

The Rt Hon Gavin Williamson MP
Secretary of State for Education
Department for Education
20 Great Smith Street
Westminster
London, SW1P 3BT

6th July 2020

Dear Mr Williamson,

This September, 800,000 young people will be leaving schools, colleges and universities, hoping to join the labour market. In addition, many young people that were due to head to university this year are considering withdrawing due to Covid-19. With 8.4 million people already furloughed and uncertain about their futures, it is likely that young people with little work experience behind them will face unprecedented struggles in the labour market.

The quality of career education and guidance in schools and colleges has been improving in recent years. Nonetheless, Covid-19 and the lockdown add additional barriers to delivering career education and guidance in schools and other education settings. Meanwhile those young people who are not in education have very limited access to career guidance and career guidance services for adults are increasingly stretched.

We are therefore calling on the Government to publicly commit to a Career Guidance Guarantee so that everyone aged 16-19 in an education setting, those leaving the education system, those who are already NEET, and adults who are unemployed, will have access to quality personal career guidance to help them move them on to further education destinations, employment or to additional training and apprenticeships.

High quality career education and guidance, including the opportunity to speak one-to-one with a careers professional, is now more important than ever in preparing young people for the world of work, supporting adults to manage career transitions and better aligning careers aspirations with labour market demand.

Between July and December, the UK will be facing an unprecedented period of turnover in its labour market. Young people will be leaving education and making key decisions about their futures just as the furlough scheme is coming to an end and redundancies are starting to take place, reducing opportunities. Meanwhile, widening participation places are being frozen across UK universities, meaning that the most disadvantaged young people who have been thrown off track by COVID-19, may have removed university as an option altogether. It is therefore crucial that all young people have access to personal career guidance to help them to access the opportunities available to them.

Through a Career Guidance Guarantee we are asking the government to provide a short-term fund which would ensure that the relevant agencies, services and providers could take on additional careers professionals to engage with young people and deliver regular, timely support where necessary.¹ This fund would allow those that need it most to access high quality personal career guidance, enabling them to make informed choices and make the most of the opportunities available to them.

¹ A detailed proposal with costings is set out in https://www.thecdi.net/write/An_emergency_career_development_plan_to_maintain_productivity_and_progression_post-Covid-19_CDPG.pdf

We need to act now to reach those most in need of support and guidance. A Career Guidance Guarantee is a critical step in a much needed joined-up approach. To be impactful it should be implemented alongside an extension of the catch-up provision to include 16-19 year olds and a commitment to create employment and training opportunity as part of an Opportunity Guarantee.²

We believe in a society where all citizens are supported to find the education, employment and training opportunities that are right for them. Where individuals can fulfil their own potential and realise their career aspirations, they will also be able to contribute to our national prosperity and the reconstruction of the country after Covid-19.

This letter is supported by the following organisations

Career Development Institute	Hertfordshire Local Enterprise Partnership	Save the Children UK
Careers England	Institute for Employment Studies	Science Council
Core Cities UK	Institute of Employability Professionals (IEP)	Skills Builder Partnership
CRAC	Institute of Student Employers	The 5% Club
East Midlands Chamber	International Centre for Guidance Studies	The Social Mobility Foundation
Edge Foundation	National Centre for Universities and Business	UNISON
Education Development Trust	Royal Society of Chemistry	WEA
Employment Related Services Association		Youth Employment UK
Fair Education Alliance		Youth Futures Foundation
Federation for Industry Sector Skills and Standards		+238 other organisations (see following pages)

Yours sincerely

Baroness Garden of Frognal, Member of the House of Lords, Liberal Democrat Education Spokesperson
 Barry Sheerman MP
 Clare Viney, CEO, Careers Research & Advisory Centre
 Cllr Judith Blake CBE, Chair, Core Cities UK; Leader, Leeds City Council
 Dr Deirdre Hughes OBE, Director, DMH Associates, Associate Fellow, Institute for Employment Research (IER), University of Warwick
 Dr Robin Mellors-Bourne, Director of Research, CRAC
 Dr Siobhan Neary, Head of the International Centre for Guidance Studies, University of Derby
 Jan Ellis, Chief Executive, Career Development Institute
 Kieran Gordon, Executive Director, Careers England
 Lauren Turner, Communication and Membership Management Manager, Fair Education Alliance

Lord Aberdare, Member of the House of Lords
 Lord Knight, Member of the House of Lords
 Lord Lucas, Member of the House of Lords
 Lord Storey, Member of the House of Lords, Liberal Democrat Education Spokesperson
 Professor Jenny Bimrose, Professor, Emeritus, Warwick Institute for Employment Research
 Professor Tristram Hooley, Professor of Career Education, University of Derby
 Robert Halfon MP
 Sam Butters & Gina Cicerone, Co-CEOs, Fair Education Alliance
 Sarah Atkinson, Chief Executive, The Social Mobility Foundation
 Steve Stewart, formerly Executive Director, Careers England
 Tony Wilson, Director, Institute for Employment Studies

+ 847 other signatories (see following pages)

² See <https://www.communitiesthatwork.co.uk/opportunity-guarantee/> for further information.

