

Supporting Young Adults into Work

Friday 25th September 2026

Hosted by NICEC fellows: Dr Elnaz Kashef and Dr Fiona Christie

NICEC

National Institute for
Career Education
and Counselling

Timings

- 1.30-1.35 **Welcome** – Fiona Christie
- 1.35-2.20 - Panel 1 - **Assessing and understanding the Challenge** (including Q&A)
- 2.20-2.35 Comfort break
- 2.35-3.20 -Panel 2 - **Exploring Solutions and Good Practice** (including Q&A)
- 3.20-3.30 –**Closing remarks** - Elnaz Kashef

Panellists today

Panel 1: Assessing and understanding the Challenge

- Lisa Russell (Professor of Education and Employment) and Katherine Davey (Leverhulme Early Career Research Fellow) – Manchester Metropolitan University
- Chris Percy – Honorary Research Fellow – University of Warwick
- Charlie Ball – Head of Labour Market Intelligence - JISC

Panel 2: Exploring Solutions and Good Practice

- Baz Ramaiah, Policy and Research Director - Youth Employment UK
- Joy Williams, Principal Research Fellow - Institute for Employment Studies
- Mark Cameron OBE - Chief Executive of The 5% Club

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Mapping Interventions for NEET young people in England (MINE)

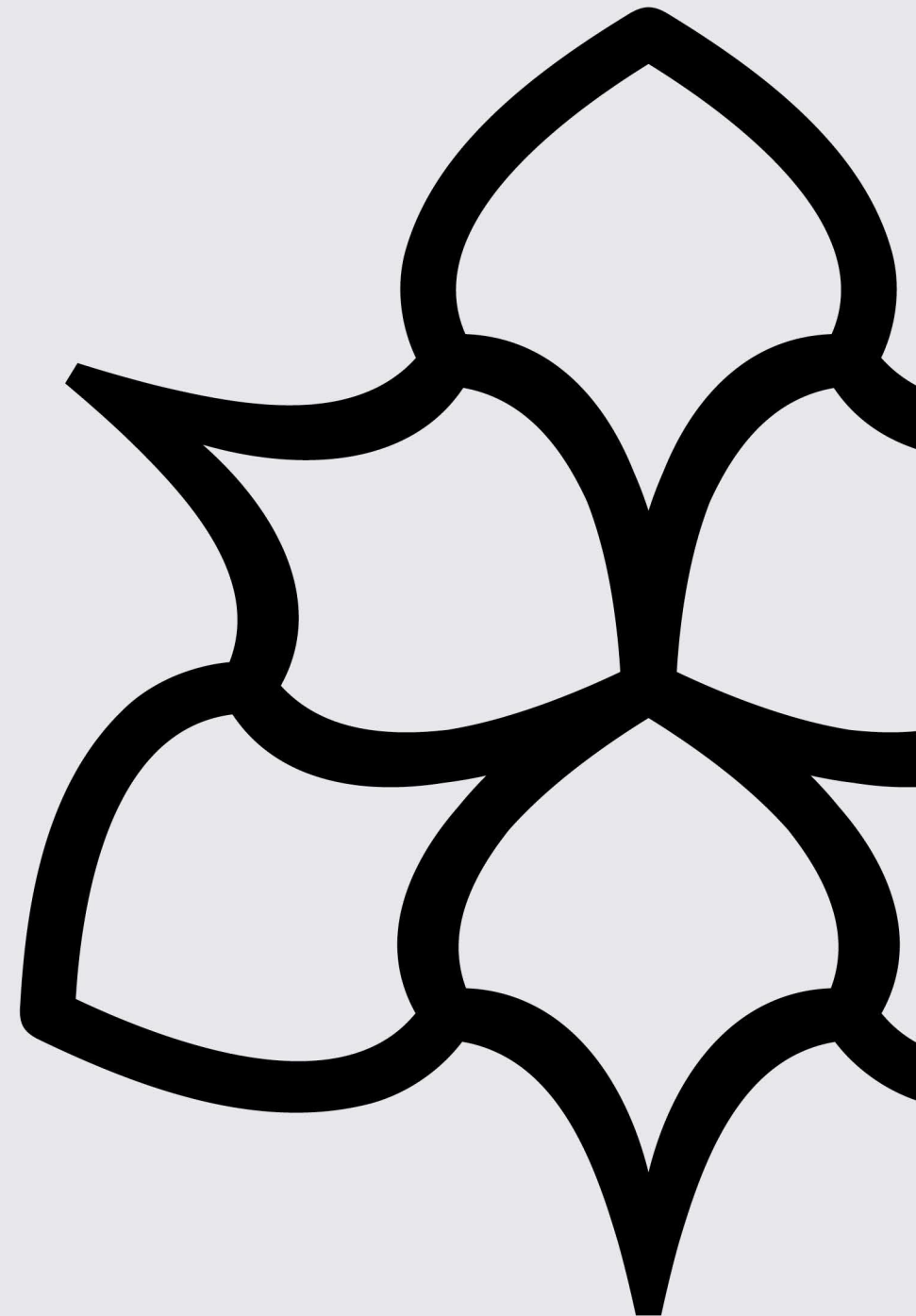
Professor Lisa Russell
Dr Katherine Davey

25th September 2026

NICEC: Supporting Young Adults into Work

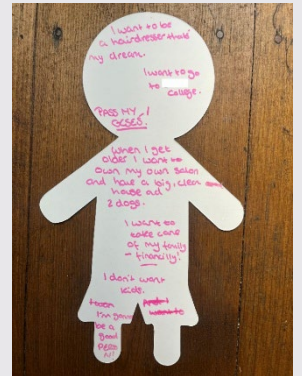
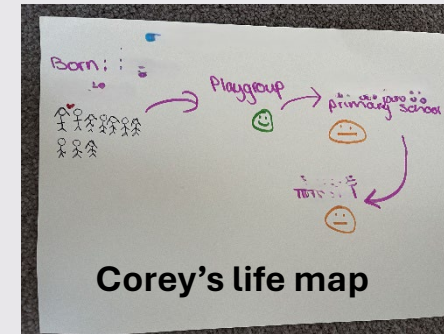
Institute for Children's Futures

Project Website



‘Mapping Interventions for NEET young people in England’ (MINE): Project Overview

- **Main aim:** to improve understandings of early intervention programmes for young people aged 14-16 considered vulnerable to becoming NEET
 - Map existing provision
 - Provide knowledge of educational processes
 - Subjective experiences of participants
 - Short and long(er) term outcomes



Sophia's future person

- 194 interviews with **81 young people**; 82 interviews with **75 professionals** and **10 family members**
- Over **four hundred and seventy-two hours** spent in the field, including participant observations in **nineteen settings**
- **66 life cycle maps**; **62 cardboard person-shaped cutouts**

Complexity of NEET Risk

- We know that extended periods of exclusion from education and the labour market can have a range of 'scarring' effects in later life
- There are a range of micro, meso and macro factors that shape a young persons schooling and work experiences – we must think too about the economic circumstances of YP (poverty, class, local, national and global job market) - driven by cumulative disadvantage
- Falling through the gaps JRF Report (15th Sept 26) - poverty in childhood triples the risk of not earning or learning as a young adult -

<https://www.jrf.org.uk/social-security/falling-through-the-cracks-how-childhood-hardship-shapes-life-chances>

Russell, L., & Thompson, R. (2025). Predicting educational exclusion: A literature review of risk factors associated with early leaving from education. *European Educational Research Journal*, 0(0). <https://doi.org/10.1177/14749041251378585>

Illustrated Films: Young People's Experiences of Educational Transitions



https://mmutube.mmu.ac.uk/id/1_ho3au82x



**Institute for
Children's
Futures**



Cody's story





I was excluded from school in Year 10 and went to the local college which I liked cos of the smaller class sizes.

