

# How to get ahead of the game: The Careers Strategy and the D2N2 approach

# Welcome

Peter Richardson - Chair, D2N2 LEP

# Setting the scene

Phil Crompton - CEO Trent Academies Group / D2N2  
Head Teacher Representative

# Careers Strategy - What, where and when

Abdul Bathin - Regional Lead, The Careers & Enterprise Company

# Leading good career guidance

Professor Tristram Hooley,  
Director of Research, The Careers & Enterprise Company

# The Careers Strategy



# A new statutory basis



## **Careers guidance and access for education and training providers**

**Statutory guidance for governing bodies, school leaders and school staff**

**January 2018**

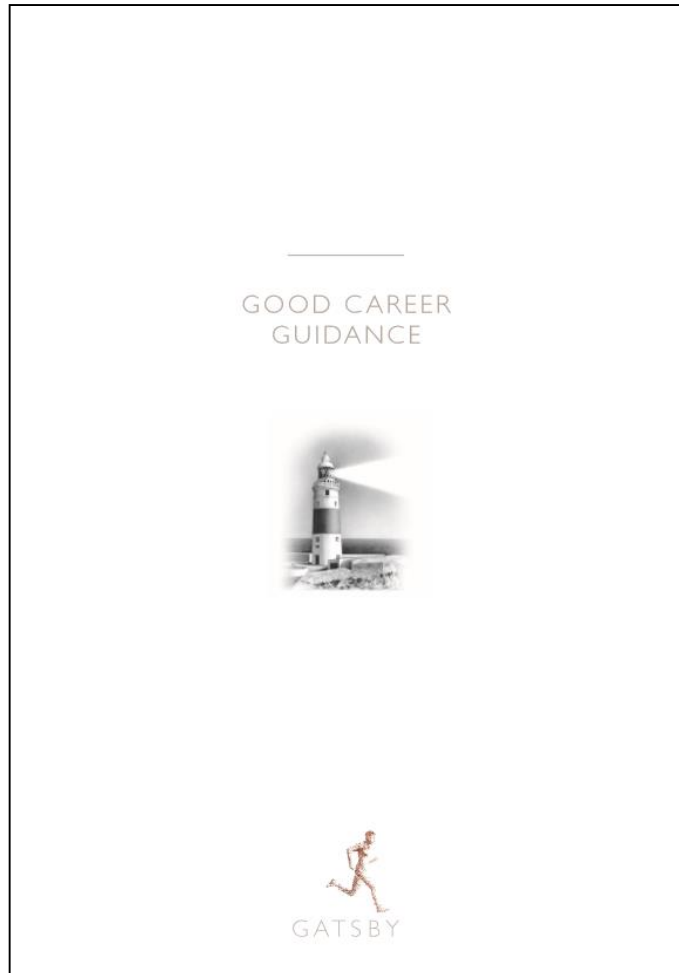


## **Careers guidance**

**Guidance for further education colleges and sixth form colleges**

**February 2018**

# Good career guidance



- Summarises existing evidence and frames them as eight benchmarks.
- Presents it in a way that can be understood by policy makers and acted on by school leaders.
- Has achieved wide support amongst policy actors and practitioners alike.



# The basis of Gatsby

- Literature review
- International visits (the Netherlands, Germany, Hong Kong, Canada, Finland and Ireland)
- Independent schools
- School survey
- Consultation
- Costing exercise

# The Benchmarks

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning and careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

# Why have the Benchmarks caught on?

- The right place at the right time?
- The role of John Holman and the Gatsby Foundation
- Simplicity
- Sector buy in
- Political buy in

