

Career guidance services

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CYPRUS

Timeline

2019 Implementation 2020 Implementation 2021 Implementation
2022 Implementation 2023 Implementation 2024 Implementation
2025 Implementation

ID number 35460

Background

The Youth Board of Cyprus has created its career guidance service, responding to the need of young people for expert guidance in their educational and professional life, and also the need for subsequent guidance for young professionals.

Objectives

To offer, via its four pillars of action, to young people of different ages and different needs, guidance and personal development opportunities.

Description

The four pillars of action of the service are:

Personalised guidance from career counsellors and expert career guidance: each young person can arrange a personal appointment with a counsellor so that he/she can receive personalised counselling. Appointments are carried out at all youth information centres in all five districts in Cyprus;

Skills testing

This is an important tool that can lead young people to self-knowledge and guide them to the most appropriate choice of field of study and career direction. Lower and upper secondary students (EQF/CyQF 2-4) can take the test for free and have their results analysed by the counsellors. The tests, which are used by the Youth Board's career counsellors, are based on advanced psychometric methodologies and mathematical models with the aim of analysing the personality of an individual using an advanced expert system based on research work funded by the European Union and governmental bodies. The knowledge base supports decision-making related to vocational and career counselling, retrieving specialisations – professions that match with the personality of the individual – from a database of over 2 000 entries;

Organising soft skills development and cultivation workshops for young people who are looking for a job (including NEETs) and for those who are already working

The workshops are held nationwide at the youth information centres of the Youth Board of Cyprus. They focus on developing job market navigation skills (preparing a CV, preparing for a job interview, good job search practices) and on giving young professionals the opportunity to develop the necessary skills that will help them in their professional development, such as through different ways of perceiving their career, self-esteem and self-knowledge and developing the skills and abilities of the professional of the 21st century);

Career academies

During the two-day career academies organised by the Youth Board of Cyprus, participants are given the opportunity to attend lectures and participate in experiential workshops by leading speakers on topics such as career choice, job search, the development of a new professional, as well as more specialised topics such as financial programmes and professional skills development. Young professionals and entrepreneurs also give motivational talks to support other young people in their future professional and entrepreneurial endeavours.

2019 Implementation

The Youth Board of Cyprus continued the offer of career guidance services but more systematically under the four pillars described.

2020 Implementation

The Youth Board of Cyprus continued the offer of career guidance services under the four pillars described.

2021 Implementation

The Youth Board of Cyprus continued the offer of career guidance services under the four pillars described.

2022 Implementation

Career guidance services were operational and ran as regular practice.

2023 Implementation

Career guidance services were operational and ran as regular practice.

2024 Implementation

Career Guidance Counselors provide specialised information and counseling on career orientation and career management for young people aged 14 to 35 at the Multifunctional Centers of the Youth Board of Cyprus in all cities. Through individual counseling sessions, counselors help young people understand their personal characteristics and choose the educational or career paths that match their qualifications, values, and interests. In 2024, a total of 1 430 personalised counseling sessions were conducted, covering topics such as education, studies, job interviews, CV preparation, and more. Most sessions took place in person, while a small number were held online.

Career Testing and Results Analysis: this is an essential tool that can lead young people to self-awareness and guide them toward the most suitable choice of study field and career direction. Middle school and high school students can take the test free of charge, after which the results are analysed by the counselors. Through this test, young people gain deeper self-awareness and may discover hidden talents,

abilities, and skills that can help them make the best career decisions. In 2024, a total of 340 'Ariston' and 'Ariadne' tests were conducted for middle and high school students.

Professional Skills Development Workshops: another key pillar of the service is the organisation of workshops aimed at developing soft skills for both job seekers and young professionals. These workshops are held nationwide at the Multifunctional Centers of the Youth Board of Cyprus. The focus is on job market navigation skills, such as CV writing, job interview preparation, and job search best practices. At the same time, the workshops provide young professionals with the opportunity to develop essential skills for career advancement. In 2024, multiple workshops were organised in all cities of Cyprus to support young people in making informed career and professional development decisions.

2025 Implementation

Several actions took place in 2025 under the different pillars of career guidance services.

- (a) under the Career Guidance Counselling axis, by the end of 2025, more than 1 600 personalised counselling sessions were conducted, covering topics such as education, studies, job interviews, CV preparation, and more. Most sessions took place in person, while a small number were held online;
- (b) the Career Testing and Results Analysis service remained a key tool for self-awareness and career decision making. In 2025, more than 400 'Ariston' and 'Ariadne' tests were conducted for middle and high school learners;
- (c) the 5th Career Academy took place on 15 March 2025 in Paphos, offering lectures and workshops by leading experts on career choice, job search, professional development, and funding opportunities. Inspirational talks and best practices for innovation were also shared;
- (d) Youth Entrepreneurship Counsellors provided free individual guidance on entrepreneurship and financial literacy to over 400 young people across all five districts. Support included information on relevant legislation and national/EU programmes;
- (e) entrepreneurship and financial literacy events were organised for diverse youth groups, including students, conscripts, and jobseekers. Notably, workshops titled 'Make your entrepreneurial idea happen' were held in November 2025, encouraging young people to explore and develop their business ideas.

Bodies responsible

- Youth Board of Cyprus

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)
Young people not in employment, education or training (NEETs)
Unemployed and jobseekers
Persons in employment, including those at risk of unemployment

Thematic categories

Supporting lifelong learning culture and increasing participation

Lifelong guidance

Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Subsystem

CVET

Further reading

[Youth Board of Cyprus](#)

“ … ” Cite as

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