I was back in for Year 11 and I completed the whole year without being excluded and I stayed in the room for all of my GCSE exams apart from one.

I see a doctor because I have ADHD.

For a while, my mum had found it difficult to get hold of my medication and had to halve the amount I take. She lets me off taking it in the holidays but I have to take it when I go back to schools cos she says I'm rude when I don't take it.

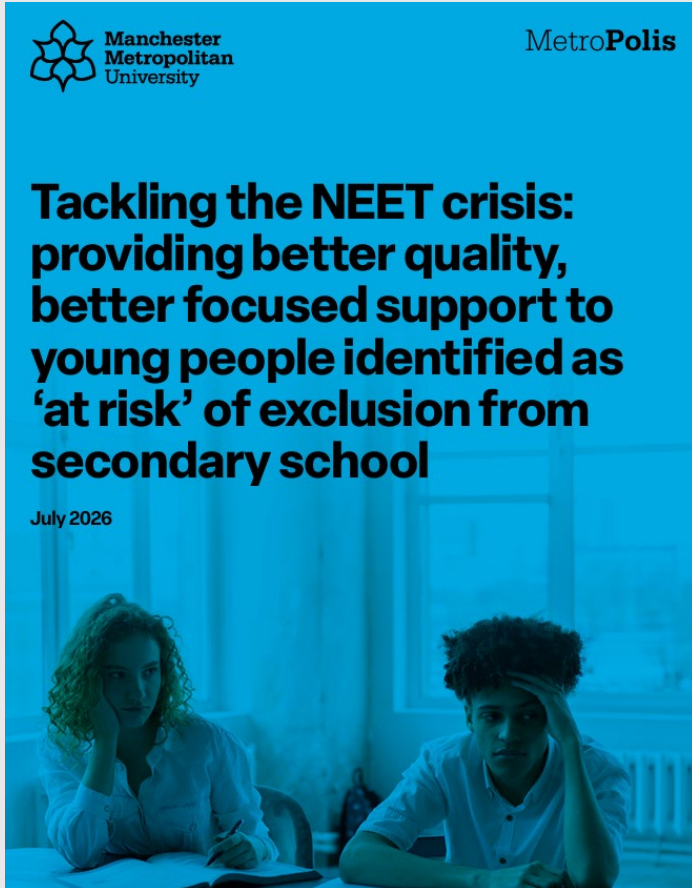
I wanted to go to the local college to do catering when I left school but they said they couldn't take me because they couldn't meet my 'specific support requirements' and didn't have any other suitable courses.

After this me and my mum had to go and have meetings with the college and the council who disagreed with the college's decision.

By September I still didn't have a college place but after a few weeks I was invited to look around a college in the next town but I couldn't do catering cos they don't do it.

I have to get two buses a day but I like the college. I'm doing maths and English resits and trying out different subjects each term cos I'm on the foundation course. I can get free education until I'm 25 cos I have an Education and Health Care Plan.

Recently Published: Policy Brief



- **Acknowledge the complexity of NEET risk:** recognising macro policy and school level factors, as well as individual ones that culminate to increase the likelihood of future NEET status.
- **Broaden the curriculum offer** and alternative, flexible pathways for young people who struggle to reach grade 4 in GCSE maths and English.
- **Allow young people more say over their future pathways**, including where and what they learn to ensure it is aligned with future career aims.
- **Offer more accessible lower-level provision** (at Level 2 or below) to enable more meaningful choice and ample opportunity to catch-up.
- **Provide more equitable and sustained career guidance** support to those most at risk during key transition points. Advice should take a strength-based and relational approach.
- **Target more equitable support to enable participation among key groups**, including for SEND, mental health issues and financial support for travel, food, and to remove the cost for home educated young people to enter GCSEs.

<https://bit.ly/MINEpolicy>

Resources and Publications

Project Website



Get in touch:

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Dr Katherine Davey: K.Davey@mmu.ac.uk

Project Website

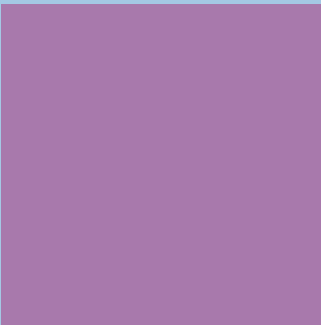




The graduate labour market in 2026

Charlie Ball

Head of Labour Market Intelligence



The UK labour market

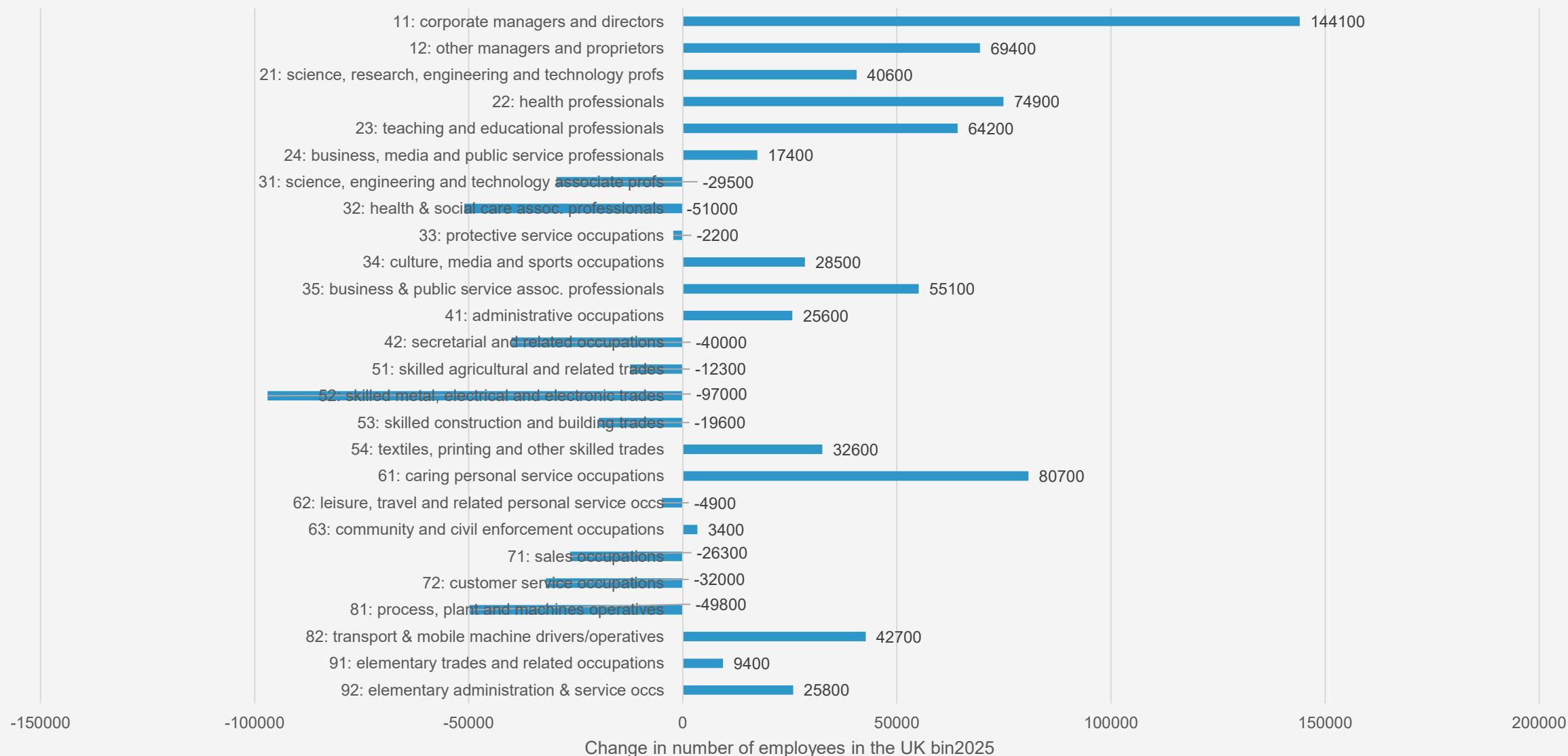
At the end of 2025, there were just over 17.2 million people in the UK workforce with degree or equivalent qualifications, or 55% of the workforce with known qualifications.

