

careers guidance.



Young people have big decisions to make when it comes to thinking about their future careers, and schools have an important role to play too. The government has stipulated in their Careers Strategy that all secondary school learners should have access to a programme of advice and guidance that is “stable, structured and delivered by individuals with the right skills and experience”.

So how can you ensure that your school is doing a good job of giving careers guidance?

Get to know the Gatsby Benchmarks

The 8 Gatsby Benchmarks are a framework of guidelines that define the best careers provision in schools and colleges. While the 8 Gatsby Benchmarks are not statutory, by adopting them schools will be able to ensure that they’re fulfilling their legal duties.

The 8 Benchmarks are:

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| 1 a stable careers programme | 5 encounters with employers and employee |
| 2 learning from career and labour market information | 6 experiences of workplaces |
| 3 addressing the needs of each learner | 7 encounters with further and higher education |
| 4 linking curriculum learning to careers | 8 personal guidance |

Your checklist

Does your school have the following information published and available?

- The name of the school’s careers leader.
- A summary of the school’s careers programme, including details of how learners, parents, teachers and employers can access this.
- How the school measures and assesses the impact of the careers programme on learners.

Make links with a range of local employers

Guidance states that learners should take part in ‘at least one meaningful encounter with an employer’ every year – from year 7 through to year 13. This could be through work experience, shadowing, an assembly or a work-place visit. You could also engage with your Local Enterprise Partnership.



Schedule time for work experience

Schools should ensure that every learner has at least one work experience by the age of 16 – and a further one by the age of 18.

Ensure your school’s careers programme takes labour market intelligence into consideration.

We’ve completed some analysis for our V Cert Technical Rewards which can be found on our website ncfe.org.uk.



Evaluation and evidence

Ensure you can appropriately evaluate your strategy and can evidence this during an Ofsted inspection.



Consider a variety of pathways

As well as interactions with employers, learners should also have access to information from Further Education colleges, Higher Education institutes and apprenticeship providers.



Take a look at our career cards

We keep the job market in mind when we develop our qualifications for schools. This includes producing a career card for each subject area to ensure learners know where their qualifications could lead them.



This information has been adapted from a larger publication in partnership with SecEd.

The full guide can be downloaded [here](#) and more information about SecEd can be found [here](#).