jobs, careers, and themselves. The research highlighted three key takeaways:

1. Quality career learning requires cross-system leadership
2. Student Involvement is quality assurance not just a nice-to-have
3. You need both structure and culture

Several topics were examined and deliberated upon during the network meeting, which subsequently informed the interactive workshops, titled "Workshop

on Guidance Resolution" focusing on developing a Euroguidance position paper to contribute to a new EU Resolution on guidance. In the working groups, participants focused their discussions on one of these thematic areas:

- Workshop activity 1: Brainstorming Digitalisation Challenges
- Workshop activity 2: The Green Transition
- Workshop activity 3: Enhancing Social Inclusion
- Workshop activity 4: Implementation – From Policy to Practice

The European Commission, represented by Aristea Politi, presented an update on the "Union of Skills," a European strategy designed to integrate education and skills policies.

The agenda of the network meeting concentrated on the ongoing initiatives and advancements in guidance development, which subsequently led to the Peer Learning sessions:

- Euroguidance resources for guidance practitioners
- Quality assurance mechanisms and career guidance competence development
- LTA & TCA as Resources for Supporting Guidance Practitioners and Promoting the Cooperation of Euroguidance Colleagues
- Lifelong Guidance Strategies of Finland and Ireland

The network meeting with a feedback session and an update on the upcoming stakeholder survey.

1.2 Euroguidance Task Groups

Activities of the Steering Group

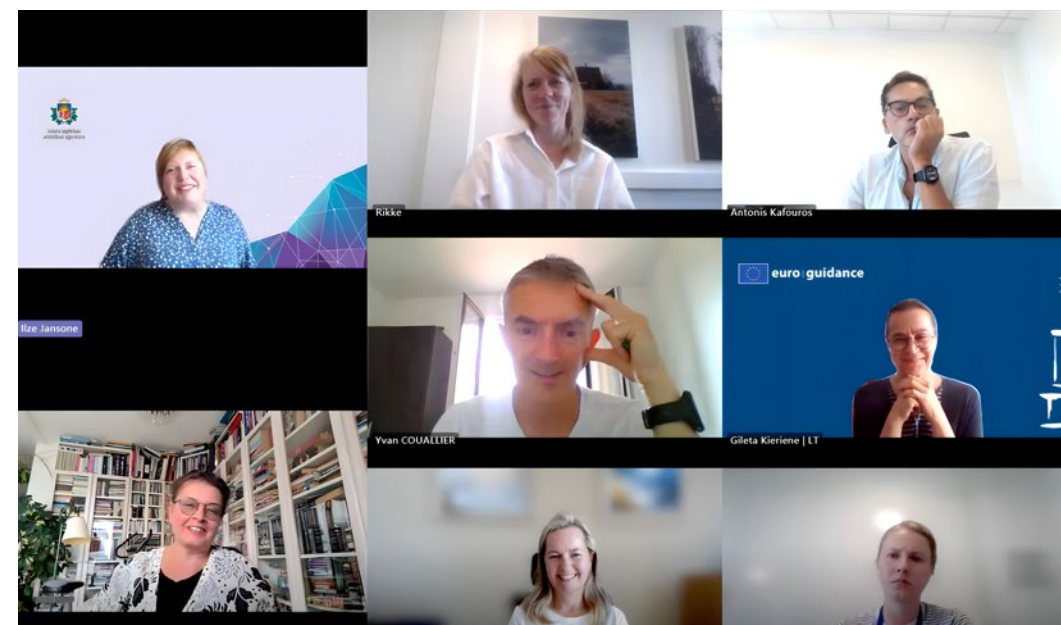
The Steering Group is responsible for the development and monitoring of the Network Level Operational Plan and Budget, ensuring the network's objectives are met effectively. Additionally, the group provides support in the development of agendas for network meetings, ensuring that key topics and discussions are addressed. The Steering Group consists of the elected Chair and Co-Chair, representatives from the countries holding the current and prospective EU Presidency, the three Main Task Group leaders, and the leader of the Evaluation Task Group.

2025 marked an important year of renewal for the Steering Group. Following a network-wide election organized by the ad hoc Elections working group, Ilze Jansone (Latvia) was confirmed as Chair and Gileta Kierienė (Lithuania) as Co-Chair. Their mandates

were formally launched at the network meeting in Warsaw in May, marking a smooth leadership transition that set a positive tone for the year ahead.

The Steering Group oversaw the organisation of three major network events in 2025. The Warsaw network meeting in May included a dedicated workshop to collect network input towards a new EU Guidance Resolution — a theme that continued at the Copenhagen network meeting in October, which received very positive feedback from participants. The year concluded with the European Conference in Riga in December, held as part of the Global Careers Month and organised in collaboration with IAEVG, bringing together guidance professionals from across Europe and beyond.

Throughout the year, the Steering Group actively supported network development and cooperation. The Newcomer's Handbook was revised to reflect



Steering Group meeting Sept-2025 © Euroguidance Network

current Euroguidance tasks. A significant long-term achievement was the agreement with Euroguidance Romania to develop and host a new Euroguidance website free of charge through 2034. The Steering Group also supported the launch of a network-wide evaluation survey to gather data on the reach and impact of national centre activities and took a step towards greater transparency by deciding to share Steering Group meeting minutes openly with all network members.

In terms of external cooperation, the Steering Group maintained its close working relationship with the EACEA and DG EMPL and continued to foster ties with partner organisations including the ETF and IAEVG, as well as professional networks such as NICE and CEDEFOP CareersNet. Looking ahead, the group has confirmed network meetings in Larnaka and Dublin for 2026, with the EU Guidance Resolution remaining a central theme for continued network engagement.

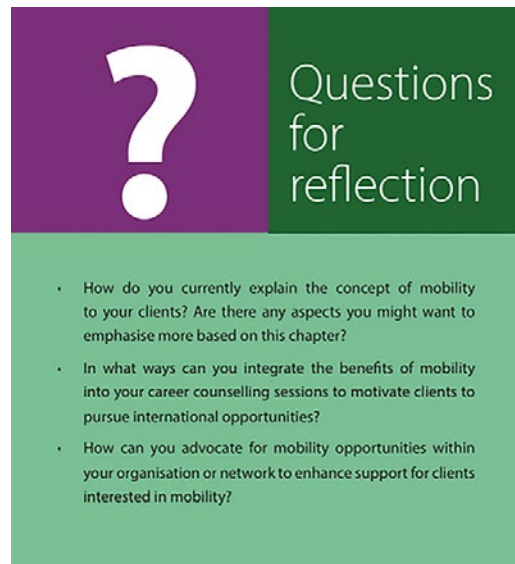
MAIN TASK GROUP 1 - The “European Dimension in Guidance” Group strengthens Support for International Mobility

The “European Dimension in Guidance” Group (MTG1), comprising representatives from eleven European countries—Belgium (French-speaking), Croatia, France, Germany, Hungary, Italy, Latvia, Luxembourg, North Macedonia, Slovenia, and Ukraine - continues its commitment to enhancing the skills of career guidance practitioners. Its mission is to raise awareness of the value of international mobility for career management and skills development.