Over 17.7 million people were employed in professional level jobs, or 53% of all UK jobs (there are more people with known jobs than with known qualifications).

In 2025, the number of people working in graduate level employment in the UK rose by 411,100, having risen by 8,800 in 2024.

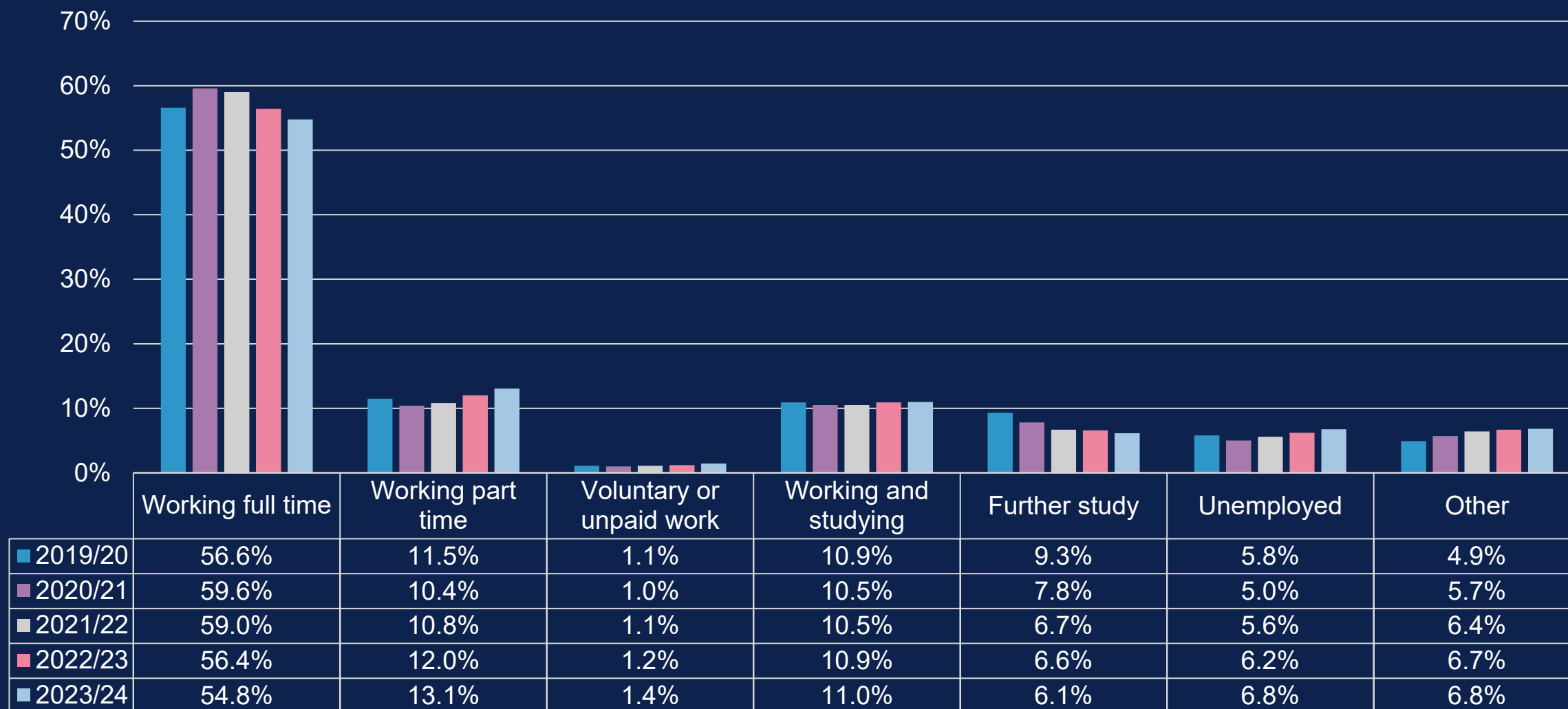
Jobs below degree level fell by 61,900.

How UK employment changed in 2025





What did graduates from 2023/24 do?





What jobs did graduates do?





Is this the ‘worst graduate labour market on record’?



No



Is this the ‘worst graduate labour market on record’?

- Vacancy data is generally of good quality and the big aggregators work hard on data quality
- Industry level data is tricky but a solved problem as established coding schemes exist
- ‘Graduate jobs’ are difficult to pull out as there’s no set definition
- Employer behaviour has changed as a response to first COVID and then to AI in recruitment
- Occupationally-segregated vacancy data shows no obvious collapse
- Recruiters also say they’re still recruiting (quite a few say more strongly than last year)
- This means that aggregators showing jobs in ‘graduate jobs’ seem to actually be showing changes in recruiter behaviour
- This probably means methodologies need to be examined

The salary premium has declined – and that means

- NOTE: The graduate premium *does* seem to have declined in last 2 decades.
- Employers place less value on a degree?
 - Seems to be more to do with: impact of NMW, and public sector wage restraint (most public sector workers have degrees)
- We don't need arts degrees
 - The creative industries contributed £124bn GVA to the UK economy in 2023 (UK Industrial Strategy)
 - Arts graduate tend not to be motivated by salary
- Young people should study trades instead
 - The trades labour market is approximately 1/6th (at best) the size of the graduate labour market, and unlike the graduate labour market, is shrinking.

AI has taken, or will take, all the jobs

- Always very unlikely
- Even big AI founders who had pushed this narrative, now drawing back on it
- Some evidence in UK that AI might be having an impact in niches, eg IT, consultancy
- But main decline in UK graduate labour market last year seems to simply down to public sector recruitment cuts
- Some UK professions expected to be badly affected saw *rises* in recruitment – accountancy, law especially
- Little evidence of widespread, wholesale impact of AI on jobs
- Employers show little genuine intention to replace jobs on a large scale
- ***A lot of evidence of widespread, wholesale impact of AI on recruitment.***
- *Students and graduates DO believe the AI job replacement narrative even though there is little evidence for it*

Thank you

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Head of Labour Market Intelligence

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Panel 2: Exploring Solutions and Good Practice

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Youth Voice Census 2026 RESULTS



Results are in





17,508

Respondents



Behind that number are thousands of individual lives: young people in school and college, apprentices, students, young workers, young carers, those looking for work and those trying to work out what comes next.