# Compass

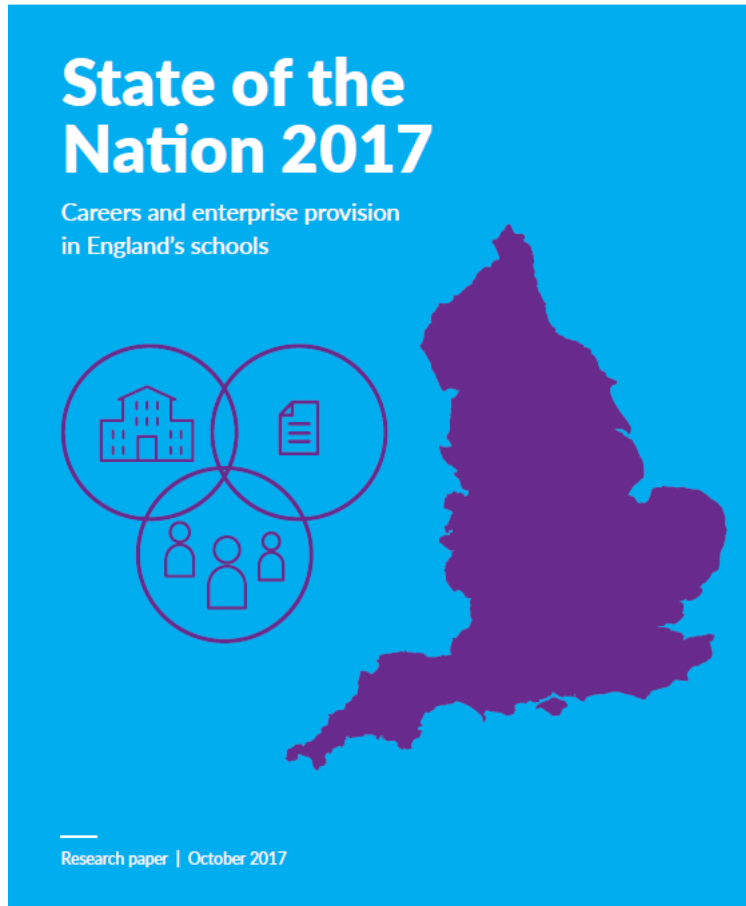
## Introducing **COMPASS** CAREERS BENCHMARK TOOL

[https://www.youtube.com/watch?time\\_continue=11&v=JskVvurcZ6E](https://www.youtube.com/watch?time_continue=11&v=JskVvurcZ6E)

