

COMPLETE CAREERS

Confident Choices SEND
Careers Conference
National Careers Picture

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Session Overview

- What is Career?
- Why bother?
- What do we 'have to' do?
- What else 'should' we do?

What is Career?

- An occupation undertaken for a significant period of a person's life and with opportunities for progress.

Oxford University Press

- A career is an individual's metaphorical "journey" through learning, work and other aspects of life. There are a number of ways to define a career, and the term is used in a variety of ways.

Wikopedia

- the job or series of jobs that you do during your working life, especially if you continue to get better jobs and earn more money

Cambridge University Press

- A career is the job or profession that someone does for a long period of their life. ... Your career is the part of your life that you spend working

Collins Dictionary

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Why Bother?

To Communities:

- Increased participation
- Less dissatisfaction
- Increased community cohesion
- Reduced crime/anti-social behaviour
- More positive communities
- Better physical & mental health
- Reduced demand on services
- Reduced numbers of NEET

To Individuals:

- Raised aspirations & confidence
- Increased motivation
- Awareness of real opportunities
- Understanding of relationship between own skills & labour market needs
- Improved career management skills
- Improved ability to progress successfully through key transition points
- Improved financial literacy
- Increased entrepreneurship

To Learning Organisations:

- Improved motivation
- Increased attainment
- Better programme completion
- Sustainability

Benefits of High Quality

CEIAC

To Business/Employers:

- More motivated workforce
- Greater corporate responsibility
- Staff committed to training
 - Better skilled staff
 - More creative staff
- Increased productivity
- Improved recruitment & retention
 - Sustainability

To the Economy:

- Reduced staff turnover
- Maximising & capitalising on talent
- Higher productivity/increased GDP
- Agile, mobile & flexible workforce
 - Increased entrepreneurship
 - More social enterprise
- Active retirement/dynamic Third Age
 - Reduced social welfare cost
 - Leveraging diversity

Background and Context

Education Act Amendment 2011 – introduced a statutory duty on schools in England to secure to independent and impartial careers guidance for their pupils in year 9-11. This duty came into force in September 2012.

- Greater freedom for schools and academies to serve their communities
- Vary levels of consistency – 47 national Connexions partnerships to 152 local education authorities to approximately 3500 schools.
- Career provision is ‘patchy’

Careers Statutory Guidance



Careers guidance and access for education and training providers

Statutory guidance for governing bodies, school leaders and school staff

January 2018

- Access for education and training providers
- Publish name and contact details of their careers leader
- Publish their careers programmes
- Meet Gatsby Benchmarks by end of 2020

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Good Careers Guidance – Gatsby 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 to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Careers Statutory Guidance

Careers guidance for pupils with special educational needs or disabilities

The Gatsby Benchmarks outline the experiences and information that every young person should have to make an informed choice about their future. They set a high bar, but the overwhelming majority of young people with SEND, including those with high levels of needs, are capable of sustainable paid employment with the right preparation and support. We recognise that some of the Gatsby Benchmarks need different interpretation in special schools and for some SEND pupils in mainstream schools. **Paragraph 48**

Statutory Guidance : 'Career Guidance and Access for Education and Training Providers' – 06.1.18 updated October 2018



DfE on Quality Assurance Stage 1

Over 3000 schools and colleges are now using Compass, a self-evaluation tool developed by Gatsby and The Careers & Enterprise Company.

Compass works by asking schools to answer a series of questions about what careers provision they offer. On completing the questions, the school will receive a confidential report showing how they compare to the Gatsby Benchmarks. Over time a school can return to the tool, see their previous results and repeat the assessment as provision develops'. **Paragraph 16**

Statutory Guidance : 'Career Guidance and Access for Education and Training Providers' – 06.1.18 updated October 2018



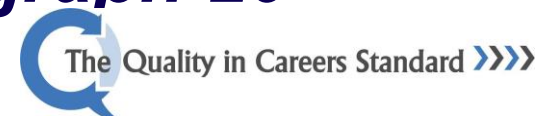
DfE on Quality Assurance Stage 2

Statutory Guidance : ‘Career Guidance and Access for Education and Training Providers’ – 06.1.18 updated October 2018

“The Government strongly recommends that **all schools work towards the updated Quality in Careers Standard, incorporating Compass, to support the development of their career**



’amme” paragraph 20



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Ofsted and Careers

Good

Secondary schools prepare pupils for future success in education, employment or training. They use the Gatsby Benchmarks to develop and improve their careers provision and enable a range of education and training providers to speak to pupils in Years 8 to 13. All pupils receive unbiased information about potential next steps and high-quality careers guidance. The school provides good quality, meaningful opportunities for pupils to encounter the world of work.

