

# Guide

## on how to best use the Parcours for the Future

A series of recommendations for creating  
an inclusive and sustainable VET ecosystem



Co-funded by  
the European Union

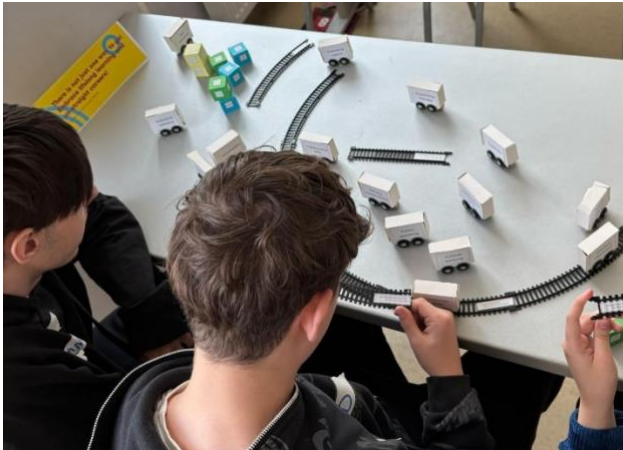




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# 1. The Parcours... what is it?



The "Parcours for the Future" is an innovative educational tool designed to equip young people with the knowledge, skills, and attitudes needed to navigate and contribute to an evolving labour market. By addressing critical topics such as sustainability, digitalization, and gender equity, the Parcours fosters awareness and empowers students to become active agents of change.

**The Parcours for the future – a flexible and interactive tool for career orientation**

The stations of the Parcours include various elements that make it a tool usable in different educational contexts for

students, boys and girls, as listed below:

**Interactive learning:** encouraging students to engage actively with the stations is at the core of the Parcours methodology - emphasizing student participation, collaboration, and experiential engagement;

**Peer-to-peer learning:** It is a learning method in which students learn directly from each other, without relying exclusively on a teacher or an external authority;

**Flexibility:** the Parcours stands out for its high level of adaptability, making it an effective educational tool across diverse learning environments;

**Content and complexity of the activities** reach students on the base of their individual knowledge and interests – many layers of open interactions make it an exciting experience for different learners;

**Scalability:** allows it to be used in different learning settings, from small classrooms to large events;

**Connective:** connect the real labour market with the classroom;

**Multi-purpose and interdisciplinary:** Different topics related to the current labour market are addressed through the stations: sustainability, digitalization, and gender equality

**Formal and non-formal educational settings.**

## Bridging the Gap between classroom and job reality

The "Parcours for the Future" project aims to bridge the gap between current educational practices and the demands of a rapidly evolving labour market. The initiative, funded through the Erasmus+ program, is structured to address pressing global challenges such as climate change, digital transformation, and social inequality. By fostering interdisciplinary learning and career readiness, the project seeks to empower young people, educators, and communities to adapt to and shape the future.

## Further informative products on the future of working world

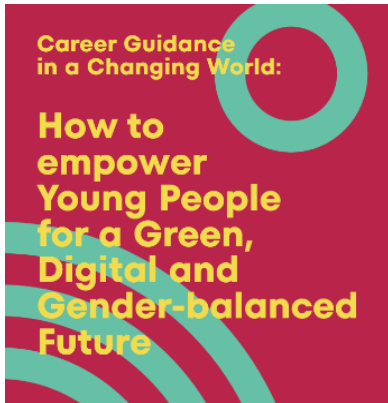
Together with partners from North Macedonia, Romania, Italy and Germany, and by extensive research, conferences and experts exchange, the project investigated the future of the world of work in Europe. By providing a comprehensive overview of labour market trends and societal transformations, the project equips career guidance professionals and

educational staff with the tools to prepare students for emerging opportunities. Several transnational educational products have been developed:

**Thesis Paper**

**Background Papers  
and Slides**

**E-learning platform**



Welcome to the PAFF e-learning platform, where you'll find information about the Erasmus+ project "Parcours for the Future". This platform is designed for career guidance actors, practitioners, and education stakeholders.

Thanks to this course you will learn about the project's main topics, objectives, and results, with a keen focus on the results of an extensive research process on the project's topics carried out by the Consortium and culminated in an online international Conference and in a Thesis Paper, both of which will be presented in this e-learning course.

