



THE CAREERS &
ENTERPRISE
COMPANY

Supporting Careers Leaders

11th June, 2020

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Our role

1. Building
Networks

2. Supporting
Careers
Leaders

3. Backing
the Gatsby
Benchmarks



The Careers Landscape - What's changed?

History & challenges:

- Removal of services e.g. Connexions
- Ongoing policy changes
- Lack of resource
- Lack of priority – lack of recognition of the potential wider impact of careers
- Keeping up to date with the changing jobs market

Opportunities:

- Government's Careers Strategy
- Enterprise Adviser Network
- Guidance on best practice – Gatsby Benchmarks
- New Ofsted Framework



Who are the key education stakeholders?

- **Careers Leaders**
 - – responsible for the delivery of careers provision in schools and colleges
- **School and college leaders**
 - – key decision makers in schools & colleges
- **Governors**
 - - responsible for overseeing the management side of a school: strategy, policy, budgeting and staffing
- **Subject teachers**
 - – responsible for linking curriculum to careers
- **Policy stakeholders**
 - – create policies for schools and colleges
- **Ofsted**
 - - government department that inspects and regulates institutions in England providing education to learners of all ages and providers of care for children and young people.

Careers Leaders

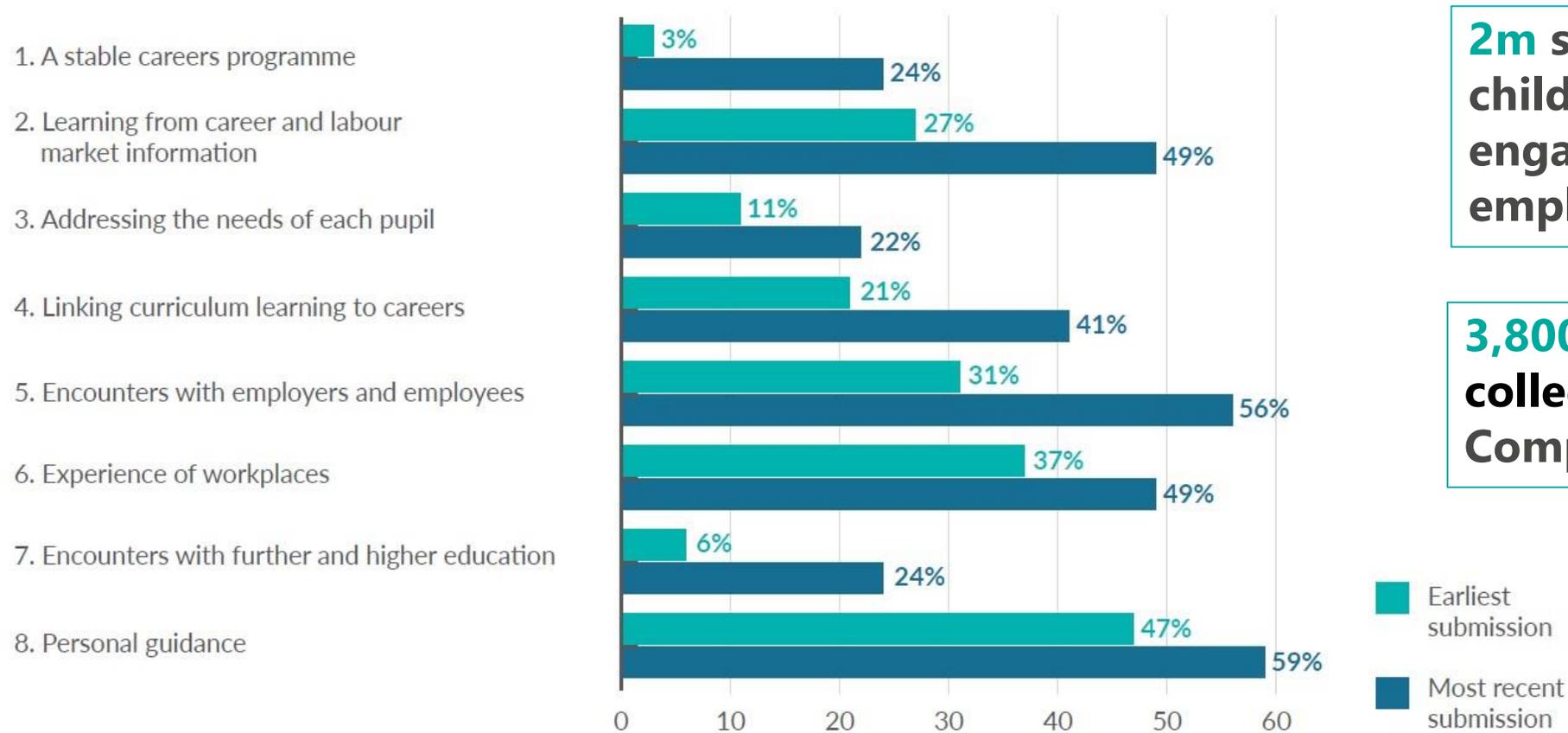
Careers Leaders - Our 'VIP customer'



- The MOST important stakeholder driving forward our work
- Now over 3,800 engaged in our work
- We want to know more about them – typologies work
- Key partners supporting Careers Leaders:
 - CDI
 - Training providers

Careers leaders are responsible for the delivery of the Gatsby Benchmarks in schools and colleges

Performance improvement against the Benchmarks among schools and colleges that have completed Compass⁴ twice, 16/17 - 18/19.



