

NORTH YORKSHIRE COUNTY COUNCIL
YOUNG PEOPLES OVERVIEW AND SCRUTINY COMMITTEE

9 March 2018

CAREERS GUIDANCE UPDATE

1.0 Purpose of Report

- 1.1 To provide the committee with an update on Careers Guidance.

Reference Documents:

The North Yorkshire Careers Guidance Project Report 'Progression for Success' Executive Summary:

<http://derby.openrepository.com/derby/bitstream/10545/621985/6/North+Yorks+hire+CC+Careers+Guidance+Executive+Summary++Report+Dec+17.pdf>

The North Yorkshire Careers Guidance Project Report Progression for Success full report:

<http://derby.openrepository.com/derby/bitstream/10545/621985/7/North+Yorks+hire+CC+Careers+Guidance+Full+Report+Dec+17.pdf>

DfE Statutory Careers Guidance (January 2018); Guidance: Careers Guidance and Access for Education and Training Employers

<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>

2.0 Context

- 2.1 The government launched its Careers Strategy in December 2017 which was quickly followed by statutory guidance for schools in January 2018. The statutory guidance makes explicit the link between school's statutory duties and the Gatsby Benchmarks of good career guidance published by the Gatsby Charitable Organisation in 2014.
- 2.2 North Yorkshire County Council (NYCC) in partnership with the York. North Yorkshire East Riding Local Enterprise Partnership (YNYER LEP) implemented a two-year project to improve careers guidance in twenty schools across the area. Local policy makers, educators, employers and other interested parties came together to provide financial support to the project schools (to the sum of £2,500) and a programme of continuing professional development activities for school's careers leaders.
- 2.3 The NYCC project steering group worked with researchers at the International Centre for Guidance Studies at the University of Derby to create an evaluation

framework using the Gatsby Benchmarks of good career guidance. The eight Benchmarks are:

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 and work-related learning providers
7. Encounters with further and higher education
8. Personal guidance

2.4 Interim findings were reported to the Young People Overview and Scrutiny Committee in September 2016

3.0 Outcomes of the North Yorkshire Careers Guidance Project (Drawn From the Final Project Formal Evaluation)

3.1 The project has resulted in:

- More staff receiving training to deliver effective careers education and guidance
- Schools demonstrating quality in their provision
- Stakeholders recognising the important role that they play in supporting schools;
- Young people enjoying and using their experience of career development to make career decisions

3.2 Schools in the project showed improvement across all eight of the Gatsby Benchmarks

- Most significantly, the research found that the project has created a culture change not just within schools, but across the local area
- Employers and education providers have improved access to careers guidance for young people. Subject teachers are now including more links between curriculum subjects and careers
- Work experience is being offered with more young people visiting employer's premises for meaningful short activities rather than prolonged periods away from school
- Young people have noticed a change in the way that they experience careers education and guidance and really valued the opportunities which this improved provision opened up

3.3 Careers Guidance Quality Awards

- 10 project schools had gained formal accreditation of their careers programme through the national Quality in Careers Standard by the end of the project.

- 6 further schools have submission dates planned.

3.4 Feedback from Sir John Holman, Senior Advisor to the Gatsby Foundation and author of the Gatsby Career Benchmark report www.goodcareerguidance.org.uk

'I am pleased to see the progress being made in North Yorkshire by the 'Progression for Success' project. I am particularly pleased that the project uses as its organising framework the eight Benchmarks that we developed for the Gatsby Foundation in the report Good Career Guidance. This can bring international best practice to North Yorkshire, and will give schools a head start in implementing the DfE's new national careers strategy for schools.'

Sir John Holman, Senior Advisor to the Gatsby Foundation and author of the Gatsby Career Benchmark report.

www.goodcareerguidance.org.uk

3.5 The Gatsby Benchmarks now form part of the government's careers guidance strategy, launched December 2017.

4.0 Expectations of Schools in Implementation of the New Statutory Guidance

Timing	Action
By January 2018	<ul style="list-style-type: none"> • Schools and colleges should use the Gatsby Benchmarks to improve careers provision, as set out in new statutory guidance. • Schools must give providers of technical education and apprenticeships the opportunity to talk to all pupils.
By September 2018	<ul style="list-style-type: none"> • Schools and colleges are expected to publish details of their careers programme for young people and their parents. • Job specification and standards for Careers Leaders developed and started to be used by schools and colleges. • A named Careers Leader should lead the careers programme in every school and college.
By end of 2020	<ul style="list-style-type: none"> • All schools and colleges will have access to an Enterprise Adviser.