# State of the Nation 2017

COMPASS

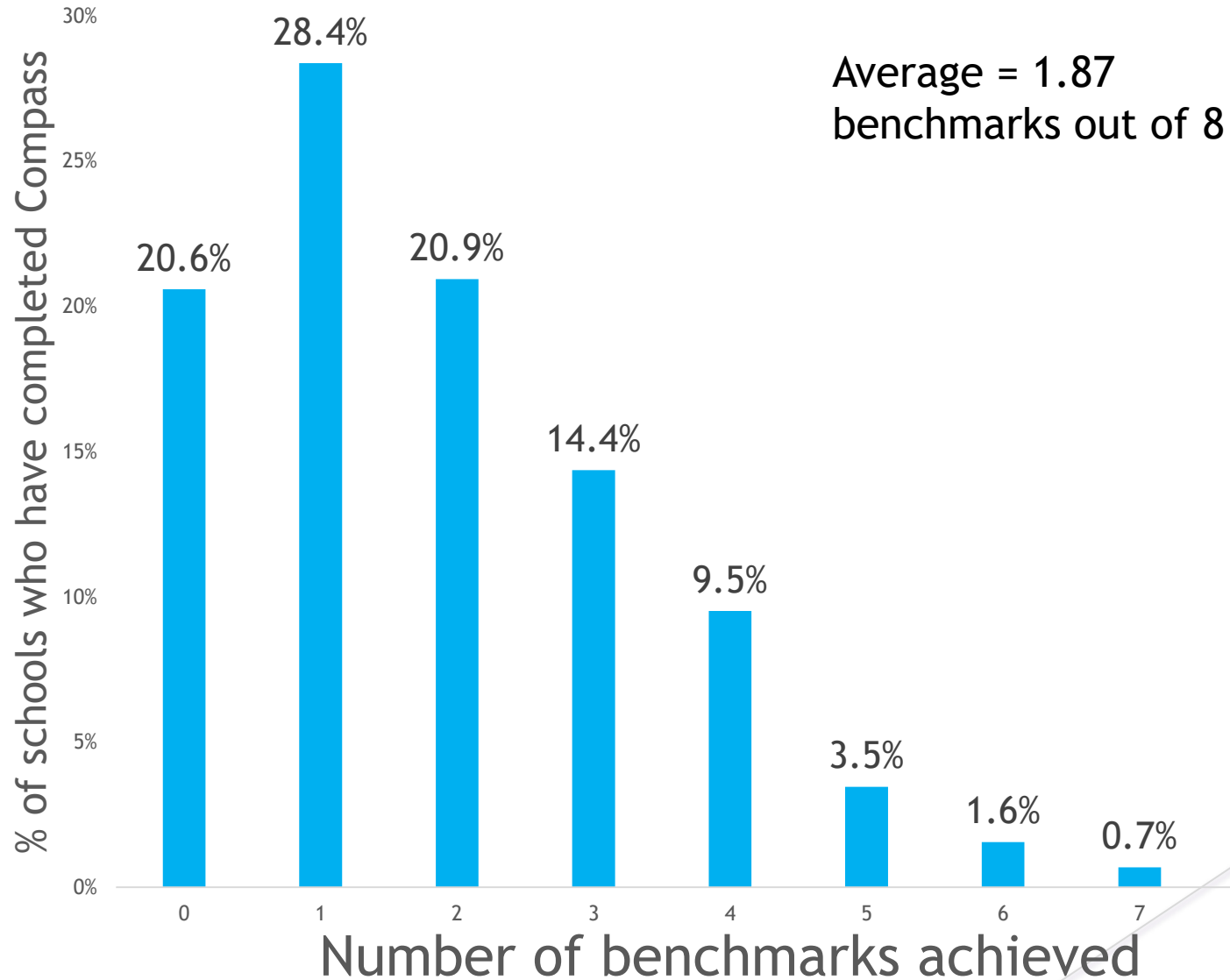
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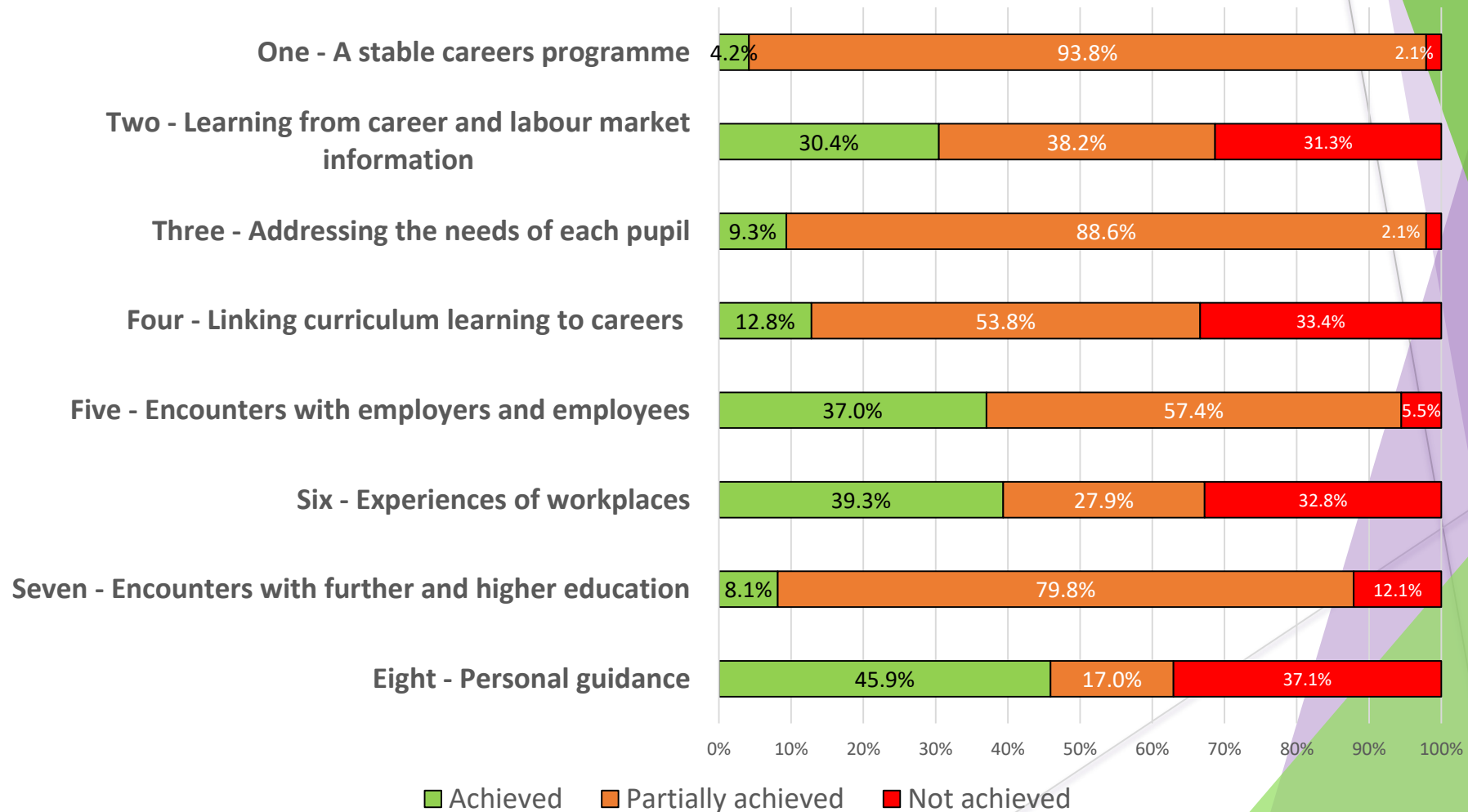
<https://www.careersandenterprise.co.uk/>