Thank you for your interest and enjoy your PAFF journey!

<p>The Thesis Paper offers an overview of challenges faced by young people preparing for and entering the labour market in a changing world. It advocates for more sustainability education, and it aims at giving teachers and educators an insight on how sustainability should be included in the career guidance of young people.</p> <p>There is an English version and other four versions in regional languages.</p> <p>You can find the material on the PAFF's website: <a href="https://www.paffproject.net/">https://www.paffproject.net/</a></p>	<p>Background papers and Slides about Labour market trends and young people's situation in Italy, Germany, North Macedonia and Romania.</p> <p>You can find the material on the PAFF's website: <a href="https://www.paffproject.net/">https://www.paffproject.net/</a></p>	<p>This online platform is designed for career guidance actors, practitioners, and education stakeholders.</p> <p>Thanks to this course you can learn about the project's main topics, objectives, and results, with a keen focus on the results of an extensive research process on the project's topics carried out by the Consortium and culminated in an online international Conference and in a Thesis Paper, both of which are presented in this e-learning course.</p> <p>Link to e-learning platform: <a href="https://elearning.progettiamocifuturo.it/courses/parcours-for-the-future-future-labor-market-and-vet-challenges/">https://elearning.progettiamocifuturo.it/courses/parcours-for-the-future-future-labor-market-and-vet-challenges/</a></p>
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All the results can be found on the project's website: <https://www.paffproject.net/>

The overarching aim of the project is to create a ripple effect that extends beyond individual classrooms. By embedding sustainability, digitalization, and gender equity into educational practices, the Parcours contributes to broader societal shifts toward inclusivity, innovation, and environmental stewardship. It empowers students to see themselves as active participants in shaping their futures while equipping educators with the methodologies needed to facilitate this transformation.

# 2. How to implement the Parcours



**Topic:** future of labour market

**Duration:** 120 min

**Two different parcours:**

1. Physical Parcour
2. Digital Parcour

**Material:** The material for each station is described in the Implementation Manual.

**Target:** for young people (from 12 years old onward)

**Group size:** from 5 to 25

The Parcours offers a hands-on and experiential approach to teach sustainability education. It is structured as a set of activities divided into interactive stations, available in both physical and digital formats, where students can assess different activities. It is an informal learning setting: students work on their own on several stations and choose the length of their stay and the order of visiting each station.

The stations are constructed in a way that various experiences are possible: from a more haptic to a more cognitive way.

## 2.1. The stations

### Physical Stations



1. Minimizing the carbon footprint of a canteen.



2. Let the train of your future run!



3. Making your workplace climate friendly



4. Good news from good jobs



5. Practise sustainable water management

6. Make a change in other parts of the world!

7. Diverse occupations for diverse people.

## Digital Stations



8. Digital power up - unlock your skills!



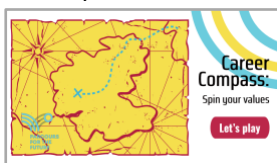
9. The dark side of your smartphone



10. Hands on for the planet



11. Women to remember!



12. Career Compass: Spin your values



13. Twists and turns - the real career journey



14. Step into tomorrow

\*note: images of the digital Parcours are created with Canva, all rights reserved to Canva.

To implement the Parcours effectively, educators should follow these steps:

- 1. Preparation:** begin by reviewing the Implementation and Educational Manual, which outlines the activities, their objectives and the material. This preparation ensures that teachers and facilitators understand how to tailor the experience to the needs of their students.
- 2. Conduct the Parcours:** students are divided in groups, each group is in a station. After every station, every group rotates at the following station.
- 3. Reflection:** Conclude each session with discussions that help students contextualize their experiences and draw connections between the activities and real-world challenges. A moment of reflection fosters a deeper understanding.

## 2.2 Who can work with the Parcours and what can be reached with the Parcours?

The Parcours is specifically designed for educators and professionals who play a pivotal role in shaping young people's understanding of the labour market, career pathways, and evolving societal trends. In today's rapidly changing world, students must develop digital transformation and sustainability to make informed career choices. By leveraging the **Parcours as a bridge between education and employment**, these agencies help students transition smoothly into the workforce, ensuring that **young people enter their careers with confidence and practical knowledge**.