In 2025, the group focused on finalising and improving ongoing activities and tools, while fostering closer cooperation among Euroguidance centres.

Europass Online Course: Updated and Accessible

The **Europass online course** for guidance professionals, launched in June 2023 and hosted on the Euroguidance France training platform, received a comprehensive update in English in June 2025. This course is designed to equip counsellors with the knowledge and tools needed to support their clients’ mobility projects.



*Questions for reflection
© Euroguidance Croatia*

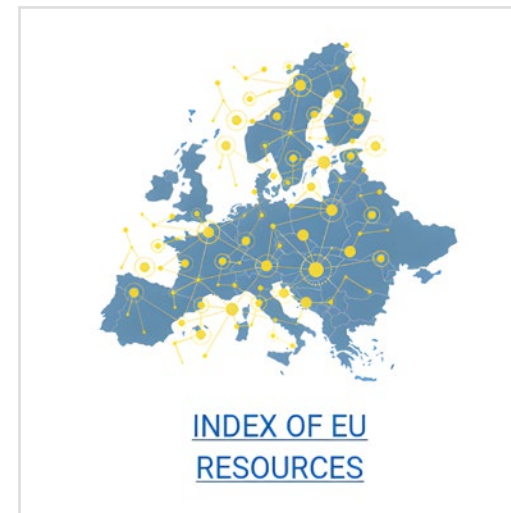
To encourage wider adoption across Europe, MTG1 organized introductory webinars and urged Euroguidance centres to translate the course into their national languages. A technical tutorial was provided to simplify the duplication and adaptation process. As of now, a Slovenian version is available, and further translations are underway. The English course, accessible without registration, has seen steady traffic, though quizzes remain restricted to registered users. Promotional efforts, including an article published by DG EMPL on the Europass portal based on the Euroguidance article <https://europass.europa.eu/en/news/e-course-europass-guidance-counsellors-have-helped-increase-visibility>.

Mapping Online Resources for Guidance Professionals

MTG1 also advanced its **mapping of online courses** offered by Euroguidance centres. The goal is to create a public archive on the EG.eu portal, making it easier for professionals to access best practices and relevant resources.

“Mobility Guidance” a Handbook for Guidance Practitioners

The **Mobility Guidance, Handbook for Guidance Practitioners**, a practical tool for counsellors advising on mobility, has been thoroughly revised. This updated edition includes key questions to help



Index of EU Resources © Euroguidance Latvia

professionals reflect on and improve their practice, grounding it in a quality assurance approach.

The handbook is set for release in early 2026, with wider distribution planned to follow the Euroguidance centre’s meeting in Cyprus in May.

New Website to Navigate European Networks

Recognizing that many guidance professionals are unaware of the European resources available to them, MTG1 is developing a dedicated website. This platform will clearly present the main European networks and tools useful for supporting mobility projects.

Organized around eleven themes—such as studying in Europe, qualification recognition, EU-funded mo-

bility opportunities, and career guidance tools—the site will offer practical questions and direct links to relevant resources (CEDEFOP, Eurodesk, Europass, EPALE, Euraxess, etc.). An index will also provide concise descriptions of each network, making it easier for professionals to find the information they need.

Academia Program: 30 Years of Exchange and Learning

Launched in 1995, the **Academia program** has enabled over 2,000 guidance practitioners to participate in three- to five-day study visits across Europe. These visits, centred on themes proposed by national coordinators, facilitate the exchange of best practices and insights into different guidance systems.

Since 2025, programme management has been led by Germany and Ireland. In spring 2025, 16 study visits welcomed 158 participants from 22 countries, including several new and returning participants: Switzerland, Czech Republic, Finland, Greece, Iceland, Malta, Romania, Slovakia, Turkey, and Ukraine. MTG1 continues to update the 2026 visit catalogue and national coordinator information, while administering quality surveys before and after each visit.

Outlook for 2026

With the upcoming release of the “Mobility Guidance, Handbook for Guidance Practitioners” and the launch of the new website “EU Resources for Career Guidance”, MTG1 is set to further strengthen the quality and visibility of guidance services across Europe. These initiatives, combined with the ongoing success of the Academia program, will continue to support professionals in their mission to promote international mobility.



Steering Group meeting Sept-2025 © Euroguidance Network

MAIN TASK GROUP 2 - Achievements during 2025

MTG2's work continues to be driven by four active Task Groups: **Good Practices, Newcomers and Peer Learning, Priority Themes, and Webinars**. Throughout 2025, these groups met online to coordinate activities, exchange ideas, and ensure alignment with the network's strategic objectives. The Copenhagen and Polish Network Meetings in 2025 offered an opportunity to bring these task groups together, highlight progress, and build connections across task groups.

Good Practices: Sharing What Works

"The Good Practices Database is more than a repository - it is a living resource that reflects how guidance is evolving across Europe."

The **Good Practices Database** remains a flagship resource for the Euroguidance Network, supporting mutual learning and the transfer of effective approaches across countries. Over the past year, Centres were invited to review existing entries and contribute new examples from their national contexts.

This collective effort resulted in the addition of **54 new good practices during 2025**, demonstrating both the diversity of work across the network and a strong culture of knowledge-sharing. Looking ahead, MTG2 aims to ensure that every National Euroguidance Centre contributes at least one good practice per year during the 2024-2026 period.

Cooperation with the **Academia Network** will further enrich the database, with Centres encouraged to invite Academia participants to share learning outcomes from study visits. At the same time, closer monitoring of database use, identifying emerging themes, user interests, and opportunities for further development will ensure that the database remains a valuable resource for career guidance practitioners across Europe.

Supporting Newcomers and Strengthening Peer Learning

"Peer Learning shows how much we can achieve when Centres work together, share experiences, and build on each other's strengths."

Supporting colleagues new to the network remains a priority for MTG2. A structured **mentoring system** is now in place, offering guidance and continuity to newcomers as they become familiar with Euroguidance structures and activities.

This is complemented by the **Newcomers Handbook** and a **Quick Guide Infographic**, which are now part of the official welcome package. Together, these tools help ensure that new members feel informed, supported, and connected from the very start, strengthening engagement across the network.

Priority Themes: Focusing on What Matters

"Focusing on counsellor competences allows Euroguidance to respond directly to both policy priorities and practitioner needs."

