

European Sustainability Expert Course

**Work Package 4 – Train-the-trainer CPD
Programme**

- MODULE 4 -

Elaborated by: CIB

Module 4: Career Guidance Strategies for Sustainability Professionals

Module 4:	Career Guidance Strategies for Sustainability Professionals
Partner organisation:	CIB
Country:	Italy
Main contact person:	Bruna Fonatanarosa
Module Overview	
This module supports VET trainers in strengthening their capacity to guide learners towards emerging professional opportunities linked to sustainability and the green transition. The module focuses on practical career guidance approaches, labour-market awareness, mentoring strategies, and the use of existing SUSTAIN-EU/ESE materials to help learners identify pathways connected to green jobs and sustainability-oriented sectors. The module is relevant for VET trainers because sustainability-related professions increasingly require learners to understand labour-market trends, transferable competences, and progression opportunities linked to green sectors. Trainers therefore need practical tools to support learner guidance, motivation, and employability within sustainability-focused learning pathways. The training combines practical exercises, peer discussion, scenario-based learning, micro-teaching, and guided reflection activities. Participants practise how to facilitate learner guidance activities, support competence mapping, provide structured feedback, and connect sustainability learning content with real labour-market opportunities using existing ESE training materials and activities.	
Module Learning Outcomes	
LO1	K6 – Recognise career guidance strategies and labour-market insights for sustainability professions.
LO2	S5 – Integrate career guidance and mentoring strategies that support learners' progression into green jobs.
LO3	AR3 – Mentor new trainers and contribute to national and transnational ESE trainer networks.
LO4	AR5 – Promote accessibility and inclusion in digital learning and facilitate reflective practice among learners.

Module Content

Topic 1	Green jobs, sustainability professions and labour-market pathways
Topic 2	Career guidance and mentoring strategies for VET learners
Topic 3	Competence mapping, learner profiling and progression support
Topic 4	Micro-teaching, peer feedback and mentoring practice activities

Face-to-Face Training Session

This module must include 3 hours of face-to-face training.

Session Structure

Time	Activity	Method	Materials/resources
0–30 min	Introduction to Module 4, learning outcomes, and discussion on sustainability career pathways and green jobs	Presentation / discussion	PPT slides
30–75 min	Demonstration of career guidance approaches using existing WP3 ESE materials and examples of sustainability-related professions	Presentation / examples	PPT slides, ESE materials
75–120 min	“Green Career Profile Lab” – participants work in groups to map competences, learner interests, and possible green career pathways	Group work / case study / exercise	Worksheet or activity sheet
120–160 min	MApplication to training practice: participants adapt a WP3 activity to their own learner group and prepare a short learner guidance or mentoring scenario	Discussion / micro-teaching / planning task	ESE templates
160–180 min	Reflection on learner support strategies, inclusive mentoring approaches, feedback	Group reflection	Reflection questions

	discussion, and introduction to the SDL task		
--	--	--	--

Teaching Methods

Tick the methods used in this module.

☒	Presentation
☒	Demonstration
☒	Group discussion
☒	Case study
☒	Practical exercise
☐	Micro-teaching
☒	Peer feedback
☒	Reflection activity
☒	Other: - mentoring simulation - career guidance scenario practice

Self-Directed Learning

Each module must include **1 hour of self-directed learning**.

The self-directed activity should not be only reading. It should lead to a small practical output that supports the trainer's portfolio or prepares participants for teaching practice.

SDL Activity Description

Field	Partner input
-------	---------------

Title of SDL activity	Developing a Sustainability Career Guidance Scenario
Duration	1 hour
Instructions for participants	Participants select one sustainability-related profession or green job pathway relevant to their local context. Using existing WP3 ESE materials, they prepare a short learner guidance scenario that includes learner profile, required competences, possible progression opportunities, and mentoring questions. Participants should also identify how they would support learner motivation and provide feedback during the activity.
Expected output	Short learner guidance scenario or mentoring activity plan
Link to Trainer Portfolio	The activity contributes to the Trainer Portfolio as evidence of career guidance, mentoring, learner-support, and facilitation competences connected to sustainability-related professions.
Materials/resources needed	WP3 ESE lesson plans, learner worksheets, competence mapping activities, sustainability career examples, ESE templates

Assessment and Trainer Portfolio

Assessment Methods Used in This Module

Select:		Short description:
☐	Quiz	Participants will be assessed through practical learner-guidance activities based on existing WP3 ESE materials and sustainability career examples. During the session, participants will complete mentoring and learner-support exercises and provide structured peer feedback on facilitation approaches, learner engagement, and career guidance strategies. Each participant will also contribute a career guidance scenario or mentoring activity to the
☒	Practical task	
☐	Micro-teaching	
☒	Peer feedback	
☒	Trainer portfolio (Mandatory)	



final Trainer Portfolio as evidence of mentoring, facilitation, and learner progression competences connected to sustainability-related professions.

Trainer Portfolio (Mandatory)

The Trainer Portfolio is a **mandatory assessment component** as it provides evidence of participants' ability to apply pedagogical, digital, and facilitation competences in real teaching practice.

Minimum required Trainer Portfolio components:

- lesson plan
- teaching activity / micro-teaching activity
- reflection

Trainer Portfolio output

The Module 4 portfolio contribution will consist of a Career Guidance Scenario or Mentoring Activity linked to sustainability-related professions and green career pathways.

The output should include:

- one selected sustainability-related profession, green job pathway, or labour-market opportunity;
- a short learner profile or learner-guidance scenario;
- a connection to one ESE course topic, learner activity, or competence area;
- one mentoring or learner-guidance activity using existing WP3 ESE materials;
- examples of learner-support questions, competence mapping, or progression strategies;
- a short reflection on how the activity could be adapted to the trainer's local or institutional context.