## Teachers

As the primary facilitators of student learning, teachers hold the most direct influence on how young people perceive career possibilities, workplace skills, and economic trends. The Parcours is designed to be integrated into classroom activities. Teachers can reach the following goals:

- Guide students in exploring interdisciplinary themes, such as sustainability, digital literacy, and ethical decision-making.
- Facilitate discussions about career expectations, labour market dynamics, and entrepreneurship.
- Encourage self-reflection and personal goal setting, helping students identify their strengths and interests in relation to potential careers.
- Utilize experiential learning techniques, ensuring that theoretical concepts are reinforced through practical applications.

## School Officials

School leadership teams, including **principals, curriculum coordinators, and academic advisors, play a strategic role** in integrating the Parcours into institutional programs. School officials can:

- Endorse the Parcours as a valuable addition to existing career education programs.
- Facilitate cross-disciplinary collaboration among teachers, ensuring the Parcours is used across multiple subjects.
- Encourage school-wide implementation, where students engage in hands-on learning activities at various stages of their academic journey.
- Promote the recognition of informal learning outcomes, integrating Parcours-based experiences into student portfolios and competency assessments.

## Youth Educators and Non-Formal Education Professionals

Beyond traditional classroom settings, the Parcours serves as a **valuable resource for youth educators**, including those working in **youth centres, community organizations, and extracurricular learning initiatives**. Youth educators can use the Parcours to:

- Provide engaging, hands-on activities that build confidence and self-efficacy.
- Address topics like job application skills and entrepreneurship in a practical, accessible manner.
- Organize workshops and mentoring sessions in collaboration with professionals from various industries.
- Support students in non-traditional learning environments, ensuring they receive career guidance and exposure to professional opportunities.

The **Parcours** makes it an ideal tool for bridging the gap between formal and non-formal education, ensuring **equitable access to vocational learning experiences** for all students.

## Labour Offices and Youth Employment Agencies

Public institutions responsible for **employment services and career guidance** also play a key role in implementing the Parcours. Labour offices and youth employment agencies can:

- Use the Parcours as a career exploration tool during vocational counseling sessions.
- Partner with schools to provide real-world job market insights and employer expectations.
- Connect students with internship, apprenticeship, and training opportunities.
- Facilitate job readiness workshops that cover resume building, interview skills, and workplace etiquette.

## 2.3 When and where you can use Parcours

By integrating the **Parcours into different learning environments**, educators, career counsellors, and organizations can maximize its impact, ensuring that students gain a **comprehensive understanding of career pathways, essential workplace skills, and societal challenges**. Below are some key contexts in

Incorporating the Parcours into formal education requires **alignment with regional educational frameworks**. Specific considerations include:

- **Reviewing regional educational policies** to ensure compliance and relevance.

- Identifying **teachers from grade 8 onwards** (or the equivalent in different national systems) who specialize in relevant subjects, such as **economics, business studies, sustainability, digital technologies, or vocational preparation**.
- Engaging **career guidance counselors or specialist educators** responsible for student vocational orientation and employability skills.

### a. Usage during school hours

The **classroom setting** provides a structured and familiar environment for students to explore the Parcours as part of their **formal education**.

The Parcours can be used in accordance to the specific events, school systems and infrastructures.

- **School lessons of grade 8-13.** The Parcours can be linked to subjects such as economics, career guidance, digital literacy, civic education, environmental science, and social studies
- **Project days at schools**
- **Career orientation events**
- **Computer course lessons** for digital Parcours stations
- **Substitution hours**
- **English lessons**
- During the **preparation hours for internships and school-to-work programs**
- **Social work alternative programs**

### b. During Educational Activities Outside School Hours

The Parcours can be implemented **outside of school hours** too, making it a valuable tool for after-school programs, youth workshops, and extracurricular activities.