The **Priority Themes Task Group** plays a key role in keeping MTG2's work relevant and future-oriented.

For the current cycle, the agreed focus is **Competences for Counsellors – Tools, Techniques, and Knowledge**.

Work is underway to map key European stakeholders, including **IAEVG, OECD, ETF, and CareersNet**, reinforcing links between Euroguidance activities and wider European developments in career guidance and counselling. This focus supports alignment with both policy priorities and practitioner needs.

Webinars: Connecting Practitioners Across Europe

"Through webinars MTG2 shows how structured collaboration turns shared expertise into real impact for guidance practice across Europe."

The **Webinar Task Group** has co-ordinated the Euroguidance webinar organised by EG Portugal and EG Spain on **14 May 2025**, which focused on the following theme **'Qualifications Framework and Accreditation of Competences: Implications for Career Guidance'**. On **14 November 2025** EG Belgium (Dutch speaking) and EG Serbia organised the webinar entitled **'Empowering Clients in their Careers: Using online labour market information, Tools and Resources'**. Both webinars provided timely and practice-relevant insights for guidance professionals throughout Europe.

Event information was shared via the Euroguidance Network website and across social media channels. Special thanks go to MTG3 colleagues for supporting visibility through LinkedIn and Facebook. These webinars can be accessed on the www.euroguidance.eu website by accessing the **Recorded Webinars** section.

Staying Connected Through Online Collaboration

Alongside in-person meetings, MTG2 continued to work effectively through online collaboration with targeted online sessions focused on webinar planning and cross-group updates. This helped to maintain momentum and alignment across activities. This blended approach ensures inclusive participation despite the network's geographical spread.

Achievements and the Road Ahead

Looking ahead to **2026**, the focus will be on sustainability, visibility, and impact. Priorities include encouraging all Centres to actively showcase good practices, deepening cooperation with the

Academia Network, strengthening monitoring and analysis of shared resources, and continuing to support colleagues so that everyone feels confident and connected within the Euroguidance community.

MAIN TASK GROUP 3 - Enhancing Visibility and Strengthening Communication and Digital Sustainability

Main Task Group 3 (MTG3) plays a central role within the Euroguidance Network by supporting high-quality information provision, communication, and digital cooperation across Europe. Throughout 2025, MTG3 has focused on strengthening the Network's visibility, improving communication channels, and ensuring the long-term sustainability of the Euroguidance website and related digital tools.

KEY AREAS OF WORK:

The Euroguidance website

A core responsibility of MTG3 is the coordination of website content, including Insight Articles, Highlights, news, guidance system descriptions and social media. A *library of policy measures* in the area of lifelong guidance was introduced as a new feature on the website in 2025. Here, MTG3 collects European-level as well as country-specific information.

Insight articles and Highlights

The *Insight Articles* continue to be a cornerstone of knowledge sharing within the Network. Each Euroguidance centre is encouraged to contribute at least one article per year, resulting in a steady flow of new content for the website. MTG3 supports this process by coordinating deadlines, sharing guidelines, and encouraging new contributors. During 2025, most countries in the network submitted an article.

MTG3 also plays a key role in producing the present *Euroguidance Highlights* publication, which reflects the breadth of Euroguidance activities and supports dissemination at national and European levels.

Social media

Social media is an important communication tool for the Network. Euroguidance has strengthened its



Euroguidance Centres participating in MTG2
EG Belgium (Dutch-speaking), EG Bulgaria, EG Czech Republic, EG Cyprus, EG Finland, EG Greece, EG Lithuania, EG Malta, EG Poland, EG Portugal, EG Serbia, EG Spain, EG Slovakia
© Euroguidance Network

digital presence through targeted use of LinkedIn and Facebook, focusing on sharing good practices, website content, and engaging the European guidance community. The platforms serve complementary roles.

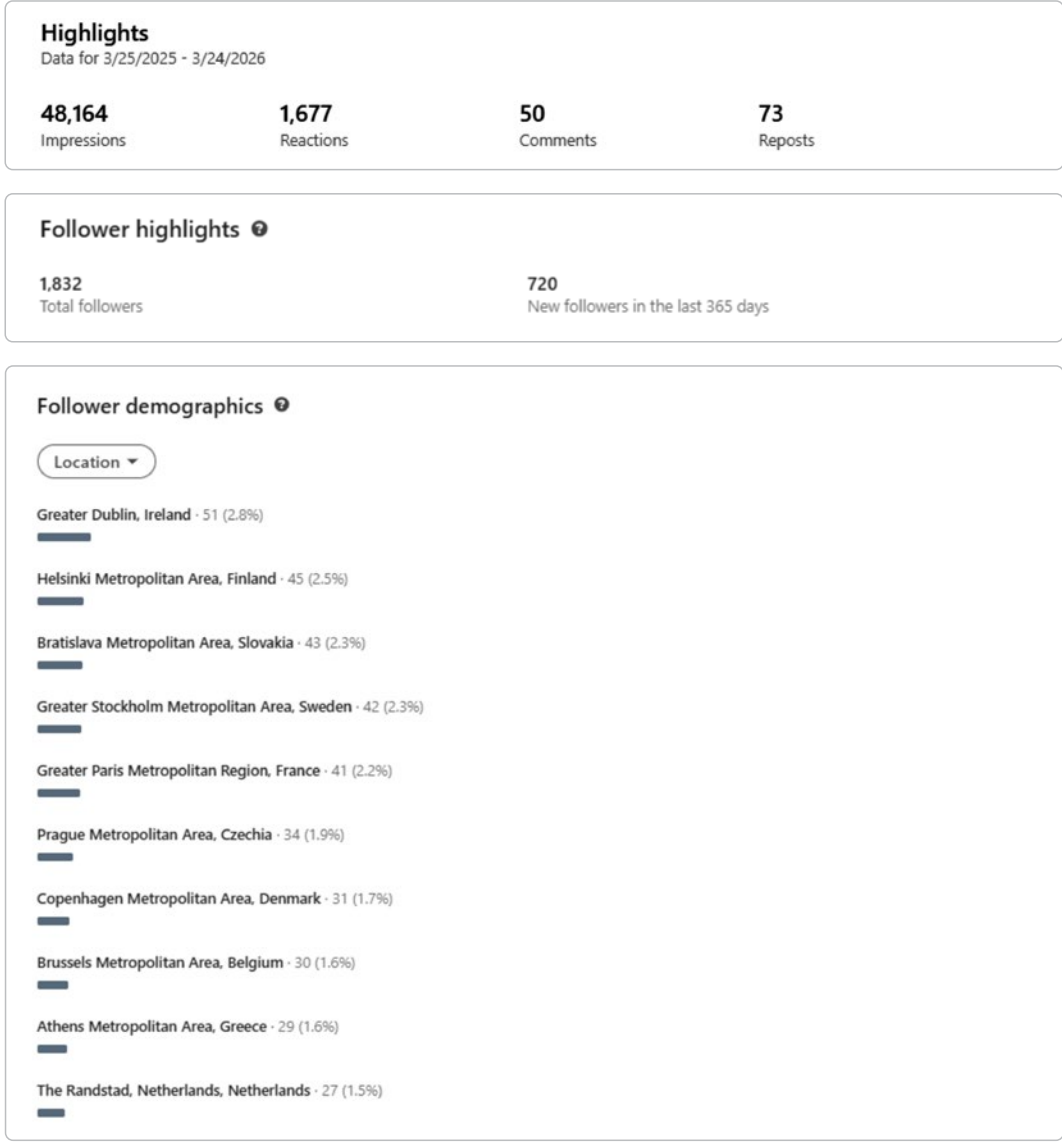
LinkedIn has been particularly effective as a professional channel, enabling in-depth communication on complex topics. It has attracted a relevant audience, reflected in strong engagement (48,164 impressions, 50 comments, 73 reposts) and steady growth to 1,835 followers.

