

## Career guidance services

**POLICY DEVELOPMENT****PRACTICAL MEASURE/INITIATIVE** CYPRUS

### Timeline

2019 Implementation	2020 Implementation	2021 Implementation
2022 Implementation	2023 Implementation	2024 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.

## 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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