	<ul style="list-style-type: none"> Schools should offer every young person seven encounters with employers - at least one each year from years 7 to 13 – with support from the national Careers Enterprise Company. Some of these encounters should be with STEM (Science, Technology, Engineering, Mathematics) employers.
--	--

5.0 Support for North Yorkshire Schools

5.1 This is being coordinated through the YNYER LEP Careers Strategy Group.

5.2 Partner representation:

NYCC Representative (K Bruce)

North Yorkshire Business Education partnership

National Careers Enterprise Company- Lead Local Enterprise Coordinator

National Careers Service

Careers Yorkshire and the Humber

Prospect Services

Job Centre Plus

City of York and East Riding County Council Representatives

National Collaborative Outreach Programme (NCOP)

6.0 Support Includes:

- Activity available across all partners in the region to help schools implement the statutory guidance
- A further 20 schools (beyond the NY Career Guidance project schools) are now underway with Prospect Services working towards achieving the national Quality in Careers Standard the CEIAG quality award
- 58 schools across North Yorkshire and the City of York are engaging with the Careers Enterprise Company Adviser network delivered locally, working with the support of 39 enterprise advisers. Recruitment continues for the remaining schools
- A specific SEND support group is in place for special schools
- Resources to support careers leaders in schools: Use of the national Compass tool and tracker of activity, The Gatsby Benchmarks, Quality Standards, Working with employers, Learning from Careers & Job Market Information, Careers in the Curriculum
- Access to a directory of careers and enterprise organisations, events and
- activities schools and colleges can participate in
- NYBEP have strengthened and coordinated employer engagement activities through the development of an employer engagement toolkit.

Involvement from new or existing employers has supported a wider base of opportunities and continues to grow.

- Employability Charters for Selby, York, Ryedale and Scarborough have now been completed
- Careers Network meetings have been established across the county and the employability charters have been part of the agenda items with schools encouraged to access the support available in their locality
- The YNYER LEP Careers Guidance 'Entitlement Statement' is in the process of being aligned to the new Careers Guidance statutory guidance
- A programme of CPD for Careers Leaders to provide information and tools needed to implement the National Careers Strategy is currently being planned
- The Summer term Secondary Headteacher network will incorporate a focus on implementation for the new Careers Guidance Statutory requirements
- Awareness raising with school governing bodies is underway
- Prevention team managers in North Yorkshire have been briefed by Prospect Services on the offer (Prospects NEET/ at risk of NEET European Social Fund provision) available to encourage referrals of any NEET young people who may benefit from this provision and promote the offer available to schools
- National Collaborative Outreach Programme (NCOP) is working in target wards, schools and colleges in North Yorkshire to improve access to Higher Education by disadvantaged and ethnic minority groups

7.0 NY Coast Opportunity Area

- 7.1 The Enterprise Coordinator (NYBEP) is currently engaging with all NY Coast secondary schools using the Compass assessment tool (base lining against Gatsby Benchmarks).
- 7.2 Following the collation of this information a proposal will be made to the Coastal Opportunities board for an 18 month careers project which will coordinate and support the achievement of the Careers Guidance quality award.

8.0 Challenges

- Ensuring that there is succession planning in schools when there are changes in the leadership of Careers Guidance at senior and middle leader level
- Access to high quality careers guidance activity in rural areas
- Early access to careers guidance for vulnerable learners including those who are disadvantaged. This can be supported by use of the pupil premium

9.0 Recommendation

9.1 The Young Peoples Overview and Scrutiny Committee note the information in this report.

STUART CARLTON
CORPORATE DIRECTOR CHILDREN AND YOUNG PEOPLES SERVICE

County Hall,
NORTHALLERTON

Katharine Bruce – Lead Adviser, Vulnerable Learners, Education and Skills

Date: March 2018

Contact Details: Tel: 01609 532644

E-mail: katharine.bruce@northyorks.gov.uk

1 March 2018

Background Documents Nil