- ▶ Based on responses from 578 secondary schools gathered through the Compass self-assessment tool in 2016/2017.
- ▶ <http://compass-careers.org.uk/>
- ▶ The scope of the data is broadly comparable with data collected as part of the original Gatsby *Good Career Guidance* research in 2014 allowing us to see how provision has changed over time.

# Number of benchmarks achieved by schools

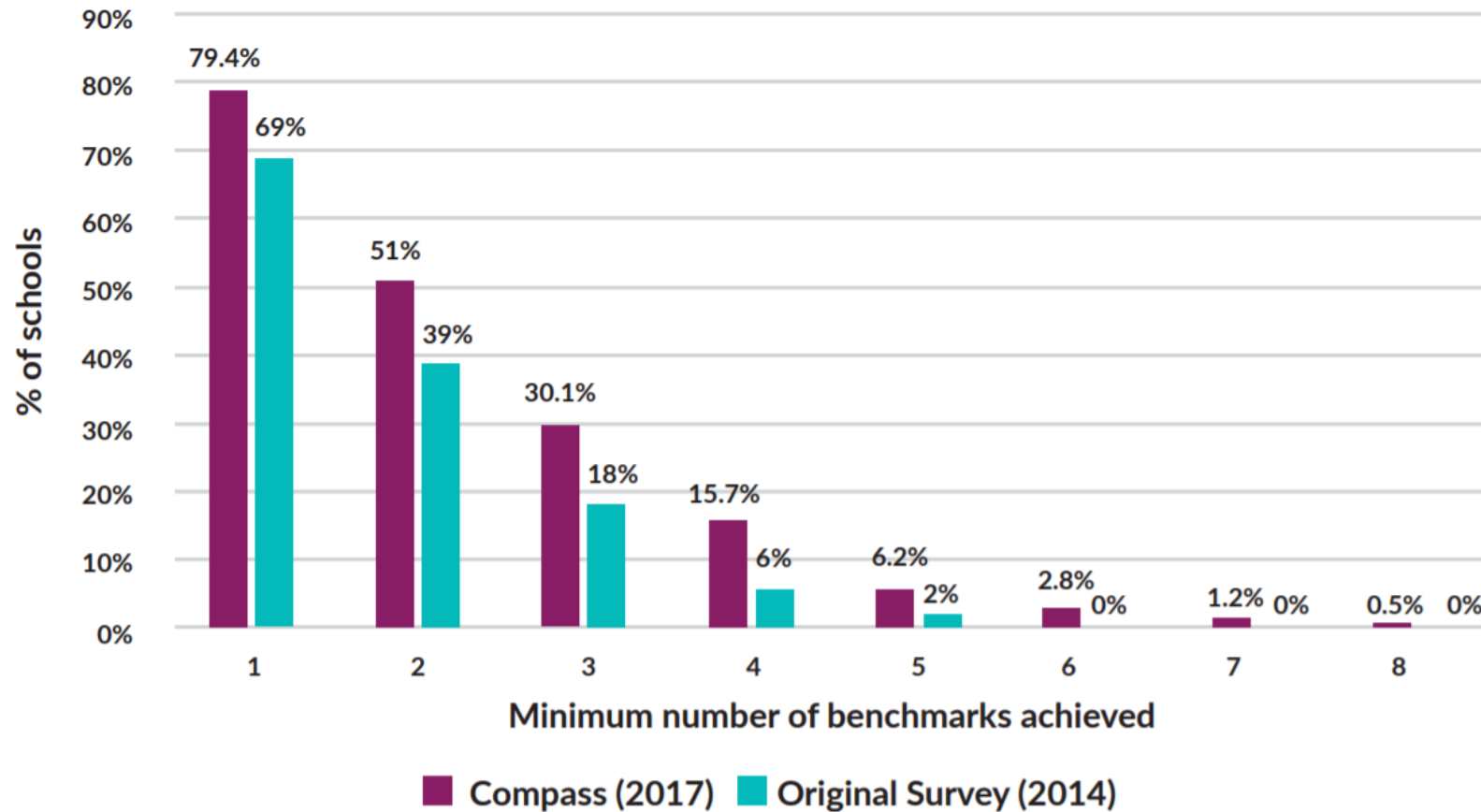


# Benchmarks achieved, partially achieved and not achieved - nationally, n=578



# Progress since 2014

- ▶ In 2014 schools achieved an average of **1.34** benchmarks
- ▶ In 2016/17 this was **1.87**





# What matters?

- No relationship between the characteristics of the school or the labour market in which it is situated and the number of Benchmarks.
- There is a relationship between the number of Benchmarks achieved and the region in which the school is located.
- There is a relationship between schools' performance against the Benchmarks and whether they have a sixth form.
- There is a relationship between getting a higher Ofsted grade and meeting more indicators that make up the Benchmarks.
- There is a relationship between schools which hold the Quality in Careers Standard and those which meet more Benchmarks and sub-Benchmarks.

# *5 ways to get your school moving in the right direction*

- Start early (e.g. year 7).
- Engage all stakeholders, including parents and employers.
- Update your website with information about your careers programme.
- Join the Enterprise Adviser Network.
- Complete Compass every year.

## *5 substantial initiatives to improve your programme*

- Develop careers content in all subjects, not just PSHE.
- Take advantage of labour market resources and make them available to all students and their parents.
- Provide ALL students with information on ALL routes.
- Provide experiences of workplaces for all students.
- Adapt existing systems to track destinations and careers and enterprise activities.

# Careers leaders - What Gatsby missed!



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- ▶ Careers Leaders have responsibility for the delivery of a school's careers programme. They should be ensuring, among other things, that:
  - The school has a good careers programme that meets the expectations set out in the Gatsby Benchmarks.
  - The school has published on its website details of its careers programme
