

# Career Guidance *is not just for* Young People

## Background

Population ageing, longer working lives and increasingly non-linear careers have made lifelong career guidance a policy priority



By 2050, it is predicted that 1 in 6 workers will be age 65+ in OECD countries (OECD, 2024)

## Findings

 **Support accessed at “pinch points”** although intended to be available throughout adulthood, careers support was often accessed following redundancy, ill health and other major life transitions

 **Advisers used relational and context responsive approaches** recognising personal, social and structural contexts

 **Practitioners bridged the gap between policy and practice** using professional judgement, adaptation and brokerage to translate broad policy aims into meaningful support

## Key Takeaways

-  Later-life career transitions are complex
-  Careers advisers translate policy into practice
-  Life-long guidance needs supportive systems

## Data Collection



### Policy review

Scottish • European • Finnish • International



### Interviews

Scottish and Finnish careers advisers



### Knowledge exchange

Scottish careers advisers reflected on findings from Finnish interviews



*“They have lost a sense of self, that idea that they are capable of doing something.”*

*“...you are trying to adapt some of these tools to make them more relevant for adults.”*

*“For the 45+ age group to engage with us... they are not aware of the support available.”*

## About the Project

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OECD (2024), Promoting Better Career Choices for Longer Working Lives  
<https://doi.org/10.1787/1ef9a0d0-en>