


We are an NGO working for educational equity. We attract and develop equal educational opportunity professionals. We seek and train people who, inspired by teaching experience in disadvantaged environments, lead initiatives that guarantee equal educational opportunities. We collaborate through initiatives and projects that contribute to ensuring that no student is left behind.

Our work within the framework Global Career Readiness Initiative



Inspiring Schools is a program that provides schools with high-quality guidance, resources, and strategic connections to help shift the current approach to career guidance—positioning it as a core element within the school's educational framework. The program also introduces the role of the Academic and Career Guidance Coordinator (CEAP), a key figure in the successful implementation of the model. These professionals are responsible for designing and coordinating a comprehensive, school-wide guidance strategy that maximizes impact through collaborative work with internal teams and external stakeholders. This role is inspired by the [Careers Leader Model in England](#).

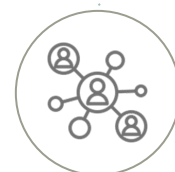
Through Inspiring Schools, an initiative implemented across three regions in Spain, we have supported over 200 secondary and vocational education centers and trained more than 500 teachers in how to embed career guidance into their everyday teaching practices, ensuring it becomes one of the school's key cross-cutting pillars.

Organization's related priorities

Work with the Public Administration to assess them as they can assume a new regulation for career guidance based on the learnings of the project with the maximum quality to ensure that guidance processes in schools improve (comprehensive, transversal and equitable) so that students have a quality career guidance.

Priorities for community engagement

Provide training to the schools for a new career guidance leader, ending transferring this training to the public administration in order to accomplish sustainability and to reach all the schools from the different regions.



Partnerships & Alliances

Beyond training, we help schools build sustainable support networks by connecting them with 7 municipalities, 4 universities, 1 national vocational school network, over 450 volunteer educators, and other local education authorities. So far, 5,870 students have benefited from these partnerships with universities and vocational schools.





Spain Landscape

Empieza por Educar



Data - Transition From School To Work (Spain)

Indicators for youth between 15 - 24 years old

Labor Force Participation Rate (OECD, 2022)	Share Of Youth Not In Education, Employment Or Training (ILO, 2022)		Unemployment Youth (ILO, 2023)	
37% total	10.6% male	10.4% female	27.5% male	29.7% female

Current State of Career Readiness

- **4º de ESO+Empresa** is an initiative offering 15–16-year-old students 2–5 days of job shadowing in companies.
- **Pla Educatiu d'Entorn** is a community-based programme which supports school and afterschool activities, fostering student engagement, preventing dropout, and building connections with local companies.

Challenges and Gaps

- UNESCO recommends a ratio of 1 career adviser per 250 students, but in Spain this currently stands at approximately 1 adviser per 800–1000 students, highlighting the need for greater investment in personalised guidance.
- Career guidance and connections to the professional world need to be explicitly embedded in the curriculum to ensure all students develop the skills and understanding needed for their future pathways.

Emerging Trends

- **Integrating Career Guidance into the Curriculum:** Recent years have seen a shift toward embedding career guidance within subject teaching, moving beyond the sole

responsibility of guidance counselors. This approach engages all teachers in supporting students' career development from an early stage, helping ensure equitable access to guidance for all learners.

- **Reframing Vocational Training and Strengthening Local Ties:** The new Organic Law on Vocational Training (LO 3/2022) has introduced a more holistic and personalized approach to guidance within vocational education. It emphasizes connections between schools and local industries and expands guidance to include academic, professional, and personal development—beginning early and continuing beyond compulsory education.

Call to Action

It is essential for educational centers to build strong, lasting connections with other local institutions. Collaboration with their municipalities, universities, nearby schools, training centers, and adult education providers enhances support structures and broadens student opportunities. This aims to strengthen educational continuity and foster a more cohesive, community-based guidance system.