Taken together, their responses tell a clear story.

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Ambition starts strong. Access is not equal.

Inequality compounds across the journey. The national averages in the Census matter, but they do not tell the whole story.



1 Everyday pressures are limiting young people's choices

Financial pressure is changing everyday life

The economy is now the national issue young people are most likely to identify as a concern.



46%

2026

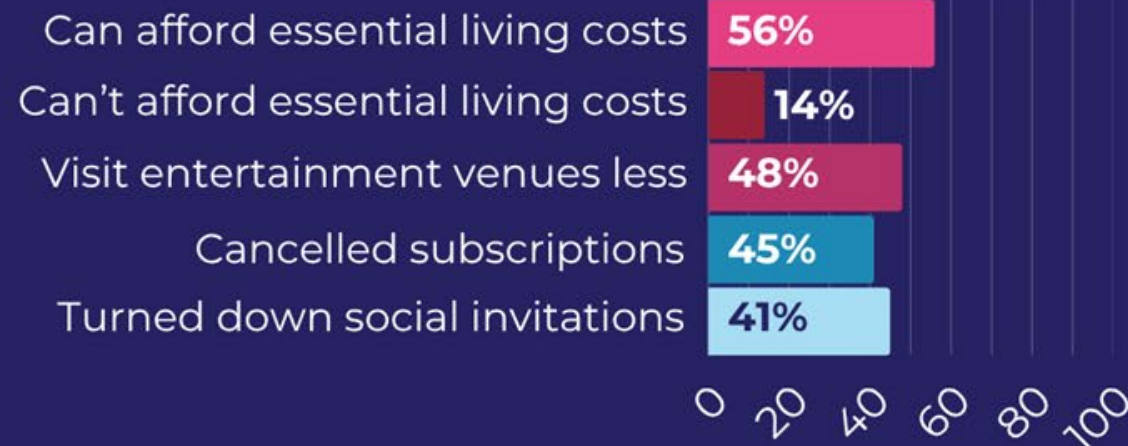
38%

2025



14%

Just over half (**56%**) say they can afford their essential living costs, while **14%** say they cannot.



Young people are cutting back on wider experiences too

The proportion reporting no participation in extracurricular activities **has risen from 33% to 43%.**



1 Everyday pressures are limiting young people's choices

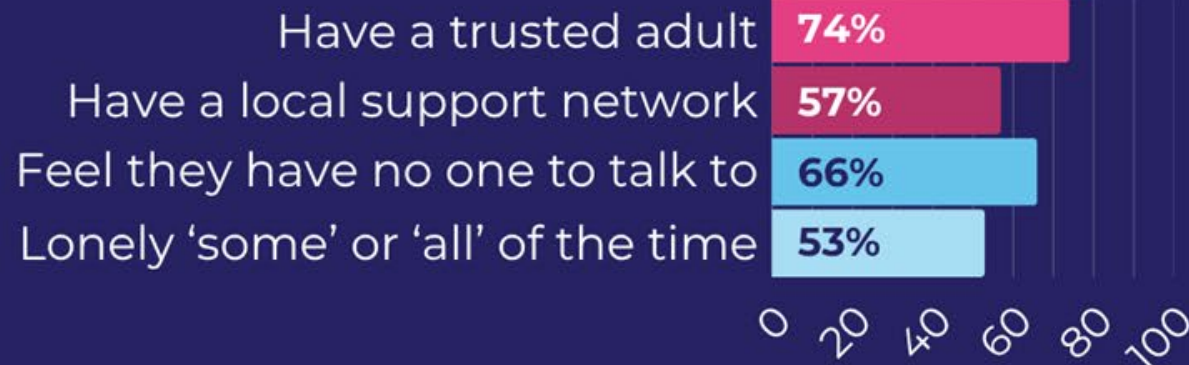
The strongest wellbeing scores are becoming less common

The financial picture sits alongside a mixed but concerning wellbeing trend.

Young people reporting high life satisfaction



Trusted adults are a strength, but wider connection is less secure



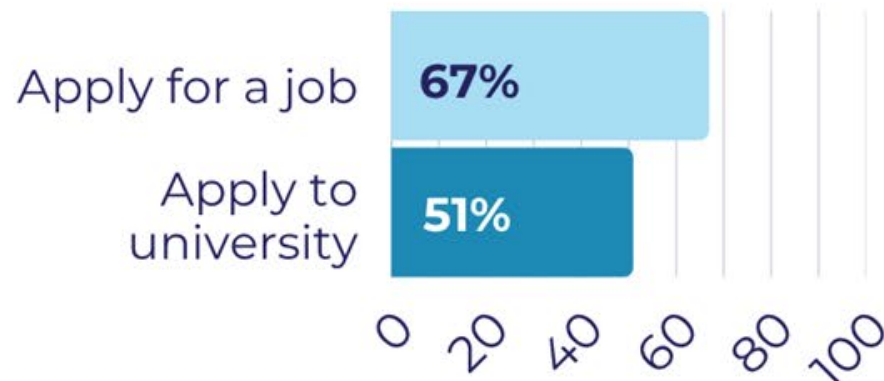
High anxiety remains at **22%**, unchanged from 2025.

2 Young people want to work - but the route into work feels harder

The intention to work remains strong

The economy is now the national issue young people are most likely to identify as a concern.

17-19 year olds said they were 'likely or very likely' to:



Only 26% believe good-quality jobs are available in their area.

39% don't believe good-quality jobs are available in their area.

Just (18%) believe that employers are **supportive** of hiring young people.

The barriers to work are getting stronger

The economy is now the national issue young people are most likely to identify as a concern.

● 2025 ● 2026



A lack of work experience remains the biggest employment barrier, rising from **47% in 2025 to 57% in 2026**.

Anxiety has risen from 30% to 33%, and a lack of local jobs has increased from 26% to 30%.

2 Young people want to work - but the route into work feels harder

Place shapes access to work

Young people's ability to enter work is shaped by what is available around them.



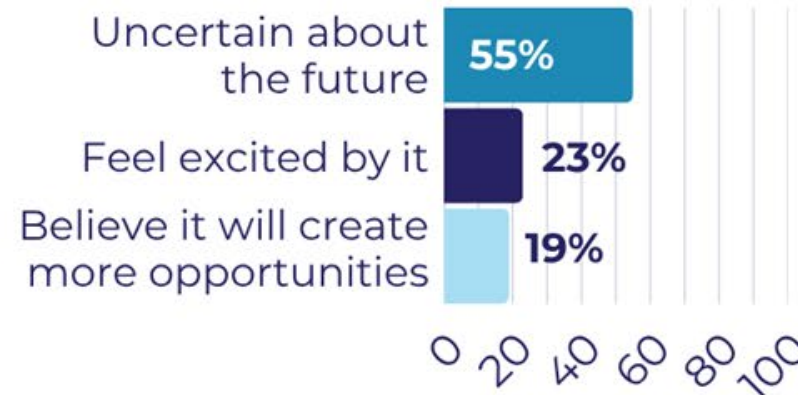
30% say a lack of local jobs is a barrier to finding work, but that rises to around **35% in the South West**, compared with **21% in London**.



Technology adds to the uncertainty



69% have used AI and machine-learning tools in the last year, often to answer questions, support their learning or complete everyday tasks.



