



careercompass

Career Path Planning Training and Toolkit for People in Career Crossroads and Seeking Employment



www.careercompassstraining.com

Duration: 1.11.2024 – 30.4.2027
Project number: 2024-1-FI01-KA220-ADU-000243871

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What is Career Compass?

Career Compass is a training and toolkit that helps people at career crossroads, especially those facing challenges or returning to work. It offers personalised training and resources to guide participants in identifying their skills, exploring job options, and planning education for career growth or transitions.

To whom is the Career Compass addressed?

- People at Career Crossroads and Seeking Employment
- Career Trainers, Counselors, Facilitators, Employment Offices, and Continuous Training Providers

From Research to Reality – Testing the Career Compass Framework!

Over the past months, the Career Compass partnership has been working intensively on one of the project's core results — the **Career Compass Framework and Framework Guide**.

This document is the foundation for the future *Career Compass Training and Toolkit* — practical, inclusive, and flexible resources that will support adults in planning their career paths and identifying their competences.

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What is the Career Compass Framework Guide?

The Framework Guide combines insights from European research, benchmarking, and national surveys conducted in Finland, Greece, Spain, and Poland between December 2024 and April 2025. It was built upon a comparative analysis of more than 20 national and 4 European methodologies and over 20 examples of good practices in career counselling and lifelong learning.



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The Guide outlines a human-centred and designerly thinking approach to career development — focusing not only on job matching, but also on self-reflection, creativity, and personal growth.

It introduces eight interconnected areas that help users explore different dimensions of career planning:

- Who am I? — identity, experiences, and values
- What do I know? — formal and informal knowledge
- What can I do? — skills and competences
- What's holding me back? — barriers and challenges
- What choices lie ahead? — opportunities and future paths
- Who can help me? — support networks and mentors
- How do I learn best? — learning styles and environments
- How can I keep growing? — lifelong learning and adaptability

Together, these areas form a visual roadmap — the Career Compass Framework, designed to guide users step by step through self-discovery and decision-making.

Testing phase

With the Framework Guide completed and peer-reviewed, the project is entering the user-testing phase. Each partner country engaged two key target groups:

 people in career crossroads — jobseekers, migrants, NEETs, women returning to work, older adults, or individuals facing barriers.

 professionals — career counsellors, trainers, educators, employment officers.

Participants explored the Framework during workshops or online sessions and shared their opinions using structured questionnaires and reflection exercises. Feedback was collected through interactive formats — online forms, sticky notes on printed visuals, and social-media discussions.



By testing and improving the Framework, we are shaping a new European approach to career guidance — one that connects self-awareness, creativity, and practical learning.

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