



# HumanJobs

## INCLUSIVE EMPLOYMENT FOR YOUTH

LTT EVENT – “HUMAN JOBS: NEW CAREER  
COMPETENCES FOR A CHANGING WORLD”

Project Number: 2022-2-PL01-KA220-YOU-000098517



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EduCompass



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## **Date and Location:**

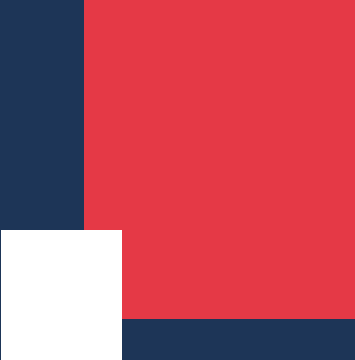
**February 25–28, 2025, Sofia, Bulgaria**

A total of twelve professionals took part in the LTT event held within the framework of the "Human Jobs" project. The participants represented the three partner organizations involved in the initiative. Edu Compass from Bulgaria was represented by four participants, all of whom are career educators and methodology developers. Human Innovation Hub from Ireland also had four representatives, consisting of youth trainers and digital career specialists. The third partner, Horizont Denmark, contributed four career guidance professionals and inclusion trainers. Throughout the training, all participants were actively engaged in the co-development, testing, and refinement of the project's core outputs, including the Human Jobs digital platform, the "My Career Path" framework, and a series of social media-based tools designed to support inclusive and future-oriented career guidance for young people.

The LTT activity was conducted to reinforce the "Human Jobs" project's overarching goal of modernising career guidance for young people. It successfully built the capacity of youth educators to apply digital tools, inclusive coaching techniques, and gamified models in their career support practices. Throughout the training, participants engaged in hands-on learning that directly supported the project's key objectives: youth workers were equipped with relevant and future-focused guidance tools; strategies were shared for helping NEET youth identify their strengths, values, and realistic career paths; and inclusive, learner-centred methods were promoted through practical exploration of the Human Jobs toolkit. The training also contributed to enhancing digital and transferable skills among both educators and the young people they work with. In line with Erasmus+ priorities, the activity addressed inclusion and diversity, digital transformation, youth employability, and democratic participation—ensuring that the tools and methods developed are not only innovative, but also socially impactful and accessible to all.

The first day of the training set the stage by grounding participants in the foundations of the "Human Jobs" project and its relevance in a rapidly evolving world of work. The sessions introduced current trends in digital transformation and explored the barriers that NEET youth face in accessing employment opportunities. Participants were introduced to the "Human Jobs" platform and engaged in live testing of its features. The afternoon was dedicated to hands-on work with the "My Career Path" framework, where participants began designing learning activities tailored to different youth profiles. The day concluded with a shared understanding of digital career literacy and how it can be embedded in youth guidance.





On the second day, the focus shifted to the personal dimension of career development. Through a series of mindfulness-based activities and reflective exercises, participants explored how to help young people identify their personal strengths and core values. These insights were then applied in role-playing exercises, where participants took on the role of youth coaches, practicing how to motivate and empower vulnerable individuals. Case study discussions added real-world context, focusing on typical challenges faced by NEETs. The day reinforced participants' coaching skills, particularly in aligning career guidance with individual values and internal motivation.


The third day introduced participants to advanced career mapping methodologies, with a strong emphasis on gamification as an engaging tool for youth. Using the Edu Compass coaching approach based on nonviolent communication, participants practiced inclusive and empathetic guidance techniques. A practical session allowed them to apply these strategies to real scenarios, while peer feedback forums created space for dialogue, refinement, and learning from one another. Participants left the day with strengthened confidence in using gamified and communication-based coaching tools to support diverse youth pathways.

The final day brought the focus to long-term impact and implementation. A keynote presentation highlighted emerging trends in European career counseling and the increasing demand for adaptable, digital, and values-driven guidance tools. In the collaborative sessions that followed, participants brainstormed how to integrate the “Human Jobs” tools into their local contexts. The group also co-developed initial drafts of individual implementation plans to guide their follow-up work. A shared lunch offered an opportunity for cultural exchange and informal networking, adding a warm, personal touch to the final day. The event closed with reflections, feedback, and the awarding of certificates—marking a successful conclusion to a meaningful and impactful LTT experience.

The LTT was delivered through a non-formal, participatory learning approach designed specifically for adult educators and youth workers. The training combined interactive workshops with reflective exercises, allowing participants to engage with the content both intellectually and experientially. Group role-play and simulations were used to explore real-life coaching scenarios, while gamified learning tools provided hands-on experience with project outputs. Peer learning was central to the process, with case study discussions facilitating knowledge exchange across country contexts. Multilingual facilitation ensured inclusivity and active engagement from all participants, regardless of language background. This approach reflected Erasmus+ principles by fostering collaboration, learner-centered engagement, and practical skill-building.

The LTT had a strong developmental impact on both individual participants and partner organisations. Participants acquired valuable new skills in digital tools, coaching methods, and career mapping strategies. Many reported increased confidence in delivering inclusive and empowering career guidance to NEET youth. They also deepened their understanding of the broader European employment landscape and how it relates to their local practice.





At the organisational level, Edu Compass expanded its capacity to deliver nonviolent communication-based career coaching and committed to leading national training sessions. Human Innovation Hub planned to embed the Human Jobs tools into its digital platforms, strengthening its focus on gamified learning. Horizont Denmark announced plans to roll out the “My Career Path” tool through youth empowerment programs in their national context. All partner organisations agreed to pilot the Human Jobs platform and related tools with at least fifty NEET youth in their respective countries. These pilots will be followed by local workshops and multiplier events to scale up the impact and share results with wider educator networks. To further extend reach, the career maps and social media content developed during and after the LTT will be used across Instagram and Facebook, helping to engage young people directly and promote accessible, values-driven career education.





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