3 Preparation does not equal progress

Many young people feel confident about the practical parts of applying for employment.



Young people are often most confident in the same skills they believe employers value most.

Teamwork (**72%**), problem-solving (**50%**) and listening (**43%**) are the three skills they are most likely to identify as important to employers, and all three are areas where confidence is relatively high.

Confidence falls around experience, qualifications and networks

Only 28% of young people are confident that they have suitable experience.

34% are confident that they have the right qualifications.

31% are confident in their personal networks.

3 Preparation does not equal progress

Preparation happens beyond the classroom



Just **41%** report taking part in social action or volunteering. These experiences give young people opportunities to try new things, meet people, take responsibility.

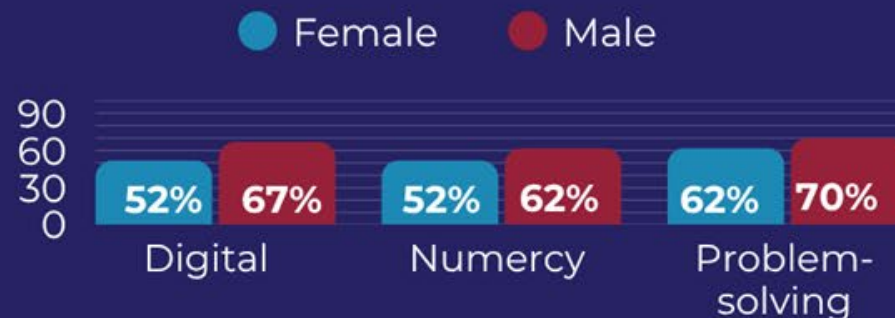
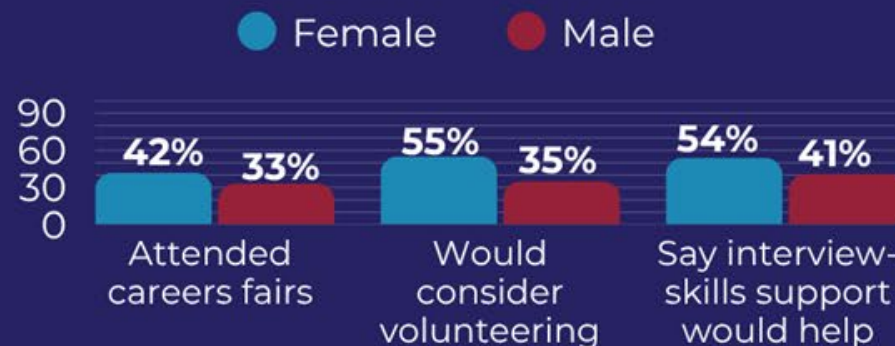
2025 2026



A lack of work experience is now the most commonly reported barrier to accessing work, selected by **57%**, up from **47%** in 2025.

25% of young people in education report working alongside their studies.

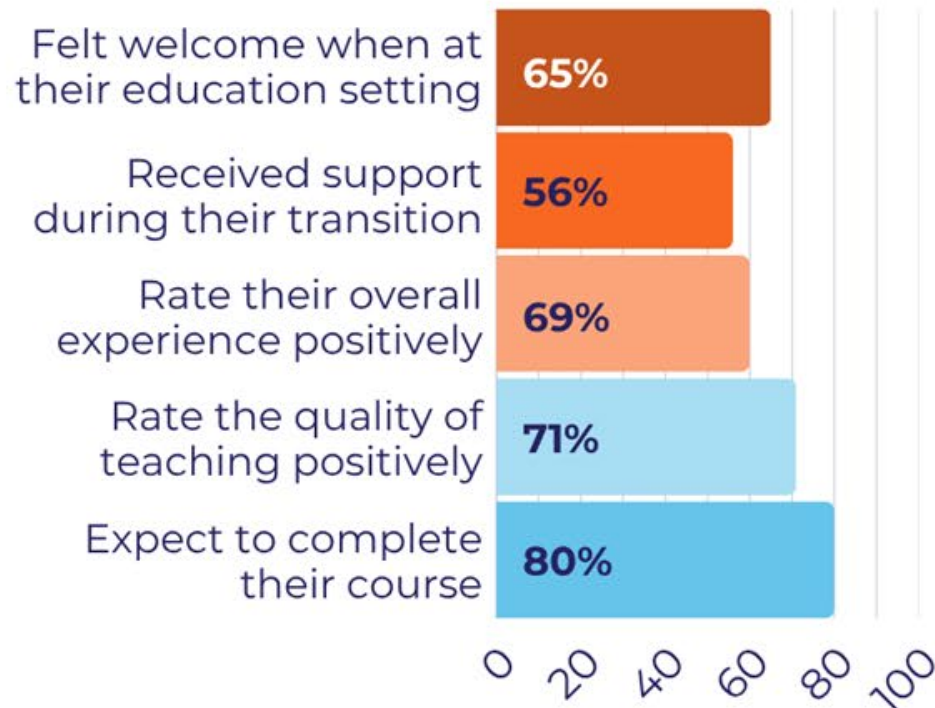
Female and male respondents are preparing differently



At the same time, female respondents are also more likely to identify mental-health challenges as a barrier to work: **20%** compared with **13%** of male respondents.

4 Young people value education, but disruption is deepening

Positive experiences remain important

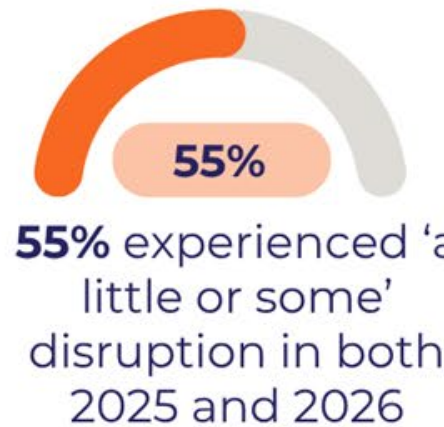


The most serious disruption has increased

More young people are experiencing disruption overall and a growing share are experiencing it at the most serious end of the scale.

● 2025 and 2026

● 2025 ● 2026



Young people have not stopped valuing education. Absence, interrupted learning or difficulty concentrating should not automatically be read as a lack of ambition or commitment.