Inadequate

The school does not ensure that pupils get access to unbiased information about potential next steps, high-quality careers guidance and opportunities for encounters with the world of work

Specialist Publications

[good-career-guidance-perspectives-from-the-send-sector.pdf \(gatsby.org.uk\)](#)

[careers-enterprise-what-works-report-transition-prog.pdf.pdf \(careersandenterprise.co.uk\)](#)

[send-gatsby-benchmark-toolkit.pdf \(base-uk.org\)](#)

[Info | Compass \(careersandenterprise.co.uk\)](#)

Compass Feedback

- Trial of SEND Enterprise Coordinators
- SEND Gatsby Toolkit
- Compass for Special Schools
- SEND Community of Practice

careers and enterprise company

SEND | CEC Resource Directory

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https://resources.careersandenterprise.co.uk/browse-category/send

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Home

SEND

The National Careers Strategy makes it clear that all young people should be supported to achieve their optimum career outcome. Therefore, our resources aren't just for those in SEND-specific settings, they're also for use within any other setting that includes young people with SEND. Filter the resources below to find the resources most relevant to you.



SEND resources

Filter:


Gatsby Benchmarks

16+ Choices

A- Z of jobs activity SEND

Activity linked to TV SEND

🏠 🔍 Type here to search



12:43
08/03/2021

Main Issue

The focus of the agenda is on what schools should be doing, rather than the knowledge, skills and attitudes young people should be developing to enable them to be effective career planners and make successful transitions

Learner experience – Splattergun



Think: Intent/Implementation/Impact!

Career Frameworks

Outputs



‘Hitting the benchmarks, but missing the point’

Learning Outcomes



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New CDI Framework

Seeing the
big picture

Balancing life
and work

Creating
opportunities

Managing
Career

Exploring
possibilities

Grow through
life

[CDI-Framework-Jan2020-web.pdf](#)
[\(thecdi.net\)](#)

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White paper - Skills for Jobs: Lifelong Learning for Opportunity and Growth

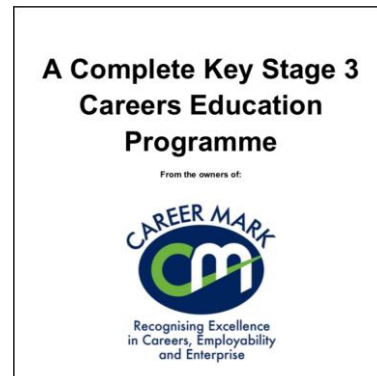
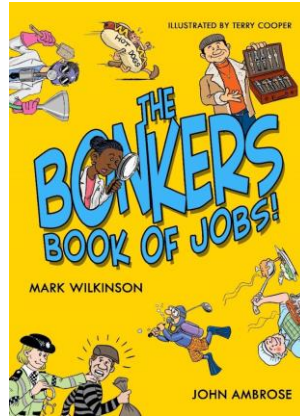
Commitments

- Requiring schools to provide independent career guidance from year 7.
- Publishing updated statutory guidance for careers.
- Supporting and strengthening the 'Baker clause'.
- Continuing the rollout of the Careers Hubs.
- Investing in more training for careers leaders.
- Revamping the National Careers Service website.

Reviews and Future Plans

- Asking Ofsted to undertake a thematic review of career guidance.
- Seeking greater alignment of The Careers & Enterprise Company and the National Careers Service to create an all-age careers system.
- Increasing the focus on careers in teachers' training and professional development.

Our Services



- National Quality Award (Quality in Careers Standard)
- Training (accredited and non-accredited)
- Resources
- Consultancy

*Empowering people to make
successful transitions and
achieve their career potential*

Thank you for listening



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