- **After-School Career Clubs:** Schools can organize career exploration clubs where students use the Parcours to explore different professions, digital competencies, and emerging job trends.
- **Weekend Workshops:** Educators and community organizations can host weekend learning sessions, allowing students to engage with the Parcours in a relaxed, interactive manner.
- **Student-Led Initiatives:** The Parcours can also be adapted into peer-to-peer learning activities, where students organize and lead discussions or simulations based on their experiences with the tool.
- **School festivals and events**

### c. Orientation Activities for Career Guidance

Career orientation is a crucial phase in students' academic and professional journeys, helping them make informed decisions about their futures. The Parcours is an ideal companion for career orientation programs, as it provides students with:

- **A Practical Introduction to Different Career Paths:** Through the Parcours, students can explore various job sectors, required skills, and emerging trends, making them more aware of their options.
- **Hands-On Simulations:** The Parcours can include interactive challenges that mimic workplace scenarios, helping students understand the real-world demands of different professions.
- **Personalized Career Reflection:** Career counselors can use the Parcours as a discussion tool to help students identify their interests, strengths, and potential career matches.

By integrating the Parcours into career orientation programs, schools and career advisors can ensure that students are better prepared to make well-informed decisions about their academic and professional futures.

## d. Educational Events and Fairs on the Labour Market, Sustainability, Digitalization, and Gender Equality

Educational fairs and industry events provide an excellent opportunity to use the Parcours as an interactive tool for engaging students and young professionals. The Parcours can be adapted for:

- **Job and Career Fairs:** at career expos, the Parcours can serve as an interactive activity station where students test their knowledge about emerging industries, workplace skills, and job trends.
- **Sustainability and Green Economy Events:** the Parcours can be integrated into environmental education fairs, helping students explore eco-friendly careers, climate-conscious business models, and sustainable development goals (SDGs).
- **Technology and Digitalization Conferences:** the Parcours can be customized to focus on digital transformation
- **Gender Equity and Diversity Events:** the Parcours can support gender equality initiatives, encouraging young girls and underrepresented groups to consider STEM careers and leadership roles.

By incorporating the Parcours into educational events and industry fairs, schools, businesses, and non-profits can create an interactive, engaging experience that inspires students to explore their career options with confidence.

# 3. Maximizing Impact: Collaboration and Best Practices

To fully realize the potential of the green careers, vocational orientation on green future and gender equality, it is essential to establish **strong partnerships between educators, industry professionals, and community organizations**. A **collaborative approach** ensures that students gain diverse perspectives and first-hand exposure to workplace realities. Some key strategies for maximizing impact include:

## Collaborate with Local Businesses:

- Establish **mentorship programs**, where professionals share real-world experiences and insights.
- Arrange **company visits and job shadowing opportunities** to help students explore various career paths.
- Develop **industry-specific challenges** within the Parcours, allowing students to tackle real-world business scenarios.

## Engage with Environmental Organizations:

- Incorporate **sustainability-focused activities**, aligning with **green economy trends**.
- Promote **climate-conscious career pathways**, such as renewable energy, sustainable design, and circular economy jobs.
- Encourage students to **develop solutions to environmental challenges**, fostering **innovation and social responsibility**.

## Leverage Digital Platforms:

- Use **online learning portals and interactive modules** to extend the reach of the Parcours.
- Facilitate **virtual mentorship and career coaching** with industry professionals.
- Encourage students to document their experiences via **digital portfolios**, showcasing their competencies for future employers.

By adopting these **best practices**, the Parcours becomes more than just a **classroom activity**, it evolves into a **comprehensive, multi-stakeholder initiative** that empowers students to **navigate the complexities of the modern job market**.

To maximize the impact of the Parcours, stakeholders should adopt strategies for wide dissemination:

- **Educators and Schools:** share best practices through training sessions, conferences, and workshops. Encourage peer learning among educators to enhance implementation.
- **Local and Regional Authorities:** Use public platforms to promote the Parcours. Highlight success stories to inspire adoption in other regions.
- **Collaborative Networks:** Partner with local businesses, NGOs, and international organizations. Leverage these relationships to expand the reach and impact of the Parcours.

The **Parcours is an additional transformative educational tool** that enhances students' career readiness, fosters **interdisciplinary learning**, and strengthens connections between education and employment sectors. By actively engaging teachers, school officials, youth educators, labour offices, and industry partners, the Parcours ensures that young people receive practical, meaningful career guidance that can help them to prepare for the future labour market.

A collaborative approach, coupled with strategic partnerships and digital expansion, allows the Parcours **to reach diverse learners** and equip them with **the tools they need to succeed** in an increasingly complex and evolving job market.

