



Gatsby benchmarks

In 2013 the Gatsby Foundation commissioned a report to research pragmatic actions to improve career guidance in England. As a result of this study a document was produced in 2014 entitled 'Good Career Guidance', which outlined 8 benchmarks for schools to use as a framework for improving careers provision. Following this the DfE released statutory guidance in October 2018 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748474/181008_schools_statutory_guidance_final.pdf . The Government's expectation is that all schools meet all 8 benchmarks by the end of 2020. Millom School's Careers Strategy (updated annually) outlines our vision for careers education, information, advice and guidance (CEIAG), our progress against the Gatsby benchmarks and an action plan to further develop careers provision for our young people.

The 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
7. Encounters with further and higher education
8. Personal guidance

Three times a year the school carries out a self-evaluation tool called Compass, which produces a percentage completion figure for each benchmark. This data feeds into the Furness cluster of schools, as well as County level data and national data. The DfE are using this data to track careers provision in schools.

Cumbria Careers Hub

In January 2019, we became part of an exciting pilot to transform the careers education in England when Cumbria Local Enterprise Partnership launched a new county-wide Careers Hub, one of only 20 in England. This Hub is a group of 40 schools and colleges working with universities, training providers, employers and career professionals with the objective of better preparing young people for the workplace. The Hub will support schools in achieving the Gatsby benchmarks, particularly by helping to secure better links between schools and employers. As a result of our involvement in the Hub, we will meet our Enterprise Coordinator and Enterprise Adviser on a regular basis, who will help us review our school careers strategy and support us with continuously improving our provision. Our Enterprise Adviser is a senior human resources manager from Sellafield and we are really excited to have Emily on board!



The curriculum and CEIAG

We recently launched our new curriculum model to Leaders in Learning and teaching staff. The re-modelling of the curriculum at all key stages presents an opening to think about how we deliver CEIAG in school and how we contextualise learning for our students, making it relevant to the wider world and their future progression. The Millom School Learning Journey is an excellent tool for subject areas to map out opportunities for students from Year 7 right through to Year 13 to broaden their cultural experience, develop key employability skills, to improve their understanding of employment and the workplace, and to receive personalised advice that matches their aspirations and progression goals.

As a reminder to subject leaders, please ensure that your SLT link has access to your curriculum rationale document and roadmap by 27 June!

“Embedding careers within the curriculum: worth the effort?” The following link will take you to an article discussing the importance of teaching careers education through subject areas.

<https://www.careersandenterprise.co.uk/news/embedding-careers-curriculum-worth-effort>

You might also find this report useful, as it gives advice to subject leaders and teachers as to how to embed CEIAG and suggests co-curricular strategies:

https://www.careersandenterprise.co.uk/sites/default/files/uploaded/careers_in_the_curriculum_report_what_works.pdf

Top tips for staff

- Sign up to the Careers Defender (Janet Colledge) weekly update, which gives quick and easy access to labour market information and interesting articles about HE, FE and employment
- Embed careers in English by asking students to write a press release for a local business and invite the business into a lesson
- Sign up to request a free e-subscription to ‘In-Cumbria’ magazine, which communicates business and employment opportunities and keeps you up to date with what is happening in the local area: <https://www.research.net/r/in-cumbria>
- Watch Simon Sinek’s TEDx Talk on ‘Millenials in the Workplace’

Useful websites

Information about the benchmarks: <https://www.careersandenterprise.co.uk>

Information about the benchmarks: <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

Good career guidance report: <https://www.gatsby.org.uk/uploads/education/reports/pdf/gatsby-sir-john-holman-good-career-guidance-2014.pdf>

Benchmark toolkit:

https://www.careersandenterprise.co.uk/sites/default/files/uploaded/gatsby_benchmark_toolkit.pdf



Link to Millom School's Careers Strategy 2018: <http://millom.cumbria.sch.uk/wp-content/uploads/2018/10/CAREERS-STRATEGY-2018.pdf>

A blog about Cumbria's manufacturing services (labour market information):
https://cumbriagrowthhub.co.uk/business-support/improving-your-business/cumbria-manufacturing-service/blog-cumbria-is-the-uks-make-district?utm_source=Chamber+Insight+Newsletter&utm_campaign=b091f88458-EMAIL_CAMPAIGN_2017_07_12_COPY_01&utm_medium=email&utm_term=0_b146449edf-b091f88458-79358313

How schools can learn from labour market information: <https://trotman.co.uk/learning-career-labour-market-information-can-support-gatsby-benchmark-2/>

Official labour market statistics (can be used to look at the employment rates in Millom/Cumbria etc, and also the proportions of people in various job sectors):
<http://www.nomisweb.co.uk/home/profiles.asp>

Resources for careers in the health services: <https://www.healthcareers.nhs.uk/career-planning/career-advisers-and-teachers>

A guide for schools on how to engage employers:
https://www.careersandenterprise.co.uk/sites/default/files/uploaded/1059_school_guide_digital3.pdf

Free careers resources (interactive, games etc): <https://panjango.com/pages/panjango-online>

For students:

Careers matching quiz for students: <https://www.prospects.ac.uk/>

A good website for pupils to explore career ideas: <https://icould.com/explore>

National Careers Service – explore careers pages: <https://nationalcareers.service.gov.uk/>

Link to a live webinar for students interested in careers in construction:
<https://learnliveuk.com/construction-live-2019/>

BBC Bitesize careers: <https://www.bbc.com/bitesize/careers>

For parents:

Parents pack to support transition to apprenticeships:
<https://amazingapprenticeships.com/app/uploads/2019/03/Parent-Pack-March.pdf>