This letter is also supported by the following organisations...

Act for Action and Tags	Career Development College	Education Writing Services
Action Tutoring	Career Directions Ltd.	Envision
Acute Hospital	Career Guidance 4u	Essandore Care
Adviza	Career Guidance Charts Ltd.	ExpressionsByM CIC
Alan Bullock Careers	Career Matters	Fairfield High School
All Saints Academy	Career North Ltd.	Ferryhill Business & Enterprise College
Allen & Overy	Career Practic	Fledglink
AMJ Careers	Career Ready	Form the Future CIC
Andy Fosterjohn Careers Works	Career Seekers Direct Ltd.	Forum Talent Potential CIC
Ansbury Guidance	Career Thinking	Founders4Schools
Apps for Good	Careermap Ltd.	Future Frontiers
Archbishop Beck Catholic College	Career-roots	Future Thinkers Consulting
Archbishop Sentamu Academy	Careers Advice North West Ltd	GB Careers
Archway Careers	Careers Enhanced Ltd	Glossopdale School
Ark Charter Academy	CareersUnlimited	Gradcore
AS Careers	CareerWave	Great Barr Academy
Ashley Stewart Ltd.	CareerWorx	Greig City Academy
Barnet and Southgate College	Carmel College and Career North	Growth Company
Beaumont Leys School	Caterham High School	GuruYou
Big Change	Cats Paw Global	Hambleton and Richmondshire PRS
Birmingham Adult Education Service	Causeway Education	Hartlepool College
Bishop Milner Catholic College	Chase Terrace Technology College	Hele's School
Bishop's Stortford College	Christ's School	Hesketh James Ltd
Blackburn with Darwen Borough Council	City and Islington College	High Peak Geotechnical
bookcareers.com	CL Career Development Ltd.	Highdown School and Sixth Form Centre
Brimsham Green School	CoachBright	Hope Academy
Building Doors	Coulsdon Sixth Form College	Huntcliff School
Calm Careers	Cranbrook Education Campus	Ignite Careers
Cambridgeshire & Peterborough Combined Authority	Crescent Training	Innovations for Learning
Canterbury Christ Church University	CWR Consultancy Ltd	Inspire Coaching
Caprimoon Careers	CXK	IntoUniversity
Cardinal Heenan Catholic High School	Dart Careers	Ipswich High School
Cardinal Langley RC High School	Daventry Hill School	Ivy Central
Career Approaches Ltd.	David Holloway Careers	JCoSS
Career Connect	David Pusey Associates	Jill Collins Careers
	Deyes High School	Job Interviewology
	DMH Associates	Jobs for Nationals
	E4P Consultants	Kate Nokes Youth Coaching
	EBP South	Keogh Consulting Services Ltd.
	EC Careers Ltd	Kettering Science Academy
		King Edward VI Camphill Boys

Kingdown School
 Knole Academy
 Lansbury Bridge School
 Larches High School
 launchyourcareer.com
 Leeds City Council
 Leighton Park School
 LevFearn Consultancy
 Life's Work Consulting
 LifeWork
 Lindsey Carr Career
 Consultant
 Lindsey Draper CV and
 Employability Advice
 Lisa Stone Careers and
 Coaching Ltd
 LL Coaching Ltd.
 Long Road Sixth Form
 College
 Luminate Careers
 Manchester Adult
 Education Service
 Mangorolla CIC
 Manor Property Group
 Martin Pennington
 Consulting
 MBDS
 Meetsabiha
 MeeTwo Education
 MFH Careers
 Mid Life Career Services
 Middlesbrough College
 Mindfulness Practice Ltd
 Montrose Public Affairs
 Morrisby Ltd.
 My Future Starts Here
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 National Careers Week
 National Institute of
 Career Education and
 Counselling
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 Colleges Sixth Form
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 New City College
 Newcastle College
 NewMango
 Nexion Ltd
 Norbury Manor Business
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 Council Careers Guidance
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 PD Skills
 Peppy Pals
 Planning4change
 Portland Education LTD
 Positive Steps
 Power2
 Priory Federation of
 Academies
 Prospela.com
 PSG Education and Career
 Purple Starfish Limited
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 Richard Piper Careers &
 Education Consultancy
 Roundhay School
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 Rye Hills Academy
 S.W. Associates
 SB Careers
 Sheffield Futures
 Simon Langton Girls'
 Grammar School
 South Lincolnshire
 Academies Trust
 Southernd Borough
 Council
 Specialist Recruitment
 Services UK Ltd
 Spiral Skills
 St Hilda's CE High School
 St Peter's C of E Aided
 School
 Stay Nimble
 Stowmarket High School
 Stuart Lindenfield Career
 Services