Facebook remains a stable and important platform, using a more dynamic and accessible style. With 4,812 followers, it is effective for sharing updates, promoting events, and reaching a broader audience, especially users aged 35–44.

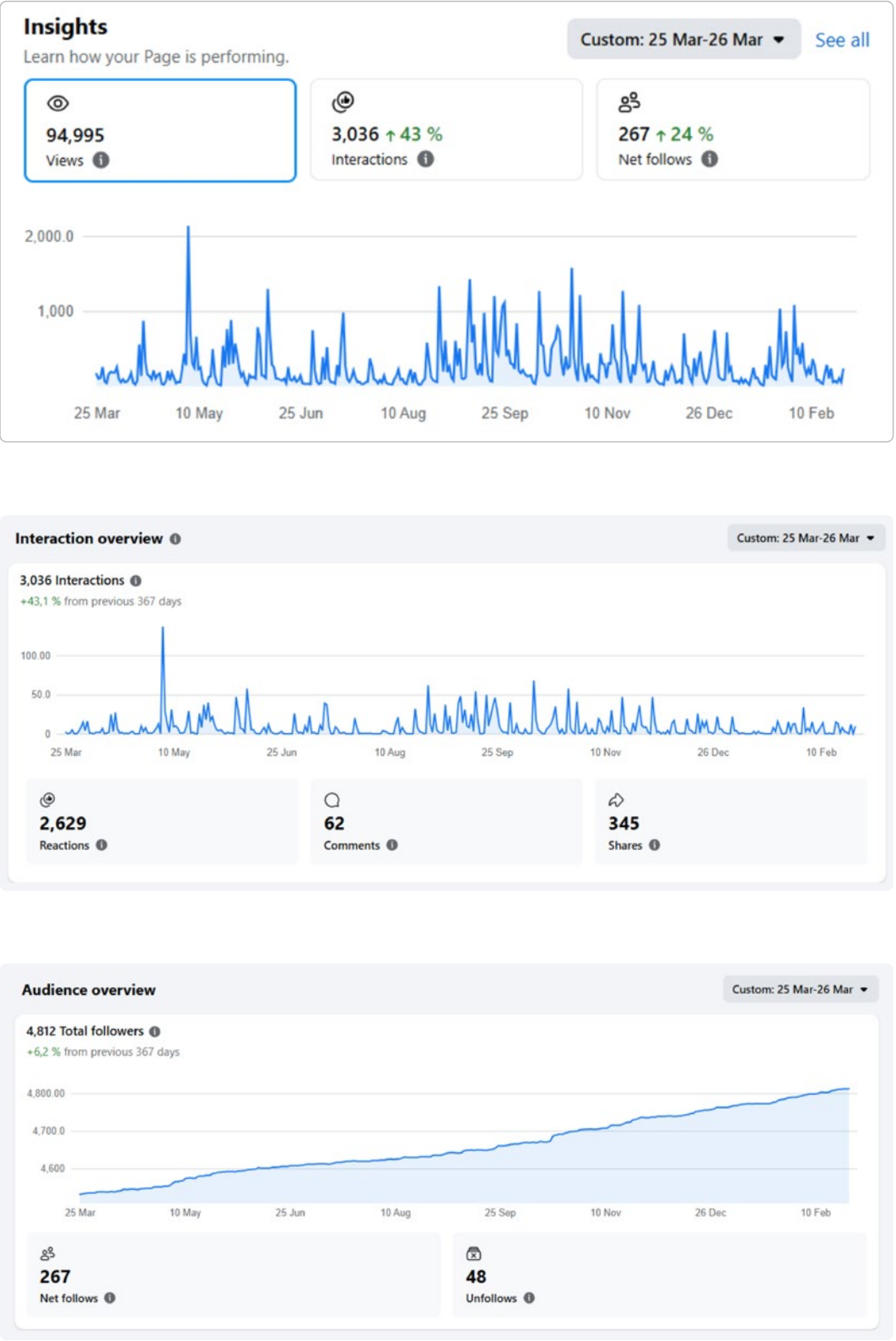
Collaboration with other Euroguidance centres has also been key, providing diverse content and strengthening knowledge sharing across the network. Overall, social media enhances Euroguidance’s visibility, engagement, and cross-border collaboration, with future efforts focused on further content development and interaction.

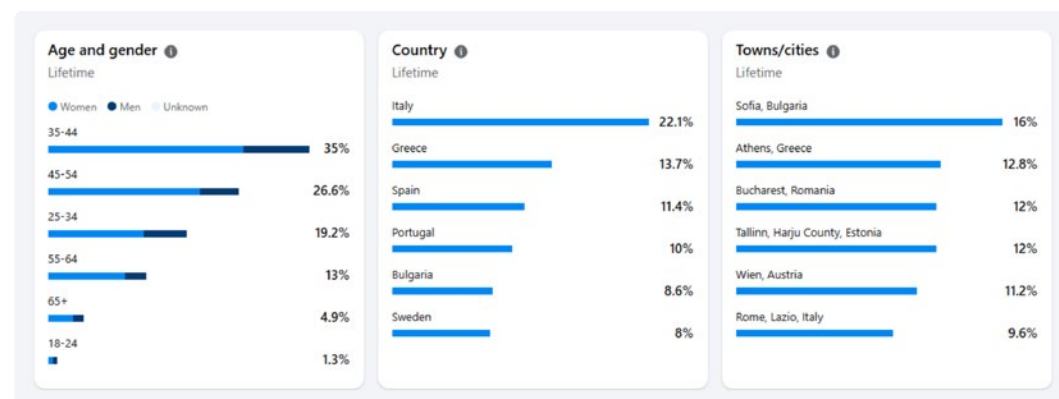
STATISTICS FROM THE SOCIAL MEDIA CHANNELS
(from March 2025-March 2026):

