

**From the Office of the Permanent Secretary  
IAN SNOWDEN**



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**Our ref:** SCOR-0015-2026

**Date:** 28 January 2026

Dear Mr McCrossan

## **CAREERS ACTION PLAN**

Further to your correspondence of 16<sup>th</sup> January 2026, please see attached copy of the joint Careers Action Plan as requested.

This joint Plan was approved by the Executive and published in June 2025. The overall aim of the Plan is to “*establish a joined-up careers system that delivers a universally accessible, high-quality service that supports people across all stages of their career journey.*” The Plan aims to ensure that all providers of careers services work more closely, share resources and knowledge, embrace new technologies, drive professionalism and collaborate to benefit all our people.

The Action Plan sets out seven key strategic outcomes to deliver this aim:

- (i) establishing a careers ecosystem that connects people of all ages to learning and employment opportunities throughout their lives;
- (ii) introducing careers education in primary schools, with impactful initiatives and programmes supported by information resources at each stage;
- (iii) building quality and capacity across the careers system by establishing quality standards and developing the capacity of all partners within the careers system to deliver high quality and consistent support;
- (iv) reforming careers delivery, including the provision offered in schools and with adults and better identifying and targeting those most in need;

- (v) strengthening Special Educational Needs Provision (SEN) and for those who experience barriers at all ages, including the introduction of new technologies and delivery processes;
- (vi) developing a careers portal providing resources for people of all ages which will bridge the gap between education, skills, and the economy; and
- (vii) working with parents, carers and partners as key influencers of the users of our services including resources and enhanced communication.

Implementation of the actions outlined is now underway and we will report on progress on these in due course.

Yours sincerely,

A handwritten signature in black ink that reads "Ian Snowden". The signature is written in a cursive, slightly slanted style.

**IAN SNOWDEN**  
**Permanent Secretary**