



## Communiqué: Inclusive Career Guidance in Heterogeneous Learning Environments

### Context

Today's learning environments are shaped by growing heterogeneity: migration, language diversity, gender identities, disabilities, and socio-economic factors challenge traditional models of career guidance. These complexities call for personalized, inclusive approaches that view diversity as an asset—not a barrier.

### Key Challenges

- **Rigid Categories:** Classifications often oversimplify identities, risking exclusion.
- **Systemic Barriers:** Diverse students face unequal access to educational and professional opportunities.
- **Deficit Thinking:** Diversity is still too often framed as a disadvantage.
- **Fragmented Responsibilities:** Discrepancies between disability and disadvantage impact support systems.
- **Limited Adaptivity:** Career services struggle to personalize at scale.

### A New Approach: Individualized and Inclusive

Effective career guidance must shift from standardization to **adaptive support** that strengthens student agency. Key principles include:

- **Multi-professional teamwork** (e.g., educators, counsellors, social workers)
- **Diagnostic and participatory methods** to identify strengths and aspirations
- **Flexible, evolving pathways**, not one-size-fits-all solutions
- **Recognition of intersectionality** (gender, background, ability, etc.)
- **Technology use** tailored to individual needs (AI, mentoring platforms, UDL design)

### Recommendations

- **Policy:** Guarantee inclusive, well-resourced career guidance at all education levels.
- **Practice:** Embed guidance in school development; ensure continuous, not one-off, support.
- **Training:** Equip practitioners with cultural competence, inclusive counselling, and communication skills.
- **Research:** Invest in studies on intersectionality, personalized guidance, and tech-supported solutions.
- **Technology:** Co-develop accessible tools with practitioners; evaluate for unintended bias.

### Vision

Career guidance must evolve with society. In diverse classrooms and dynamic labor markets, **career resilience, adaptability, and empowerment** are key. Professionals must support each learner in shaping their own meaningful future—regardless of origin, ability, or identity.

👉 Inclusion starts with guidance—let's ensure every path is possible.