2m secondary aged children now engaging with employers

3,800 schools and colleges using Compass

OFSTED: “The current picture is more encouraging than has been the case in the past...We saw evidence of integrated, coherent and effective careers strategies in more schools” (2018)

Careers Leaders

Our offer to Careers Leaders (available to CLs and other colleagues in schools, colleges and Special Schools)

- Free online training
- Funded training bursaries for Level 6/7 Careers Leadership are available
- Digital resources – Compass, Compass+, provider & resources directory, guides and toolkits
- Regular newsletter

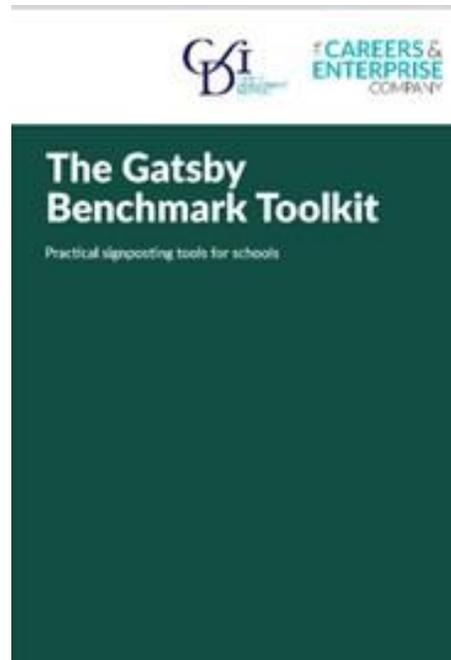
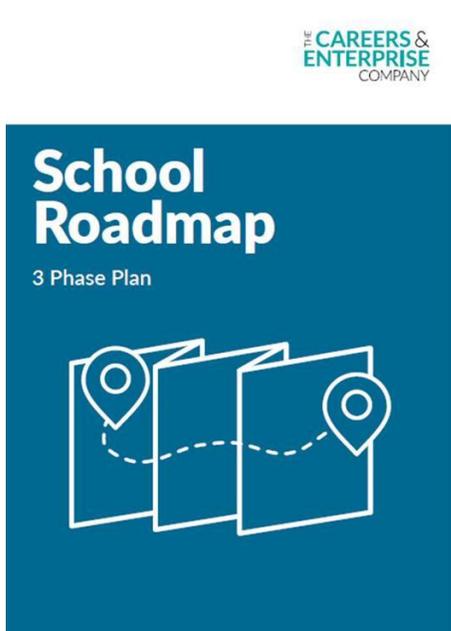


Resources and Support

- Half-termly newsletter
- CL training

COMPASS+

THE CAREERS LEADER DASHBOARD



THE CAREERS & ENTERPRISE COMPANY

Making it meaningful checklist

Planning a meaningful encounter

This checklist is designed to help Career Leaders ensure each encounter or experience is meaningful for all participants and will ensure quality and consistency to the activity. The checklist is specifically for use in careers activities involving an employer or FE/HE provider.

Planning Preparing to succeed

What	To ensure the encounter is...	Completed
Taking a whole school approach	Embedded within the school's career programme and related career strategy and sequenced to build on prior careers learning and not just a one off event.	<input type="checkbox"/>
Identifying the need	Based on the needs of your students. Reflects the opportunities within the local labour market.	<input type="checkbox"/> <input type="checkbox"/>
Enhance curriculum learning	Linked to and embedded within the curriculum. Linked to real life examples and local context.	<input type="checkbox"/> <input type="checkbox"/>
Develop clear learning outcomes and evaluation plan	Mapped against SMART learning objectives (Specific, Measurable, Achievable, Relevant and Time Bound). Easy to evaluate against the learning outcomes.	<input type="checkbox"/> <input type="checkbox"/>
Ensure age/ability appropriateness	Accessible and differentiated to engage all participating students.	<input type="checkbox"/>

FE Colleges

FE Support

Careers Provision in Colleges: What Works?