### 3.1 Beyond the Parcours: Tackling Central Topics in Educational Communities

While the Parcours serves as a powerful and engaging tool for career exploration and skill development, its impact extends beyond individual learning experiences. By **integrating key interdisciplinary topics** into the Parcours, educators and institutions can ensure that students are not only prepared for the workforce but also equipped to navigate the complexities of a rapidly evolving world.

These are further ideas, to deepen the understanding of the students on the traversal topics of the Parcours:

#### Digital Transformation

In the modern economy, digital literacy is no longer optional, but it is a fundamental requirement across all industries. With the rapid advancement of artificial intelligence, automation, big data, and cybersecurity, students must develop strong digital competencies to remain competitive in the job market. One effective approach is to align learning activities with existing digital competency frameworks, such as **DigComp 2.2** (Digital Competence Framework for Citizens), which outlines essential skills for navigating the digital landscape. By integrating these competencies into the Parcours, educators can ensure that students develop:

- **Basic digital literacy**, including information management, media literacy, and online safety.
- **Advanced digital skills**, such as coding, data analysis, and problem-solving in digital environments.
- **Ethical and critical thinking skills**, particularly regarding digital privacy, cybersecurity, and responsible AI use.
- **Understanding of digital citizenship**, which includes recognizing online misinformation, responsible social media use, and digital right.

#### Green Economy and Sustainability

The transition to a sustainable economy is reshaping industries worldwide, creating new opportunities for employment in environmentally conscious fields. The Parcours can serve as a catalyst for introducing students to green careers, sustainability practices, and environmental stewardship.

Educators can integrate sustainability topics into vocational and career-oriented learning by:

- **Highlighting emerging green professions**, such as renewable energy technicians, sustainable agriculture experts, and environmental engineers.
- **Encouraging students to explore eco-entrepreneurship**, fostering innovative ideas that contribute to sustainability.
- **Discussing corporate sustainability strategies**, including carbon neutrality, circular economy models, and sustainable supply chains.
- Raising awareness about the UN **Sustainable Development Goals (SDGs)** and their relevance to career choices.

Incorporating these discussions into the Parcours helps students recognize that sustainability is not just an environmental issue, but also a **career opportunity**. Whether in science, engineering, business, or design, students can be encouraged to choose careers that make a positive environmental impact.

By fostering a sustainability mindset, the Parcours prepares students to contribute meaningfully to the green economy, ensuring that they become responsible global citizens.

#### Gender Equity in Education and Career Pathways

Despite progress, gender disparities persist in many professional fields, particularly in STEM (Science, Technology, Engineering, and Mathematics), leadership roles, and high-paying industries. The Parcours can play a key role in

addressing these challenges by **promoting gender equity** and **challenging unconscious biases** that influence career aspirations.

Key initiatives within the Parours can include:

- **Highlighting female role models in STEM and leadership**, showcasing successful women in traditionally male-dominated fields.
- **Encouraging girls to explore STEM careers** by integrating interactive activities that spark curiosity in science, coding, and engineering.
- **Addressing gender bias in career choices**, helping students recognize and challenge stereotypes about “men’s jobs” and “women’s jobs.”
- **Facilitating discussions on workplace equality**, including pay gaps, career advancement, and the importance of diversity in leadership.

Teachers and facilitators can also **integrate mentorship opportunities**, where students can connect with professionals who have overcome gender barriers in their industries. By promoting an inclusive approach, the Parours ensures that all students—regardless of gender identity—feel empowered to pursue the careers that align with their interests and talents.

By expanding beyond traditional career guidance, the Parours becomes a transformative tool that integrates critical 21st-century themes into the learning experience. Addressing digital transformation, sustainability, gender equity, and civic awareness ensures that students receive an education that is both practical and forward-thinking.

To maximize the impact of the Parours, educational institutions, policymakers, and community stakeholders should:

- **Incorporate these themes into school curricula**, ensuring alignment with national educational frameworks.
- **Engage industry professionals, NGOs, and policymakers** in shaping relevant and impactful learning experiences.
- **Use technology and digital platforms** to enhance access to learning materials, mentorship, and networking opportunities.

By taking a holistic approach, the Parours not only prepares students for their careers but also empowers them as innovators and active citizens, ready to tackle the challenges of a rapidly changing world.

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