4 Young people value education, but disruption is deepening



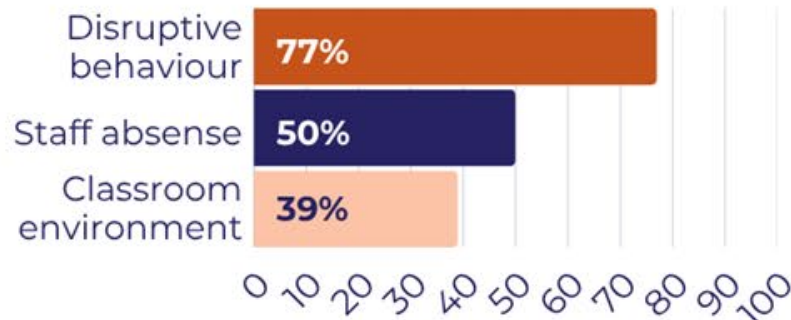
Positive experiences remain important

● 2025 ● 2026

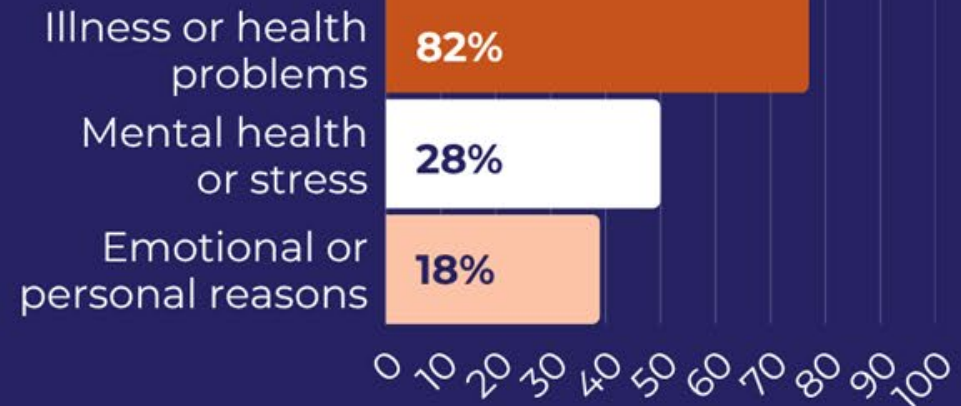


Overall, the proportion experiencing any disruption increased from around **73%** to approximately **82%**.

Among those who identified what had disrupted their education:



Among young people who missed education, they identified the reasons:



Their commitment remains visible.
The concern is that too many are trying to learn in conditions that make that commitment harder to sustain.

5 Employment is often a positive experience, but pressure is rising

Many young workers describe strong workplace foundations



Supportive and pressured are not opposites

Positive experiences sit alongside increased pressure.

61% report increased stress.

66% report increased workload.

68% report increased responsibility.

32% of Black young people in work report discrimination. (**17%** overall)

A quarter of young workers report 'often or very often' working beyond their contracted hours without pay.

30% are often or very often asked to do activities outside their job description.

While **34%** report 'often or very often' covering someone else's job.



5 Employment is often a positive experience, but pressure is rising

Retention is part of good youth employment



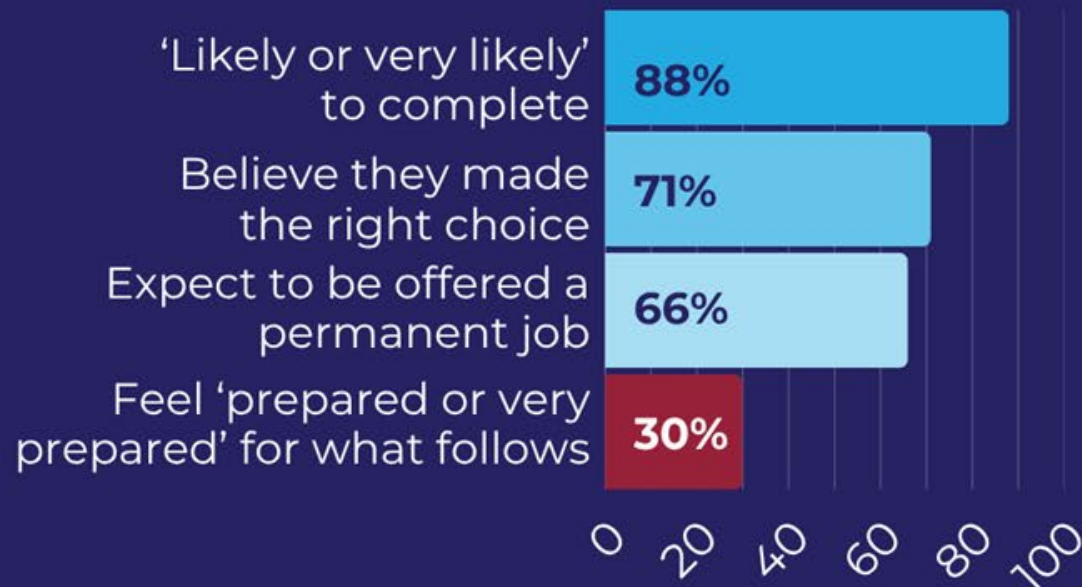
The strongest signal is that **54%** say they considered leaving their current job during the previous 12 months.



Around a third (31%) are dissatisfied with their pay.

More than half (58%) say they lack confidence to ask a manager for a pay rise.

Apprenticeships show both the value of a route and the importance of what follows



The gateway into work remains a particular weakness

Good youth employment is not achieved at recruitment. It depends on whether young people can stay, develop and progress in work that stays good over time.



FROM EVIDENCE TO ACTION: **Five recommendations for change**



01

Establish a Young Person's Entitlement from 11-18

Every young person should be able to access the foundations they need for life and work before leaving compulsory education: strong core skills, careers education, employer encounters, meaningful work experience, enrichment, digital and AI confidence, and clear academic, technical, vocational and apprenticeship pathways.

The entitlement should be universal but not uniform. Young people facing additional barriers should receive earlier, more tailored and more sustained support, including practical help with transport, equipment, digital access and the costs of taking part.

02

Turn the Youth Guarantee into a permanent Youth Participation System

The Youth Guarantee should become long-term infrastructure rather than another time-limited programme. Every place should be able to identify young people who are NEET, unknown or at risk, offer proactive outreach and trusted support, make warm handovers between services and stay with young people beyond the first destination.

Local Youth Participation Plans should set out how this works in practice, while national minimum expectations ensure young people do not receive a fundamentally different level of support simply because of where they live.

03

Make access and local opportunity part of the infrastructure

Local plans should address transport, cost, digital access, health, disability, caring responsibilities and geography alongside the supply of courses, experience and jobs. Crucially, places should measure who is accessing opportunity within their area, not only the volume of opportunity available.

Youth Employment UK recommends local Access and Opportunity Plans, a poverty and participation test and a Local Opportunity Standard. Over time, these should provide the basis for a national place framework that tracks the opportunity landscape in each area and the equality of access within it.

04

Create a practical Employer Participation Framework

Employers are central to youth employment, but a single ask will not work for every business. Large employers, SMEs and micro-employers need different expectations and different support.