Joy Williams, Jonathan Buzzee,
Kate Spiegelhalter and Anneka Dawson

Understanding the role of the Careers Leader

A guide for colleges

The Gatsby Benchmark Toolkit

Theoretical information and guidance for colleges

The Careers & Enterprise Company
November 2018

Compass for Colleges

Organisation	Funds overall	Cost per YP	Location
Association of Colleges	£431,297	£75	South Devon College, Derby College, Petroc, Barnsley College, City of Westminster College, Heart of Worcester College, The RNN Group, York College, Selby College, Leicester College, Isle of Wight College, Abingdon and Witney College
<p>This programme, led by the Association of Colleges (AoC) will build on existing personal guidance delivery identified across 12 colleges. The programme will create a model of delivery that strengthens the impact and extends the reach and inclusivity of personal guidance within colleges by training curriculum staff to deliver effective triage which supports the successful delivery of every learner receiving a personal guidance interview. The programme will run across 12 colleges.</p> <p>The project targets provision for students in Further Education colleges. 63% of college students come from the four highest decile bands of deprivation. Colleges included in this project will be providing support for students from disadvantaged backgrounds and Special Educational Needs.</p>			

SEND

SEND Support

Compass for Special Schools

TALENTINO GSI CAREER DEVELOPMENT INSTITUTE THE CAREERS & ENTERPRISE COMPANY

THE SEND GATSBY BENCHMARK TOOLKIT
Practical information and guidance for the Enterprise Adviser Network

GOOD CAREER GUIDANCE
PERSPECTIVES FROM THE SPECIAL EDUCATIONAL NEEDS AND DISABILITIES SECTOR

FUELLING FUTURES
Working with special needs and disabilities (SEND) schools.
nationalgrid

EDUCATION & TRAINING FOUNDATION **SPECIAL** EXHIBITION SITE
Meeting the needs of learners with learning difficulties and / or disabilities

HOME INFORMATION LEADING AND MANAGING SEND PROVISION CURRICULUM DESIGN AND DELIVERY SUPPORTING LEARNERS AND LEARNING

WELCOME TO THE EXCELLENCE GATEWAY'S SPECIAL EDUCATIONAL NEEDS AND DISABILITIES EXHIBITION SITE

This site brings together - in one place - key information and resources to help post-16 learning providers develop and improve their SEND provision. The Children and Families Act 2014 placed new duties on post-16 providers in relation to learners with SEND. At the same time it recognised their key role in improving outcomes for this group of young people who make up almost one in five (17%) of the FE student population.

Information and resources provided here will help practitioners, leaders and managers to:

- understand the SEND reforms;
- reflect on their own practice and provision; and
- develop and improve in a way that is consistent with the SEND Code of Practice.

Featured resources

INFORMATION: Featured report - SEND support: research evidence on effective approaches and examples of current practice in good and outstanding schools and colleges (February 2016). A resource for mainstream leaders, teaching and support staff working with pupils and students with special educational needs and learning difficulties and disabilities.

[View report](#)

Transition programmes for young adults with SEND.
What works?

Same and Different is an early career development model for young people with additional needs

TALENTINO

Our continuity plan during COVID-19

Three principles to response

- 1** | To do the right thing for our partners and stakeholders by adapting tools, support and guidance to the evolving situation.
- 2** | To ensure continuity in delivery of our mission to prepare and inspire young people for the world of work.
- 3** | To fulfil our duty of care as an employer by protecting and supporting our people.

Example 1: Work it series –online careers talks by young people for young people



Meet:

[Bejay](#) is a 24-year-old Entrepreneur from East London.

[Callum](#) is a 21-year-old Claims Handler at Aviva in Norwich

[Mia](#) is an 18-year-old Campaign Planner at HomeServe in Walsall.

[Alex](#) is an apprentice in the Cabinet Office

Example 2: OAK Academy 'My Week of Work'



- **Oak Academy - the online national curriculum response to Covid19 supported by Government**
- **Working to deliver coordinated set of careers activities for Y10 during what would have been work experience week for many.**
- **Supporting guidance will signpost to providers and partners**
- **Our network of Cornerstone employers and Providers are contributing**
- **To be broadcast w/c 8th June 2020**



Inspiring and preparing young people for the fast-changing world of work

Covid-19 support

Up-to-date news, support, guidance and resources to support you



Key resources

Here are a number of resources to support Careers Leaders

Resource	Description	Access resource
Gatsby Benchmark Resource Directory	Access our Gatsby Benchmark Resource Directory to find guidance to help you achieve the Gatsby Benchmarks. We've worked with Careers Leaders to identify useful resources to help you.	Gatsby Benchmark Resource Directory [website]
Careers strategy support	The government's Careers Strategy sets out a range of requirements for secondary schools and colleges.	Careers strategy support [website]
Guide to understanding the role of the Careers Leader	Our guides detail the role of a Careers Leader. Each capture what best practice looks like and relates it to advice set out in the government's careers strategy.	Toolkit for Schools [PDF] Toolkit for Colleges [PDF] Toolkit for SEND [PDF]
6-step guide for new Careers Leaders	For newly appointed Careers Leaders in schools; access essential information, helpful resources and practical tools to help you get started in the role.	6-step guide for new Careers Leaders [website]
Careers Leaders Events 2019-2020	Events calendar for careers leaders.	Careers Leaders Events 2019-2020 [PDF]
Education Inspection Framework Guide	For school leaders' and careers leaders to support preparation for the Education Inspection Framework (2019). This guide also provides Enterprise	Ofsted Guide [PDF]

Over to you!

Any questions?

Please contact the education team

education@careersandenterprise.co.uk