



IAEVG Communiqué 2021

Maximizing potential of and through career support in the face of disruption

Disruptions in education, employment, economies, and personal circumstances continue due to the varying effectiveness of measures applied by governments to reduce the spread of the COVID 19 virus. For many the illness has led to reduced physical, mental, and emotional capacity, loss of income, possibly bereavement and loss of providers. Particularly in poorer countries, women and girls are disproportionately affected¹. Career support professionals may be facing a compound effect through both personal and family circumstances and the increasingly complicated cases presented by clients, caused by upheavals in the education and employment landscape. However, it is important to note that COVID 19 has simply broadened the impact and heightened the awareness of society at large of disruptions that many individuals and groups have faced and are facing prior to and apart from the global pandemic.

Substantial scientific evidence indicates that crises increase social disparities. Therefore now, more than ever, it is important for both guidance professionals and their clients to become aware of their internal and external resources and to be able to call on these resources to support resilience. The response to the global health crisis has led to various developments, most notably, recognition of the impact of mental health on productivity and a new focus on well-being, a surge in the development of digital solutions for education, employment and career development support, and social protection measures to address precarity². The question is: how can the guidance community maximize the potential benefit of these developments by helping clients to access them, and how can we advocate for the sustainability of these crisis-derived measures to support people facing disruptions regardless of their root cause? Micro, meso, and macro action could be taken – helping individuals and disadvantaged communities and engaging in social and political actions.

In times of disruption and confusion, one of our greatest resources is our inner conviction, the values that we are willing to strive to uphold and embody, as these values remind us of the direction we want to take and why we want to go there. As an organisation representing global leadership for career, educational and vocational guidance, the IAEVG promotes and upholds ethical guidelines “dedicated to supporting members in their practices to enhance the worth, dignity, potential, and uniqueness of those persons whom IAEVG members serve”, underlining the important roles members have for “influencing the social discourses in institutions and networks that shape the nature of policies and services, the theories and tools that are used, and the resources available to clients and the public”.

It is a time to remember that as members of the guidance community we carry the responsibility and the privilege to be good stewards of the personal and professional resources at our disposal. In the words of the American union leader Walther Reuther: There is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well.

¹ <https://www.un.org/en/desa/wesp-mid-year-update-2021>

² https://www.ilo.org/global/meetings-and-events/events/WCMS_817568/lang--en/index.htm