LINKEDIN
Followers: 1,835



FACEBOOK
Followers: 4812





A major milestone for MTG3 in this period has been its leadership in addressing the future of the *Euroguidance website*. After limitations of the existing website were identified, MTG3 coordinated efforts to find a sustainable solution. In 2025, Euroguidance Romania, through the National Authority for Qualifications, offered to develop, host, and maintain a new Euroguidance website free of charge for the Network. This proposal was endorsed by the Euroguidance Steering Group and represents a significant step towards a secure, cost-efficient, and future-proof digital platform. Euroguidance Romania has joined MTG3 and forms part of the

core website team, working closely with other MTG3 members and Main Task Groups to ensure smooth content migration and further development.

The new website, together with coordinated content and outreach activities, will provide a strong foundation for visibility, collaboration, and impact in the years to come.

In 2025 the MTG3 consisted of the following member-countries: Austria, Bosnia-Herzegovina, Denmark, Germany, Iceland, Ireland, Netherlands, Norway, Romania, Sweden, Switzerland, Turkey, Ukraine



© freepik.com

1.3 International and Cross Border Cooperation, Conferences and TCAs

Euroguidance Cross Border Seminar in Zagreb, Croatia: Guidance in Vocational Education and Training (VET)

The 2025 edition of the Euroguidance Cross Border Seminar took place in Zagreb, hosted by the Euroguidance Centre Croatia. The international seminar, held from **3 to 5 June**, brought together over 70 European professionals in career guidance and counselling to share innovative approaches and enhance guidance practices across Europe.

This edition of the Euroguidance Cross Border Seminar focused on **“Guidance in Vocational Education and Training (VET)”**, addressing the specific context of vocational schools, where students have often already chosen a career path. The seminar aimed

to showcase guidance approaches tailored to the specific needs and challenges of VET students. It provided a platform to explore current practices and trends, and to exchange experiences among guidance professionals from 14 European countries: Austria, Czechia, Bulgaria, Latvia, Hungary, Germany, Greece, Poland, Portugal, Slovakia, Slovenia, Serbia, Ukraine, and Croatia.

Themes and highlights of the programme

The seminar programme featured a combination of theory and practice. Croatian experts delivered keynote speeches presenting theoretical frameworks, while both national and international participants took part in a panel discussion offering insights from national and European perspectives. Complementing these sessions, 16 hands-on workshops enabled



CBS Plenum © Euroguidance Croatia

participants to explore practical applications in areas such as promoting STEM careers for girls, linking youth with the labour market, personalising career guidance, challenging gender stereotypes, developing soft skills through gamification, and using interactive counselling tools. Through the seminar programme, participants acknowledged that VET students face complex decisions regarding their future, and that effective guidance helps them navigate learning pathways and the transition into the labour market.

Impact of the seminar

The seminar reflected the diversity of VET systems across Europe bringing together experts from various sectors, including policymaking (such as CEDEFOP and national ministries), education and

training institutions (both national and international schools), and private sector representatives. This broad representation enabled rich discussions, bridging European-level perspectives with national practices. The seminar also successfully reaffirmed the essential role of career guidance in supporting VET students and in strengthening international cooperation among Euroguidance stakeholders.

For those who could not attend

The seminar's *Compendium*, which brings together expert articles on topics covered in the keynotes, panel and workshops, serves as a valuable resource both for participants and for anyone interested in exploring guidance practices in VET more broadly. Further materials, including presentations and photos, are available at <https://cbs.ampeu.hr/>.



CBS Group Work © Euroguidance Croatia



Nordic Baltic Cluster meeting © Ignas Baurėnas

Euroguidance Nordic-Baltic Cluster meeting in Vilnius, Lithuania: Insights, Collaboration and Good Practices

The Euroguidance Nordic-Baltic Cluster annual meeting was held in Vilnius on **24–25 September 2025**, bringing together Euroguidance representatives from seven Nordic and Baltic countries – Lithuania, Latvia, Estonia, Sweden, Finland, Norway and Iceland. This meeting is an important part of international cooperation, helping to develop high-quality career guidance, promote the exchange of experiences and coordinate joint activities between countries.

On the first day of the meeting, the participants visited the Vilnius Regional Career Centre, where they had the opportunity to explore the advanced digital career planning centre, discuss career counselling trends, challenges and current events. During the visit, interactive discussions were held, during which each country could share its experience and insights on changes in education and career counselling systems.

The second day of the meeting was held at the Educational Exchanges Support Foundation. Much attention was paid to the planning of joint activities for 2025–2026: possible joint publications, trainings, regional conferences, cooperation through educational portals and other activities were discussed. Feedback was also shared after the international TCA event held in Tallinn in June on the topic “Inclusive Career Counselling for Students with Special Needs”.

The afternoon session featured an exchange of good practices, with each country sharing recent initiatives or innovative solutions in career development. The meeting concluded with a reflection and discussion on future steps to ensure sustainable cooperation and value creation for the entire region.

This Nordic-Baltic meeting is an excellent example of how consistently and purposefully developed Euroguidance activities can help strengthen not only national systems but also create an international cooperation network in career guidance.

Euroguidance European Conference: Sustaining Guidance within the Union of Skills, Riga, Latvia

European-level conference focusing on guidance systems, skills development and sustainability within the EU.

On **2-3 December 2025**, Riga, Latvia became one of the most important meeting places for European career guidance professionals, hosting the international Euroguidance Network Conference. The conference was the flagship event for Europe within the 2025 Global Careers Month programme. Over two days, more than 100 career guidance professionals from 25 countries gathered in the Latvian capital in person and online.

Relation between guidance, skills and sustainability

The conference focused on the interrelationship between career guidance, skills and sustainability, promoting the exchange of experience and professional growth. The topic “Sustaining Guidance within the Union of Skills” was addressed from the perspectives of practice, research, policy, education and industry. The two-day event featured keynote addresses by international experts, workshops, presentations and a panel discussion on the sustainability of the career guidance profession.



