



Context

The need for effective career guidance has never been greater. In the face of labour markets disrupted by changing work organisation, digitalisation, the greening of economies and wider economic instability, the importance of quality career development including decision-making is increasing. Career guidance is key for both young people and adults in enabling efforts to support access to decent work and livelihoods. Its value to ensure labour market relevant skilling and re-skilling efforts as well as to promote professional mobility, is a key factor during continuing socio-economic transitions, assisting people in navigating their careers in the face of new global challenges. Moreover, career guidance is increasingly recognised as playing a central role in the development of effective lifelong learning policies and a hallmark of quality in establishing incentives for training.

Today there is compelling evidence that effective career guidance can be relied upon to support individuals positively in making educational choices and navigating labour markets in turmoil. Yet many still view guidance as an optional service rather than an essential one, leaving too few people with access to it.

An international collaboration

The Inter-Agency Career Guidance Working Group (IAG CGWG), composed by Cedefop, the European Commission, ETF, ILO, OECD, UNESCO and World Bank will organise a second Global Careers Month during November 2025.¹ During this period, the international agencies will encourage global, regional, national and local level events, in collaboration with the International Association for Educational and Vocational Guidance (IAEVG), the International Centre for Career Development and Public Policy (ICCDPP) and World Skills. Under the auspices of this collaboration, regional and national associations operating in career development as it relates to both young people and adults are encouraged to highlight the importance of guidance provision, celebrate its successes and engage in discussion over how it can be more effectively delivered.

The objectives of Global Careers Month 2025 are to:

- ▶ Raise awareness about the role and importance of effective career guidance to enable access to decent work and careers and support equitable and sustainable social and economic development;
- ▶ Identify shared challenges to the development of career guidance systems as well as specificities linked to local contexts;
- ▶ Showcase high quality innovative solutions to promote career development support in diverse contexts and for learners at different stages in their educational and career pathways;

¹ The first Global Careers Month was held in 2022: <https://www.skillsforemployment.org/iagevent>.

- ▶ Disseminate research undertaken on the design and delivery of effective career guidance.
- ▶ Facilitate mutual learning and knowledge exchange

Overseeing activity around the world

The opening and closing global webinars will be organised by the IAG CGWG in consultation with IAEVG, ICCDPP and World Skills:

- Opening webinar: 5th November, 14:00-15:30h (Central European Time)
- Closing webinar: 26th November, 14:00-15:30h (Central European Time)

National and regional associations, with the support of the IAEVG, will organise regional events by:

- ▶ managing webinars during the month, reflecting on challenges, practices and initiatives of each global region;
- ▶ associating relevant regional, national and local initiatives to the Global Careers Month 2025, thus increasing their visibility;
- ▶ undertaking communication campaigns in connection with the Global Careers Month's objectives.

The scope of the global, regional and local events may include all career development support occurring in education and training, employment services, enterprises, communities and other relevant contexts. Themes to be debated during the string of events include:

- ▶ the role of career guidance in enabling upskilling and transitions during periods of instability, broadening opportunities open to all individuals and helping them to develop, confirm and achieve their ambitions;
- ▶ the contribution of career guidance to structural transformation towards greener, fairer, more resilient and digitally rich societies;
- ▶ the development and delivery of career education and career management skills frameworks;
- ▶ the importance of quality standards and the skills development of career guidance practitioners;
- ▶ support for individuals and groups facing greater barriers in career development and successful labour market integration.
- ▶ addressing gender stereotyping and gender-responsive provision.

The roles of the IAG and the IAEVG

To organise the work in an effective manner, the IAG will work with the IAEVG to coordinate the efforts of organisations and individuals which will operate as focal points for cooperation in each global region. The IAG will oversee the implementation of global, regional and local events and communications activities namely by²:

² Foreseen support does not include IAG financial contribution to the organisation of regional or national initiatives.

- ▶ hosting a webpage for dissemination of global, regional and local events;
- ▶ supplying an institutional image for all events, including a logo and templates for necessary documentation and dissemination efforts;
- ▶ reviewing and contributing to key global and regional communication efforts;
- ▶ publishing a new, revised edition of the short leaflet, [Investing in Career Guidance](#);
- ▶ organising and hosting the opening/closing events and promoting these through institutional channels and regional networks.

The IAEVG will be the focal point for the coordination of regional and national efforts and its secretariat will support these efforts as those of individuals and organisations that cooperate with them towards the success of this initiative, namely in:

- ▶ provision of an event template regarding structure and contents (to be jointly agreed with the IAG), uploading event details on the IAG event website;
- ▶ taking lead on dissemination efforts through its website and presence on social media, including online sessions of key events.

Opportunities to participate

Individuals and organisations from across the world interested in cooperating with this initiative may, among other possibilities, propose to associate relevant initiatives with the Global Month or help organise national, regional and local activities like webinars. They can also contact relevant local career services and practitioners to document and display practices/testimonials of interest or gather research outputs and tools that may contribute to a global library to support a community of practice.

Outputs

Expected outputs include a summary report reflecting on current challenges, opportunities and initiatives, resulting from the information shared during the events. The agencies will also promote the ultimate creation of a global community of practice on career guidance, by hosting a web-based repository of tools and initiatives at global and regional level.

For more information of the position of the IAG CGWG regarding the value and relevance of career guidance, please read the joint publication [Investing in Career Guidance \(2021 edition\)](#).