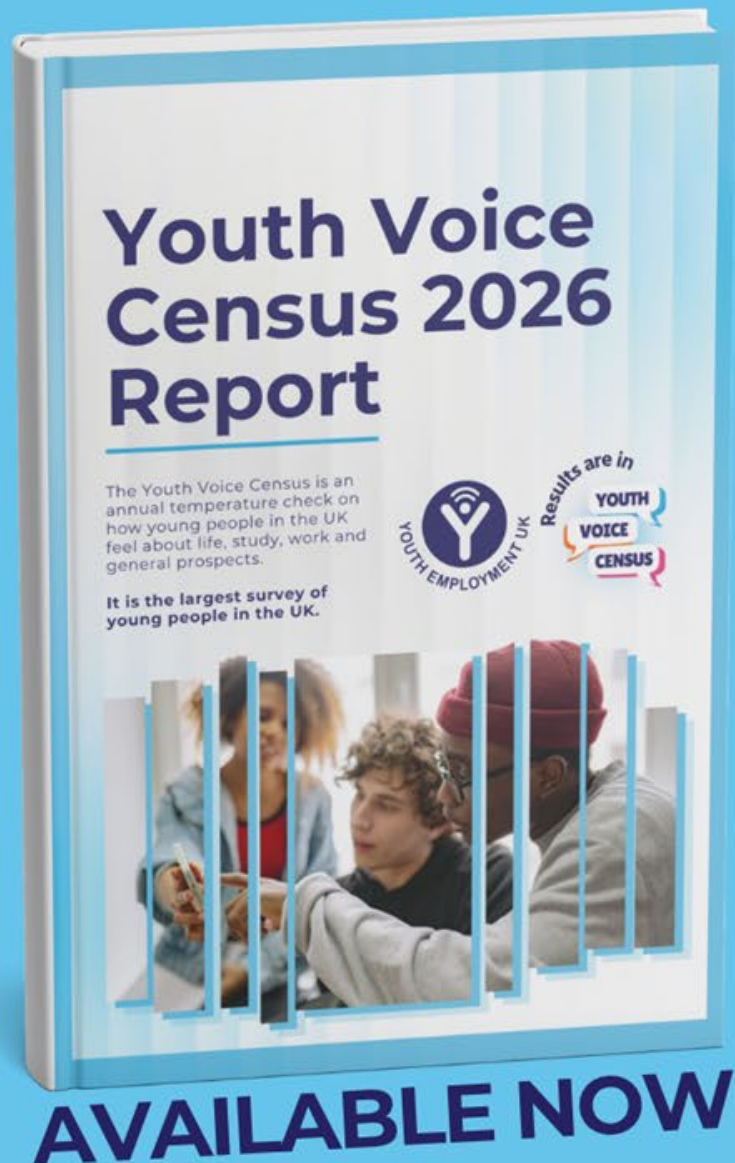
A national Employer Participation Framework should define good practice across careers outreach, work experience, apprenticeships, entry-level recruitment, onboarding and progression. It should invest in employer readiness as well as young people's readiness, including practical tools for recruitment, line managers and the first 90 days of employment.

05

Create a Youth Participation Outcomes Framework

Administrative data cannot tell us whether they knew where to go for help, could afford to get there, trusted the support, had meaningful work experience or found a workplace that helped them stay and progress.

The system should therefore measure access, quality, experience and sustained progression alongside status. Youth voice and employer voice should sit within accountability, not be added after decisions have been made.



Download the full report

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www.youthemployment.org.uk

Supporting effective transitions into education and work



Source: Getty Images

NICEC network event

Joy Williams, Head of Youth Transitions
25th September 2026

Why youth transitions matter for economic and social outcomes

- Just under 1 million young people (16-24) are not in education, employment or training (NEET)
- Long-term scarring effects on life chance and earnings
- Transitions are crucial turning points – school to post-16 education and training, post-18 to work, HE or training

Figure 1: The percentage of young people who are not in education, employment or training (NEET) increased over the year (April to June 2026)
[Note 1]

People aged 16 to 24 years who are NEET, as a percentage of all people aged 16 to 24 years, by age, seasonally adjusted, UK, January to March 2019 to April to June 2026



Source: Labour Force Survey from the Office for National Statistics

What research tells us about effective transitions

1

Attainment

Key stage 4 outcomes matter

2

Information and guidance

Consistent careers support

3

Opportunities

Work experience; apprenticeships; employer engagement

The challenge is creating the conditions that allow young people to make informed choices and successfully sustain them

Effective Transitions Fund

Phase 1 2021-2024, Phase 2 2024-2027

- deliver targeted support and build evidence-based, effective career education for **disadvantaged** young people at transition points
- two years of targeted support across 10 projects in Phase 1, 5 in Phase 2 delivered by Careers Hubs in England
- In years 10 and 11 - **1,000+** Phase 1, **1,500+** Phase 2

Anticipated outcomes:

- i. Successful post-16 transition into Education, Employment and Training
- ii. Sustained engagement with their chosen path (after six months)
- iii. Increased quality of post-16 destination
- iv. Post-16 destination matches the pupil's capability and aspiration
- v. High satisfaction with chosen destination



One-to-one coaching



Group sessions



FE & HE visits



Work placements & work experience



Employer encounters



Transitions support



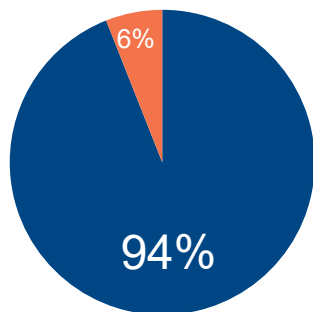
Parental engagement



'Keep in touch' strategies

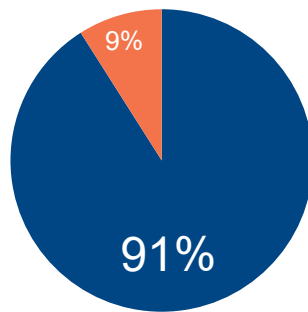
Phase 1 outcomes

September 2023: 882 pupils tracked



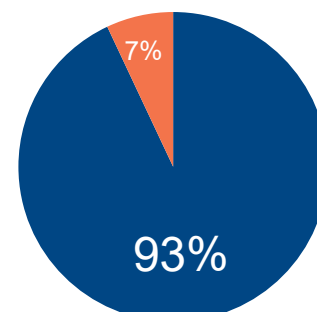
■ Entered post-16 destination ■ Other

November 2023: 922 pupils tracked



■ In post-16 destination ■ Other

Spring 2024: 906 pupils tracked



■ In the same post-16 destination ■ Other



Around 90% were happy with their choice of post-16 destination



Over 90% were happy with their main subjects/courses



Over 90% were happy with their college or training provider

What worked?

- » A holistic approach
- » Personalisation
- » Representation
- » Building support networks in schools
- » Persistence and integrity
- » Supporting the transition

Policy implications

Four priorities



Build trusted
relationships



Provide real-
world
experiences



Support
decision-
making



Stay with
young people
through
transitions



Thank you

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■ THE 5% CLUB | NICEC NETWORK EVENT | SUPPORTING YOUNG ADULTS INTO WORK

Winning the war on youth unemployment through employer action.

This will not be solved by making young people more employable. It will be solved by employers creating more opportunity, and by the people who broker the two ends together.

The 5% Club · 1,263 employer members · 6% of the UK workforce

■ THE 5% CLUB | SEGMENTING THE MILLION

A million young people. Not one population.

400,000

Close to the labour market

Ready to start. They need openings, not preparation.

200,000

Persuadable

Weighing study, time out or a change of direction.

400,000

Complex barriers

Health conditions and caring duties. They need supported entry.

84% want a job or training. Six in ten have never had a job. The shortage is not one of willingness.

13.5% of the age group, the highest share since 2014, and 1.25 million within five years if entry-level hiring does not change.

■ THE 5% CLUB | THE ENTRY-LEVEL MARKET

The first rung has thinned.

+10%

Cost

Rise in the cost of an entry-level hire after April's changes.

-45%

Market

Fall in graduate vacancies year on year, the steepest since 2020 (Adzuna – inaccurate but grabbed attention ...).

2.5

Competition

Unemployed people for every advertised vacancy.

Each decision to hire experience instead is individually rational but collectively corrosive.

■ THE 5% CLUB | TECHNOLOGY | EMPLOYER EVIDENCE

AI is redesigning entry-level work, not eliminating it.

3 in 4

Skills are changing

Say AI is changing the skills required at entry level.

2 in 3

Roles are being redesigned

Have already begun redesigning entry-level roles.

1 in 4

Hiring more, not less

Expect AI to increase their early careers hiring.

What is disappearing is the routine work through which people learned their trade. Development must now be designed rather than absorbed.