*Euroguidance European Conference 2025
© VIAA (State Education Development Agency, Latvia)*

Collaboration with other international networks and organisations

Inspiring and informative presentations featured experts from international organisations, as well as policymakers and academics including Olga Tsiourva, expert from the European Commission's Directorate-General for Employment, Social Affairs and Inclusion, Dr. Jaana Kettunen, President of the International Association of Career Guidance (IAEVG), Board Member of the organization “Lab Green Guidance” Tomáš Šprlák, Board Member of the European Network for Innovation in Counselling (NICE), Jan Woldendorp, Policy Officer of the European Centre for the Development of Vocational Education and Training, Cynthia Harrison (Villalba), Head of the Programme Group of Riga Stradiņš University, Dr. Anita Gaile, Professor of the University of Latvia, Dr. Aleksandrs Kolesovs and others.

Part of Global Careers Month

As one of the central events in the Global Careers Month programme, the Euroguidance Conference strengthened European cooperation and promoted the development of high-quality, sustainable and future-oriented career guidance. The conference in Latvia was organised by the State Education Development Agency, which coordinates the activities of the Euroguidance Network in Latvia and promotes the development of professional competences in the field of career guidance. Conference programme development was a joint effort of the Euroguidance Network's Steering Group. Financial support for the conference was provided by Euroguidance centres of Bulgaria, Germany, Lithuania, Malta, Norway, Slovakia and Sweden.

For more information, visit the conference website: [Euroguidance European Conference 2025 Riga](#)

TCA in Tallinn, Estonia - Career Guidance Professionals on the Future: Inclusion, Mobility and Digital Meaningfulness

Career guidance plays a key role in supporting vulnerable learners, helping them develop labour market skills and preventing early school leaving. To ensure equal access to meaningful career paths, guidance must offer diverse role models, tailored support and culturally responsive practices.



TCA Estonia Group Work © Eiko Lainjärv

Inclusive Career Guidance

Discussions at the Inclusive Career Guidance: Supporting Students with Special Needs event (Tallinn, June 2025) highlighted that inclusive guidance starts with understanding each learner's needs. Professionals should be trusted, accessible and able to provide personalised support. Involving parents and key adults strengthens the process, while flexible, practice based training helps counsellors adapt to diverse situations. Continuous innovation and sharing of best practices are essential, and support should continue beyond the transition into work.

Inclusive Mobility

Learning mobility is increasingly recognised as a tool for personal and professional growth. The EU aims for 20% of all learners to participate abroad by 2030, with a strong focus on those facing barriers. Career guidance is crucial in widening access, ensuring meaningful learning outcomes and making mobility a tool for equity.

Inclusive mobility involves:

- **Preparation:** exploring motivations, providing information, ensuring practical and financial support.

- **Support during mobility:** mentoring and regular check ins.
- **Follow up:** reflection on experiences and articulation of acquired skills.

Key recommendations include empowering counsellors through training, offering flexible mobility formats, clarifying funding and emphasising transferable skills.

Meaningful Use of Digital Technologies

Digital tools can enhance guidance but should complement—not replace—human interaction. Professionals need ongoing digital upskilling and should be involved in designing tools that meet real guidance needs. As young people often navigate digital spaces confidently, counsellors should act as supporters rather than instructors. Countries integrating digital technologies into guidance systems must ensure that tools are used thoughtfully and meaningfully.

Conclusion

The message from practitioners is clear: the future of career guidance lies in inclusion, accessible mobility and the thoughtful use of digital technologies.



TCA Estonia © Eiko Lainjärv

Human relationships remain at the heart of effective guidance, while digital tools and international opportunities can expand access and strengthen outcomes for all learners.

The recommendations developed as a result of the conference are available on the Euroguidance Network's social media channels:

- [How to ensure digital competence in Career Guidance?](#)
- [How to carry out inclusive Career Guidance?](#)

TCA on Career Guidance as an Inclusion Support Tool, Serbia, November 2025

The Transnational Cooperation Activity (TCA) on Career Guidance as an Inclusion Support Tool was launched in Serbia on the first day of Global Careers Month. The activity aimed to explore how career guidance and counselling (CGC) services influenced inclusion processes and outcomes for marginalised students from diverse cultural backgrounds, and how these services could be structured, delivered and further developed to increase the likelihood of positive results.

The three day event brought together experienced career guidance practitioners from nine countries

and from three educational sectors: school education, vocational education and training (VET), and adult education. Participants took part in a variety of learning activities, including a keynote address by an expert in socio developmental psychology, two practical workshops led by career practitioners, and a panel discussion on digital tools for career guidance services supporting refugees and migrants.

A field visit to a local social enterprise providing career guidance for young Roma people offered participants additional insight into practical approaches on the ground. The programme also included a session dedicated to exploring opportunities for developing tools and cooperation within the Erasmus+ project framework.

The TCA was organised by the Foundation Tempus (the Serbian National Agency), in cooperation with the national Euroguidance and Europass centres operating within the organisation. It formed part of the wider Long Term Activity (LTA) Enhancing Inclusion through Guidance, implemented by the National Agencies of Austria, Denmark, Lithuania, Estonia and Serbia.

More information about the LTA is available on the [Salto.edu platform](#).

1.4

Academia Study Exchange Programme 2025

Across Europe, guidance practitioners are navigating rapid labour-market change, digitalisation, inclusion, sustainability, and the growing importance of mental health and lifelong learning. While many of these challenges are shared, solutions often emerge locally and are shaped by national systems, cultures, and innovative practices.

The Academia Study Exchange Programme of Euroguidance builds a bridge between these realities. For more than 30 years, Academia has enabled guidance professionals to step into another country's guidance system, experience practice first-hand, and return home with

fresh perspectives, practical tools, and renewed professional motivation.

Rather than learning about guidance systems from a distance, participants experience guidance in action—through expert input, site visits, peer exchange, and structured reflection. Each host country designs a thematic programme reflecting national priorities and innovation, while participants contribute their own expertise and experiences. The result is a dynamic European learning space that strengthens professional competences and reinforces cooperation within the Euroguidance Network and beyond.

Academia 2025 at a glance

- 16 study exchange programmes
- 22 participating countries
- 158 participants
- Key themes: Inclusion, sustainability, digitalisation, mental health
- 4.62 / 5 overall satisfaction rating (PRE/POST survey)

Survey insights

Since 2022, the Academia network has conducted a joint pre- and post-survey across the network to monitor quality and impact. In 2025, 106 partici-

pants (67 %) completed both surveys, providing valuable insight into professional development outcomes.

Profile of survey respondents

- 79 % of participants worked directly as guidance counsellors. The others included teachers, psychologists, people working in management and administration.
- Strong representation from Public Employment Services (29 %) and Schools (29 %). Others are from Adult Education (15 %), Higher Education (10 %), VET (10 %), guidance research and other specialist areas (7 %).

This cross-sector participation highlights the broad relevance of Academia across different guidance contexts in Europe.

