Slide 1 (opening)
Linking education, work and support
How careers guidance should feature in the final Milburn Review. Our takeaways from the APPG for Skills, Careers and Employment roundtable with the Career Development Policy Group.

Slide 2
Starting early
Early intervention is the most effective way to reduce the number of young people who become NEET, preventing disengagement rather than responding to it. *Earning or Learning* found that indicators of NEET risk can be identified from early primary school.
Many career decisions are shaped by informal conversations with family and friends, which leaves young people without well-informed networks at a disadvantage.
Building careers learning into Initial Teacher Training, continuing professional development and the curriculum could raise the baseline of career literacy, alongside action to ease pressure on teacher capacity. This would free specialist advisers to focus on the young people most at risk.

Slide 3
Joining up the system
Transitions between stages of education and into work are where young people are most likely to disengage. Careers advisers are well placed to provide continuity and bridge these gaps.
Careers guidance also works best alongside services such as transport, health and benefits, with advisers working within them to meet people where they are.
Support should not end at the point of employment. Trained line managers play a crucial role in helping young people stay in work, and local government can help bring employers, providers and services together.

Slide 4
Opportunity
Guidance must be matched by opportunities. Participants raised concerns that recent policy changes have increased the cost and perceived risk of hiring young people, particularly for small businesses.
Employers also face fragmented asks, from work experience and T Level placements to supported internships and apprenticeships, a challenge felt most in rural and coastal areas.
A staged approach to employer engagement, from careers talks to hands-on experience, could help more employers support young people.

Slide 5
Beyond young people
Most of the workforce over the coming decade is already in work, including people returning after caring responsibilities or illness, career changers, and those in low-paid or insecure work.
Those who would benefit most from careers support are often the least likely to seek it, and awareness of the National Careers Service remains low.
The new Jobs and Careers Service is an opportunity to integrate careers guidance into employment support, and the Lifelong Learning Entitlement will need guidance built in to reach the adults who need it most.

Slide 6
Looking ahead to Milburn
The final Milburn report is an opportunity to recognise careers guidance as core infrastructure for tackling youth inactivity, rather than an add-on.
That means early, joined-up and professionally led support, connected to real opportunities and extending across people's working lives.

In the short term, careers support can be built into existing programmes and pilots, paired with policies that ease pressure on educators and employers and longer-term investment in the careers sector.

Slide 7 (closing)
Read the full blog post, link in bio
These themes will also be explored through the Higher Education Commission's upcoming inquiry into universities and their regional connections, the Skills Commission's inquiry into apprenticeships, and the APPG for Skills, Careers and Employment's events programme.
If you'd like to get involved, get in touch with Rhiannon (rhiannon.tuckett-jones@policyconnect.org.uk)