  - The destinations of young people from the school are tracked and that this information is used to improve the effectiveness of the school's careers programme.

## Understanding the role of the Careers Leader

A guide for secondary schools

# The jobs of careers leadership

Leadership

Management

Co-  
ordination

Networking

# Support for careers leaders

- ▶ Understanding the role of the careers leader (schools) - **Out**
- ▶ Understanding the role of the careers leader (colleges) - **June/July 2018**
- ▶ Online training package - **September/October2018**
- ▶ Access to training courses - **January 2019 (possibly a second run in September 2019)**

# References

- ▶ Department for Education. (2017). *Careers Strategy: Making the Most of Everyone's Skills and Talents*. London: Department for Education.
- ▶ Department for Education. (2018). *Careers Guidance and Access for Education and Training Providers*. London: Department for Education.
- ▶ Department for Education. (2018). *Careers Guidance. Guidance for Further Education Colleges and Sixth Form Colleges*. London: Department for Education.
- ▶ Gatsby Charitable Foundation. (2014). *Good Career Guidance*. London: Gatsby Charitable Foundation.
- ▶ The Careers & Enterprise Company. (2017). *State of the Nation 2017: Careers and Enterprise Provision in England's Schools*. London:
- ▶ The Careers & Enterprise Company. (2018). *Understanding the Role of the Careers Leader*. London: The Careers & Enterprise Company.

# Conclusions

- Gatsby came along at the right time.
- It current defines good practice in careers work in schools.
- It is well aligned with the wider evidence in the field.
- But, the vision that it sets out is not yet a reality.
- The Careers Strategy says that this will change by 2020.
- To ensure that this happens we will need careers leaders in all of our schools.



# Contact details

- ▶ Tristram Hooley  
Director of Research, The Careers & Enterprise Company  
[thooley@careersandenterprise.co.uk](mailto:thooley@careersandenterprise.co.uk)
- ▶ Also at  
[@pigironjoe](http://adventuresincareerdevelopment.wordpress.com)

Workshop 1 - Carsington Suite

Workshop 2 - Main Hall

Workshop 3 - Main Hall

Workshop 4 - Boardroom

# National Grid - “Fuelling Futures” Employability Toolkit - SEND support

Olli Hallam - The Careers & Enterprise Company  
Jonathan Richardson - National Grid

# Q & A / Closing Words

# Have a safe Journey Home!