Stuart Mitchell and
 Company Limited
 Stubbin Wood School
 Suffolk County Council
 Sunrise Career Guidance
 Surf In2 Careers Limited
 Symmetry Coaching Ltd
 Talent & Career
 TF Careers Network
 TGIS Aviation
 Management Ltd
 The Boulevard Academy
 The British Training Board
 The Career Innovation
 Company
 The Career Ladder
 The Careers Group (UCL)
 The Careers Lady
 The Deepings School
 The Futures Group
 The Gregson Family
 Foundation
 The Millwood Partnership
 The Quality in Careers
 Consortium
 The Stanway School
 The Studio School
 Liverpool
 The William Allitt School -
 Derbyshire
 The Work Foundation
 The Workforce Facilitator
 The YETi Ltd
 Tower Hamlets Education
 Business Partnership
 Training 4 People
 Transitions London CIC
 True North Careers
 Tutors United
 Tuxford Academy
 TVR Associates
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 Westbourne Academy
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 Deborah Booton-Gwynne, Careers and Work Experience Lead, Nunnery Wood High School
 Deborah White, Head of Careers, King Edward VI Camphill Boys
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 Dee Waters, Careers Advisor, Schools
 Deirdre Clements, Retired
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 Dexter du Boulay, Assistant Professor
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 Diane Davis, Employment Coach, Career Connect
 Diane Fisher, Teacher/Careers Leader, Kingsthorpe College
 Dominic Atkinson, Co-founder and CEO, Stay Nimble
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 Donald Lush, Careers Consultant, King's College London
 Donna Mason, Careers Leader, Roding Valley High School
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 Dr Helen Carter, Registered Career Development Practitioner, Cats Paw Global
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 Dr Oliver Jenkin PGCE RCDP, Career Development Consultant, CSW Group
 Dr Rachel Carr, CEO and Co-founder, IntoUniversity
 Dr Valerie Derbyshire, Employability Advisor, University of Derby
 Dr Vicki Harvey, Lecturer in People Management, University of Salford
 Eileen Cunningham, Social Policy Lecturer, University of Salford
 Elaina Brutto, Careers Advisor, Careers Wales
 Elaine Dutton, Director of Aspiration/Careers Leader, Haven High Academy
 Elaine Morrison Lead Post 16 and Skills, Manchester City Council
 Elaine Munson, Personal Advisor, Connexions
 Eleanor Cameron, Careers & Quality Manager, EBP South
 Elisabeth Kaiser, Career Development Professional, Building Doors
 Elizabeth Armstrong, Career Leader and Advisor, Schools and FE College
 Elizabeth Betts, LDD/SEN Careers Advisor, Enfield Council
 Elizabeth Dark, Student
 Elizabeth Jenkins, Career Management Counsellor
 Elizabeth Taylor, CEO, ERSA
 Ellie Yell, CEO and Founder, Fledglink
 Eloise North, Student, Carmel College
 Emily Carter, Enterprise Coordinator, D2N2 LEP / Careers & Enterprise Company
 Emily Cornell, Career and Transition Worker, Lexden Springs School
 Emily Masters, Careers Advisor, Claverham Community College
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 Emma Bolger, Lecturer in Career Guidance and Development, University of the West of Scotland
 Emma Espenell, Careers Advisor, South Gloucestershire and Stroud College
 Emma Hall, School Employability Champion, Hertfordshire Business School
 Emma Sullivan, Co-Founder & CEO, Prospela.com
 Erica Hood, Trust Careers Leader, The Yorkshire & Humber Co-operative Learning Trust

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 Eva Harrison, MD, Career Seekers Direct Ltd.
 Eve Uhlig, Career Consultant, Loughborough University
 Evelyn White, Assistant Practitioner, Norfolk and Suffolk NHS Foundation Trust
 Farhan Raja, Career Coach & Founder of Job Interviewology, Job Interviewology
 Farheen Khan, Head of Careers and Employability, Carlton le Willows Academy
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 Fiona Farmer, Careers Leader, Toot Hill School
 Fiona Havill, Careers Leader
 Fiona Marshall, Career Leader, The Boulevard Academy
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 Geraldine Brannelly, Careers Advisor, GB Careers
 Gerard Liston, Director, Forum Talent Potential CIC
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Gill Clarke, Careers Consultant, Loughborough University
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 Helen Richardson, Careers Advisor, Career Connect
 Helen Sanders, Careers Lead, Weydon School
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