The 2025 findings demonstrate a clear professional impact. Participants reported:

- Significant new knowledge about host-country guidance systems
- Strengthened professional confidence
- Expanded international networks
- Improved English communication skills
- Inspiration for innovation and quality development in their own institutions

The strong overall satisfaction score of **4.62 out of 5** reflects the high perceived value of the experience.

Voices from Academia 2025

"I gained more than I expected. I brought back so much knowledge and practical tools to share."

"The trip broadened my perspective and sparked meaningful reflection on how we can improve our own approaches."

"I am encouraged to continue with green guidance and raise the issue with management."

"I felt proud presenting in English and inspired by the courage and openness of the group."

A European learning community in action

The Academia network remains a powerful example of European cooperation in lifelong guidance. By combining expert input, site visits, job shadowing, peer exchange, and structured reflection, the programme creates a professional learning space that is both collaborative and transformative.

In the following pages, we present the 16 programmes of 2025 in detail.

INSIGHTS INTO THE ACADEMIA STUDY EXCHANGE PROGRAMMES 2025

Country: Austria
Title of programme:
Green Jobs and Green Guidance
Number of participants: 9
Where did the participants come from?
Cyprus; Czechia; France; Germany; Ireland; Luxembourg; Spain; Switzerland

One highlight/special insight:
Participants appreciated the good balance of the programme elements on offer. It was a good mix of workshops and presentations, inside and outside information, excursions and job shadowing, work and informal exchanges. The highlight was the "Green Jobs for You" workshop, where practical consulting tools were tried out, the website was presented, and practical experiences were shared.

Country: Cyprus
Title of programme:
The Provision of Guidance in Cyprus
Number of participants: 12
Where did the participants come from?
Denmark; Estonia; France; Germany; Luxembourg; Netherlands; Norway; Spain

One highlight/special insight:
Participants took part at a two-hour workshop with Daniel Catalan, known as the Resume Man. Daniel Catalan is a Resume Writer who works with professionals from all walks of life. His clients have entered roles at Meta, Apple Music, Amazon, various United Nations organizations, JPMorgan Chase, CBS News, The Atlantic, and other household names.

Country: Denmark
Title of programme:
The Danish Counselling Chain
Number of participants: 6
Where did the participants come from?
Germany; Ireland; Netherlands; Spain; Switzerland

One highlight/special insight:
Job shadowing at outreach project for homeless

Country: Estonia and Sweden
Title of programme:
Unlock the power of Mobility Guidance – enhance skills while experiencing international mobility firsthand
Number of participants: 11
Where did the participants come from?
Austria; Cyprus; Germany; Iceland; Ireland; Netherlands; Norway; Spain; Sweden

One highlight/special insight:
First Academia exchange with dual destination: Stockholm and Tallinn. Participants examined the power of Mobility Guidance and had the opportunity to experience international learning mobility firsthand.

Country: France (Dijon)
Title of programme:
Students with special needs: helps, education and professional integration
Number of participants: 5
Where did the participants come from?
Denmark; Estonia; Norway; Spain

One highlight/special insight:
School adaptation works if students can be integrated to normal classes, if they have disabilities or if they come from abroad. The link with other students and the exposure to learning is a key to succeed, whatever the country.

Country: France (Lille)
Title of programme:
Special needs pupils: how does it work in France?
Number of participants: 8
Where did the participants come from?
Austria; Denmark; Germany; Slovak Republic; Spain

One highlight/special insight:
Discovering the French school system and how students with special needs are included. Exchanges about how it works in other countries.

Country: Germany
Title of programme:
Career Counselling Structures in Germany, different Types of Universities and a Glimpse into the AI-Future
Number of participants: 7
Where did the participants come from?
Finland; Germany; Ireland; Latvia; Malta; Norway

One highlight/special insight:
AI will have a more intensive influence on counselling work, and an openness to new technologies can offer many opportunities. However, AI will not replace counselling work.

Country: Ireland
Title of programme:
Inclusive Guidance
Number of participants: 15
Where did the participants come from?
Austria; Denmark; Estonia; France; Germany; Norway; Slovenia; Spain; Switzerland

Country: Latvia
Title of programme:
Tools and methods for guidance in various contexts
Number of participants: 10
Where did the participants come from?
Czechia; Germany; Latvia; Malta; Netherlands; Norway; Spain; Sweden

One highlight/special insight:
Participants were impressed with the quality of guidance services provided across different sectors in Latvia. As a result of their experience, they felt motivated to continue developing their practice and deepening knowledge of new guidance methods.

Country: Netherlands
Title of programme: Mental Health and Inclusion: what can you do as a guidance professional in education
Number of participants: 12
Where did the participants come from? Austria; Denmark; Estonia; France; Germany; Ireland; Norway; Spain

One highlight/special insight: The training on Thursday afternoon put into practice all the information we learned during the preceding days through the visits.

Country: Norway
Title of programme: Empowering futures - Quality and equality in lifelong career guidance; Policy, ethics and practical tools
Number of participants: 11
Where did the participants come from? Austria; Estonia; France; Germany; Luxembourg; Netherlands; Spain; Sweden; Switzerland

One highlight/special insight: We were impressed by how quickly the participants became acquainted with one another and formed bonds as a group. A clear sense of cohesion and belonging emerged from the very outset, and they promptly began exchanging experiences while engaging with one another on both a professional and personal level.

Country: Romania
Title of programme: Immersion in career counselling through digital/AI resources in a green, sustainable and happy world
Number of participants: 8
Where did the participants come from? Estonia; Denmark; Germany; Ireland; Sweden

Country: Slovenia
Title of programme: Exchange of practices and cooperation in lifelong guidance
Number of participants: 8
Where did the participants come from? Estonia; Germany; Ireland; Spain

One highlight/special insight: The program introduced Slovenian guidance system, Slovenian labour market and Employment Service of Slovenia as well as guidance in different settings. The participants had opportunities for discussions about various guidance-related issues among guidance practitioners to exchange guidance practices among themselves and other experts.

Country: Spain
Title of programme: Vocational Trainings to build Futures
Number of participants: 13
Where did the participants come from? Austria; Cyprus; Denmark; France; Germany; Luxembourg; Slovak Republic; Sweden

One highlight/special insight: The programme provided an overview of the main initiatives in the field of education, training, and career guidance. The most relevant aspects included the integrated Vocational Education and Training (VET) system in Spain, the guidance network of the Community of Madrid, and various employment and training programmes aimed at vulnerable groups, such as compensatory classrooms, training and job placement programmes, specific VET initiatives, the Market-School project, collaborative programmes between companies and compulsory education, and the Mentor Programme

Country: Sweden (Gothenburg)
Title of programme: Compensatory guidance – Methods used to help and support students to increase their CMS
Number of participants: 10
Where did the participants come from? Cyprus; France; Germany; Ireland; Latvia; Netherlands; Spain

One highlight/special insight: The focus was on students with needs and here's a voice from the visit: "A lot of different styles and approaches that keep the student/client at the centre of the work and emphasises the importance of teamwork".