■ THE 5% CLUB | WHAT EMPLOYERS TELL US

Work readiness is the binding constraint.

1 in 3

Name work readiness as the main constraint on early careers recruitment. It is the single most cited barrier, and it is felt at least twice as acutely by smaller employers.

15%

Say new entrants arrive very well prepared for the role. That is the employer verdict on the current transition, not a media one.

- I am not going to tell you readiness does not matter. We know from research it a the constraint.
- Where I want to differ is on what constitutes that constraint.

■ THE 5% CLUB | THE REFRAME

A preparation gap, not a capability gap.

- **Less exposed, not less capable.**

Employers do not describe young people as less able. They describe them as less exposed.

- **Which makes most of the remedy ours, not theirs.**

Fewer part-time jobs, a contracted retail sector, pandemic disruption. Schools cannot supply that exposure on their own.

- **From work experience to experiences of the workplace.**

Projects, mentoring, site visits, employer-led challenges and virtual placements, deliverable by far more employers.

- **But exposure does not interpret itself.**

Meaning is made afterwards, in conversation. That is career development work, and no programme or placement supplies it.

■ THE 5% CLUB | DESIGNING FOR THE FURTHEST FROM WORK

Who this must not leave behind.

400,000

Complex barriers

Health conditions and caring duties. Not a hard-to-reach group, a group our processes are not built for.

30%

Would consider a NEET recruit

Which means seven in ten employers exclude the population this session exists to serve.

6 in 10

Have never had a job

No referee, no track record and nothing a conventional sift knows how to score.

Employers recruit people who resemble their existing workforce unless something is designed to stop them. Open hiring, supported entry and a named person inside the business are what stops them.

■ THE 5% CLUB | PRACTICE FROM OUR MEMBERS

Four things employers can do now.

01 Measure it

A stated target, independently audited, becomes a board-level number, and board-level numbers survive a change of Chief Executive.

02 Design the entry point

Foundation apprenticeships, Level 2, sponsored study and structured placements, not only the graduate scheme.

03 Open the door wider

Drop decorative degree and experience requirements, and sift for potential. This one is free.

04 Train the line manager

They decide whether a new entrant stays. Most have never been shown how.

None of these requires a policy change, and one of them requires no money at all.

Apprentice hiring across our membership rose 8% last year, while graduate hiring fell 8% market-wide.

■ THE 5% CLUB | WHERE THE CHALLENGE IS ACTUALLY SOLVED

It depends on employers who can take one, two or three more.

150 apprentices

A 10% drop-out is planned for. The risk is absorbed and the programme continues.

1 apprentice

One departure at week six is a total loss, and can deter that employer for years.

- Six apprentices across more than twenty companies: what one recent review of SMEs found.
- Until the system carries that risk rather than the small employer, it will stay that way.

The money is largely settled. The map is not.

100%

Fully funded

Training for every eligible 16 to 24 year old, at any size of employer, since 1 August.

£8,000

The SME package

Free training, £2,000 from October, National Insurance relief and the Youth Jobs Grant.

9

Definitions of a young person

Across five headline schemes on the government's own front door for employers.

Funding is no longer the binding constraint. Capacity to supervise is, and so is legibility.

Twenty-five hours a week is a floor in one scheme and a ceiling in another. Every employer builds the matrix itself.

■ THE 5% CLUB | A CALL TO EMPLOYERS, AND AN ASK OF THIS ROOM

Three questions for employers. One ask of you.

- 1** Are you building talent or buying it, and is that a decision or a habit?
 - 2** Are your recruitment processes screening out potential for convenience?
 - 3** Are you measuring opportunity creation, or only intake and cost?
- **And the ask: the employer we most need has never taken anyone. You meet them. We do not.**

Employers do not need to be persuaded to act against their interests, because acting is in their interests.

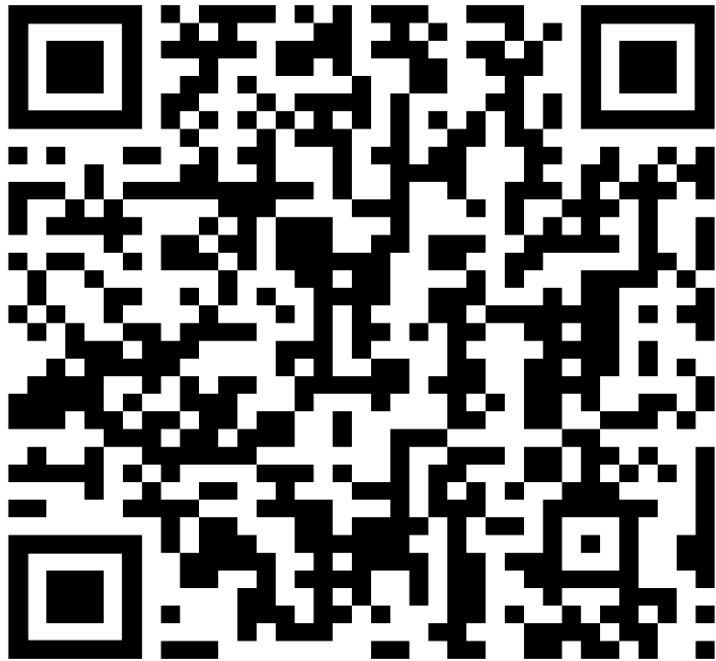
Thanks to all our speakers, behind the scenes support, and attendees

For more on NICEC, please go to
<https://www.nicec.org/>

NICEC

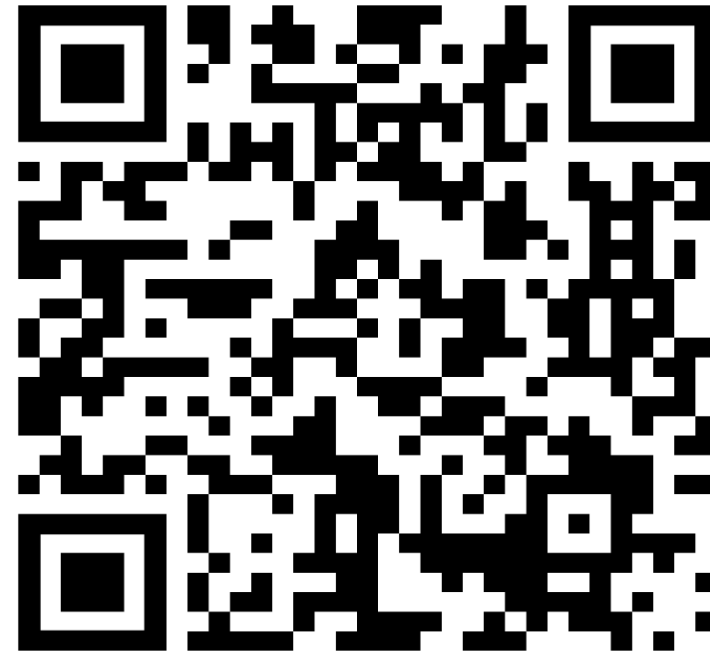
National Institute for
Career Education
and Counselling

Upcoming NICEC events



CDI / NICEC Cutting Edge Event: Thriving not just surviving

Fulfilment across the whole lifespan based on latest research and insights. 8 Oct 2026 2:00pm



NICEC Seminar - Exploring career theory

18 Nov 2026 5:00pm

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National Institute for
Career Education
and Counselling

Fellowship recruitment is live



Application Deadline: Midnight on
Saturday 31st October 2026

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