



Communiqué: Career Guidance for a Sustainable Future

Why Sustainability Matters

Sustainability is fundamentally transforming the world of work. Career guidance must support individuals in making choices that promote environmental protection, social justice, and economic resilience.

Defining Sustainable Career Guidance

Sustainable career guidance empowers individuals to pursue pathways that align with the UN Sustainable Development Goals (SDGs). It encourages career resilience, ethical reflection, and a commitment to building fair and future-ready societies.

Three Key Dimensions

- **Environmental:** Career guidance should highlight both direct and indirect green jobs and address misleading labels (e.g., “brown” jobs with green potential). Individuals need support in transitioning to sustainable sectors and understand their environmental impact.
- **Social:** Guidance must actively reduce barriers to career participation—such as gender inequality, socio-economic disadvantage, or disability. It should promote diverse career narratives and affirm non-linear, meaningful career paths.
- **Economic:** Career services should enhance individuals’ adaptability and support life-long learning. They must help clients balance purpose-driven aspirations with economic realities and facilitate transitions through different career opportunities.

Current Challenges

Many young people remain unaware of sustainability-related careers. Career professionals often lack training in green and ethical guidance. Existing digital tools rarely present sustainability as a decision-making factor. Although students increasingly seek meaningful careers, they often worry about financial insecurity.

Strategic Recommendations

- **Policy:** Embed sustainability in national guidance strategies and fund training for career professionals.
- **Practice:** Equip advisors to integrate environmental, social, and economic dimensions into guidance.
- **Systems:** Include sustainability indicators in career platforms and collaborate with responsible employers.
- **Research:** Investigate the long-term impact of sustainability-oriented guidance across diverse groups.

Final Message

Career guidance must evolve to a changing world. By embedding sustainability in every conversation, we can help individuals shape careers that are not only successful but also socially and ecologically responsible.

👉 *Every career decision is a step toward or away from a sustainable future.*