Country: Switzerland
Title of programme: The contribution of guidance in enhancing the employability of consultants
Number of participants: 10
Where did the participants come from? Austria; Czechia; Greece; Denmark; France; Germany; Ireland; Romania; Slovenia

One highlight/special insight: For the very first time, Switzerland joined the Academia network by organizing a study visit in Geneva and Lausanne. It was a fantastic opportunity to present the Swiss guidance and education system, to share best practices, to draw inspiration from one another and to build meaningful professional connections across borders.



Norway © Karriere Buskerud



Estonia Sweden © Euroguidance Estonia



Cyprus © Euroguidance Cyprus



Spain © Euroguidance Spain



Germany © Euroguidance Germany



Austria © Bildungsberatung Niederösterreich



Switzerland © Euroguidance Switzerland

2

FURTHER NETWORK- LEVEL ACTIVITIES

Stakeholder Survey

Listening to stakeholders to shape the future of guidance in Europe

The Euroguidance Network Stakeholder Survey marked an important milestone for the Network, offering a comprehensive reflection on its strategic role, impact and future direction within the European lifelong guidance landscape. At its core, the process was about listening carefully to those who engage with Euroguidance - practitioners, policymakers, researchers and partners - and using their insights to inform the network's development.

The evaluation was carried out by the external research team from Romania together with the Euroguidance Evaluation Group (AT, EE, EL, MT, PL, NL,

RS, SI, ES, led by Euroguidance Estonia and Malta), following a three-phased approach that combined wide reach with depth of reflection. The first phase consisted of a **Europe-wide online survey** conducted at the end of 2025.

This was followed by three **focus group discussions** with international and national stakeholders (from AT, DE, EE, FR, LT, LU, MT, SE, UA) in spring 2026, allowing for richer qualitative insights into expectations, experiences and future needs. The focus group discussions were supported by Euroguidance IE, LV and SE.

The process concluded with a dedicated **reflection workshop** during the Euroguidance Network meet-



Photo: Euroguidance CY 2026 conference – Romanian research team and evaluation group representatives from Estonia, Malta and Austria. © Euroguidance Cyprus Michael Demetriades

ing in Cyprus, where initial findings were discussed collectively to support the meaningful use of results.

More than 1,200 stakeholders contributed to the survey, including a strong majority of practitioners (65%), alongside managers, researchers and trainers. Participants represented 37 countries as well as key international organisations such as CEDEFOP, the European Training Foundation and the International Association for Educational and Vocational Guidance. This broad engagement underlines both a shared commitment to strengthening guidance and the recognised importance of Euroguidance within the wider ecosystem of lifelong learning, employment and career guidance in Europe.

Strong value and clear impact

Findings from the first survey phase confirm the high value stakeholders place on Euroguidance activities. Overall relevance is rated very positively, with 87% of respondents finding activities relevant and a recommendation index reaching 91%. Knowledge gain is reported by 91% of participants, while 81% state that their involvement with Euroguidance has contributed directly to service improvement in their work context. Stakeholders value most the access to up-to-date information on European developments in guidance, practical tools and resources, opportunities for professional development, and networking and peer exchange at European level.

Looking ahead, stakeholders express clear expectations for the future direction of the network. Investment in emerging trends and innovation is strongly prioritised, while there is also a consistent call for a broad and balanced portfolio. This includes inclusive and responsive guidance practices, a strong international dimension, and solid professional foundations for career guidance as a field.

“Access to up-to-date resources and best practices in career counselling - and a small group of European peers we now exchange with regularly.”

More depth, more continuity

While appreciation of Euroguidance activities is high, stakeholders are equally clear in calling for more. More training opportunities, more learning mobility, more networking spaces and communities of practice, and - importantly - greater continuity over time, rather than on-off initiatives.

Professional learning mobility stands out as the most concrete and repeatedly emphasised expectation. The research shows that international learning experiences are perceived as particularly powerful for professional growth. Notably, participation in the Academia programme is often cited as transformative, with many participants explicitly expressing the wish to take part again.

“Online workshops are good, but participating in the Academia programme was much, much better - more helpful, more inspiring.”

A strategic role in community building

Insights from the stakeholder interviews highlight Euroguidance’s strategic role as a community-builder. International organisations and national experts from universities, ministries, professional associations and national forums emphasised the importance of ensuring that the practitioner voice is present at all levels of development - from policy discussions to the design of tools and activities.

Across stakeholder groups, there is a shared recognition that the survey results confirm the positive impact of the network and validate the work carried out so far. At the same time, they call on Euroguidance to extend its reach, enabling more people to benefit from its activities and strengthening the guidance community across Europe accordingly.

Recommendations emerging from the evaluation are clustered around six thematic areas: knowledge sharing, competence development, European policies and instruments, visibility of career guidance, the guidance profession and community, and collaboration and partnerships.

Listening, learning and evolving

Through this extensive stakeholder evaluation, the Euroguidance Network reaffirms its commitment to listening, learning and evolving. Stakeholder voices are not an add-on but a central driver of strategic choices. By grounding its future priorities in these insights, Euroguidance strengthens its role as a trusted, connecting and forward-looking network - supporting the development of quality lifelong guidance across Europe.

➤➤ **Read more:** [Listening to stakeholders to shape the future of guidance in Europe | Euroguidance Network](#)

VI International Forum “2025 Human Capital in the Focus of Transformations”, Ukraine November 2025

Report on an international forum addressing human capital development, skills transformation and the role of guidance.

➤➤ <https://euroguidance.eu/vi-international-forum-2025-human-capital-in-the-focus-of-transformations>

Discovering Professions through Virtual Reality: Guidance Workshop, Belgium French-speaking Centre, May 2025

Article showcasing an innovative VR-based approach to career guidance and career exploration.

➤➤ <https://euroguidance.eu/discovering-professions-through-virtual-reality-guidance-workshop>

Career Development and Inclusion: Cross Border Seminar Bulgaria and North Macedonia, March 2025:

Report on a Cross Border seminar focusing on inclusion, career development and international cooperation.

➤➤ <https://euroguidance.eu/bulgaria-and-north-macedonia-CARETER-development-and-inclusion-2>

Career and Mobility No. 11 – Annual Publication on Career Guidance Services in Serbia and Europe

Annual publication presenting developments, good practices and trends in career guidance and mobility.

➤➤ <https://euroguidance.eu/career-and-mobility-no-11-annual-publication-on-career-guidance-services-in-serbia-and-europe>



euro | guidance