



Association internationale d'orientation scolaire et professionnelle - AIO SP  
International Association for Educational and Vocational Guidance - IAE VG  
Internationale Vereinigung für Bildungs- und Berufsberatung - IVBBB  
Asociación Internacional para la Orientación Educativa y Profesional - AIOEP

## 2019 IAEVG Communiqué on Inclusive Societies Investing in their People

On the occasion of the 2019 International IAEVG Conference, “Career Guidance for Inclusive Society”, the IAEVG Board of Directors publishes the following Communiqué, on **Inclusive Societies Investing in their People**.

Educational and vocational guidance originated in many countries as a response to helping people overcome social and economic disparities. Structural conditions perpetuate inequities in people’s access to education and employment mobility. Decent and meaningful employment remain aspirational, while lack of income security leaves many people around the world living in poverty. Educational and labour force segregation and restricted mobility persist when gender, racialization, social class, and other forms of social identity are used to position people with privileges and/or disadvantages. For example, people with disabilities and/or chronic health conditions face major barriers in securing access to sustainable employment. Long-standing structural barriers continue to polarize and marginalize groups of people who must compete for scarce social resources. Inequities also persist in technological advancements and the benefits from new industries, leaving many workers with temporary, precarious jobs that will become redundant. Investments in outcomes for education and labour force participation vary between countries and within country and regional contexts. The solutions for promoting inclusive societies are multi-faceted and require consideration of global, national, and local conditions and resources.

Educational and vocational guidance is critical for working directly with people, families, and communities, to help them invest in their futures and to overcome structural and societal barriers. Historical examples from many different countries illustrate the strong commitment to social inclusion in the field of educational and vocational guidance. Innovative programs and partnerships have made a positive difference through investing in the lives of people who are at risk of long-term social marginalization. IAEVG members can continue to build relationships with policymakers and other partners in sectors such as education, health care, and labour. Sharing evidence is a key strategy for increasing investments in resources allocated to the public and for substantiating additional resources required to support the most vulnerable people in our societies.

Given current economic and political trends, and the uncertainties posed by fluctuations in global labour markets, there is high risk that social inequities and exclusion will increase. It is unrealistic to place the burden for educational and occupational inclusion entirely on clients or on educational and vocational guidance. Addressing the roots of societal and structural inequalities requires macro-level transformation. Partnerships between governments and employers are critical for investing in training and internships that increase people’s human capital. Ongoing learning and skills development in public and private sectors are investments in people preparing for employment and for upgrading the workforce. It is important for IAEVG members to be knowledgeable about global, national, and local influences on inequities, while assisting clients within their contexts. Educational and vocational guidance practitioners can use their individual and collective expertise to find multiple solutions that are relevant for local contexts. IAEVG members are encouraged to work through their national associations to establish priorities and to advocate for policies, programs, and services that promote social inclusion through investing in people.