



2027 Theme & Sub-Themes

IC3 Movement

2027 Theme: Co-Creation

Our very existence is an act of co-creation. Every life is shaped by others, just as every life shapes the world around us. No person, institution, or community thrives in isolation. Education is no exception. And every student's journey is shaped by a constellation of relationships—with parents, educators, counselors, universities, mentors, communities, technology, and the experiences that connect them.

Yet, our educational landscape often rewards individual achievement and competition over connection and collaboration. Students compete with one another, institutions compete for recognition, and opportunities can become fragmented across the many people and systems that influence a young person's journey. At the same time, technology is rapidly transforming how we learn, communicate, work, and make decisions. As artificial intelligence becomes increasingly embedded in education and everyday life, we have an opportunity to ask a deeper question: **What could we create together that none of us could create alone?**

This year's theme invites the global education community to embrace **Co-Creation** as both a philosophy and a responsibility.

Co-Creation is more than collaboration. It is the conscious act of bringing people, ideas, institutions, and possibilities together around a shared purpose: enabling every learner to flourish. It calls us to move beyond isolated excellence towards collective impact; beyond competition towards shared possibility; and beyond preparing young people for the future towards creating that future with them.

Aligned with the IC3 Movement's mission of **Counseling & Well-being in Every School**, Co-Creation recognises that trust, belonging, well-being, purpose, and human connection are foundational to how we shape educational experiences. Counseling can be the bridge that brings together the many people and perspectives surrounding a young person, helping them understand themselves, navigate choices, and imagine what is possible.

Ultimately, Co-Creation is a way of being and a way of working. It is the belief that **I am great, you are great, and together we can create something greater than either of us could create alone.**

Together, we can create educational environments where every learner is not simply prepared for the world, but empowered to shape it—with purpose, belonging, and possibility.

Sub-Themes

1. Building Counseling Departments with Well-being at the Center

Well-being is foundational to how students learn, grow, make choices, and experience school. This sub-theme explores how schools can build strong, sustainable career and college counseling departments that place the student at the center—creating cultures of belonging, confidence, agency, and purposeful decision-making, while supporting students as they navigate the choices and transitions that shape their educational and future pathways.

Possible conversations:

- From a Counseling Function to a Counseling Department: Building Structure, Strategy & Sustainability
- Putting Student Well-being at the Heart of Career & College Counseling
- Supporting Agency, Confidence & Informed Decision-Making
- Counseling Students Through Choice, Change & Transition

2. Co-Creating Educational Ecosystems

A student's journey extends far beyond the school gate. It is shaped by the relationships and connections between schools, universities, families, communities, employers and students themselves. This sub-theme explores how these stakeholders can work together more intentionally, bringing different perspectives, knowledge and resources to co-create pathways, experiences and opportunities that respond to students' aspirations and needs.

Possible conversations:

- From partnerships to co-creation: building relationships around shared purpose
- Rethinking the school–university relationship
- Bringing families, communities and employers into the student journey
- Creating opportunities through mentorship, research, experiential learning and exchange

3. Life Design & Career Design

Young people are often encouraged to make high-stakes decisions about courses, colleges and careers long before they have had the opportunity to understand the larger life they want to build. This sub-theme explores how counseling can help students take a more holistic view of their choices—connecting their values, strengths, interests, aspirations, experiences and well-being to the decisions they make. By widening the lens beyond immediate outcomes, rankings, admissions and conventional definitions of success, educators can help students navigate uncertainty with greater perspective, agency and confidence, and see each choice as part of a life that continues to evolve.

Possible conversations:

- From Immediate Decisions to the Bigger Picture: Helping Students See Beyond the Next Step
- Beyond the Destination: Reframing College, Career & Life Choices
- Counseling for Perspective: Reducing Anxiety Around High-Stakes Decisions
- Designing for an Evolving Life: Helping Students Navigate Change, Uncertainty & Reinvention

4. Counseling, Human Potential & the World of Work

The world of work is changing rapidly, reshaping not only the jobs young people may enter, but also the capabilities they will need to navigate an increasingly complex and uncertain future. This sub-theme explores how counseling can look beyond career destinations to help young people understand and develop their human potential—curiosity, creativity, adaptability, ethical judgment, collaboration, purpose and lifelong learning. It considers how schools, universities and the world of work can come together to nurture these capabilities and help young people prepare not simply for employment, but for meaningful contribution.

Possible conversations:

- Beyond Employability: What Human Capabilities Will Matter Most?
- Human Potential in an Age of Intelligent Technology: What Should Education Nurture?
- From Skills to Capabilities: Preparing Young People for Work We Cannot Yet Define
- Purpose, Contribution & Meaning: Rethinking What It Means to Prepare for Work

5. Fostering Trust, Transparency & Integrity in Counseling, Recruitment & Admissions

Trust is the foundation of a healthy educational ecosystem. This sub-theme explores how schools, universities, and organizations can strengthen trust through greater transparency, integrity and shared accountability across counseling, recruitment and admissions. It invites honest dialogue around ethical dilemmas, conflicts of interest, information asymmetry, incentives and the responsible use of emerging technologies—while keeping the interests, agency and long-term well-being of students at the heart of every decision.

Possible conversations:

- Putting Students First: Navigating Conflicts of Interest in Counseling & Admissions
- Transparency in Recruitment: Building Healthier School–University Relationships
- Ethics in a Data- & Technology-Enabled Ecosystem
- From Principles to Practice: Strengthening Professional Ethics through the IC3 Institute's CEPC