



Careers and Ofsted

As you will be aware, Ofsted are moving away from data and are going to be looking more closely at the curriculum. The personal development of pupils, and the effectiveness of the curriculum in helping students develop, will be a major focus. Schools will need to show they support pupils to develop in “many diverse aspects of life”.

There is more to careers education than simply discussing job roles. Pupils need to develop the following knowledge, skills and understanding to allow them to successfully navigate the current employment market:

- Being able to differentiate between reputable information sources and those not to be trusted
- Understanding stereotyping and being able to combat it
- Recognising and playing to strengths
- Recognising and development areas for improvement
- Understanding how the employment market works e.g. interviews, selection processes that may involve artificial intelligence, applications etc

The descriptions of a ‘good’ school is as follows:

“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.” “The sixth form prepares its students for future success in education, employment or training. It does this through providing: unbiased information to all about potential next steps; high-quality, up-to-date and locally relevant careers guidance, and opportunities for good quality, meaningful encounters with the world of work.”

Here is a link to the new inspection handbook:

<https://www.gov.uk/government/publications/school-inspection-handbook-eif>

Careers lessons ‘push up GCSE grades’

Here is a link to a BBC article that summarises some research that has been carried out by a careers charity study: <https://www.bbc.co.uk/news/education-48268267>

More information about the research can be found here:

<https://www.educationandemployers.org/new-report-published-motivated-to-achieve/>

Labour market information

The logistics industry is predicting that we will soon have a driver and mechanic shortage:

<https://uk.motor1.com/news/352541/logistics-driver-mechanic-shortage-soon/>



An interesting article on the benefits and dangers of robots in the UK workplace:

<https://www.theguardian.com/technology/2019/jun/30/changing-fast-benefits-dangers-robots-uk-workplace>

Local LMI (based on statistics from the Cumbria Observatory):

The Annual Population Survey states that 81% of the Cumbrian population aged 16-64 were economically active, with an 8% difference in the activities of males and females (female activity being lower at 77%). Employment rates of Cumbria (79.3%) compare favourably with employment rates for the North West (73.8%) and for England (75.4%). 73.5% of the 16-64 year olds in Cumbria are in full time employment with 26.2% in part time employment. 68.1% of this group are employees and 11.1% are self-employed. The proportion of people self-employed is slightly higher than the figure for England (10.9%). 23.1% are employed in the public sector and 76.9% in the private sector. The majority of Cumbrian workers work 35-44 hours per week. The highest proportion of workers are in professional occupations (18.4%), which is slightly lower than the England figure (20.8%) and the lowest proportion are in sales and customer services (7.1%). The table below shows the occupation types in Cumbria, the North West and in England.

	Cumbria	Cumbria	North West	North West	England	England
	Count	%	Count	%	Count	%
managers, directors and senior officials	26,900	11.1	347,700	10.1	3,021,600	11.1
professional occupations	44,500	18.4	684,000	19.9	5,670,800	20.8
associate prof & tech occupations	24,300	10.1	466,700	13.6	4,060,900	14.9
administrative and secretarial occupations	23,500	9.7	375,200	10.9	2,752,900	10.1
skilled trades occupations	33,700	14	323,700	9.4	2,682,500	9.9
caring, leisure and other service occupations	24,800	10.3	328,900	9.6	2,424,800	8.9
sales and customer service occupations	17,100	7.1	286,800	8.4	2,008,400	7.4
process, plant and machine operatives	18,300	7.6	237,900	6.9	1,702,300	6.3
elementary occupations	27,800	11.5	368,900	10.7	2,812,900	10.3

In 2017, 1830 new Cumbrian businesses were born and 2070 closed. There were 20350 active businesses registered. The vast majority of businesses (89.4%) were classed as 'micro' employing 0-9 people. The table below shows businesses by industry.

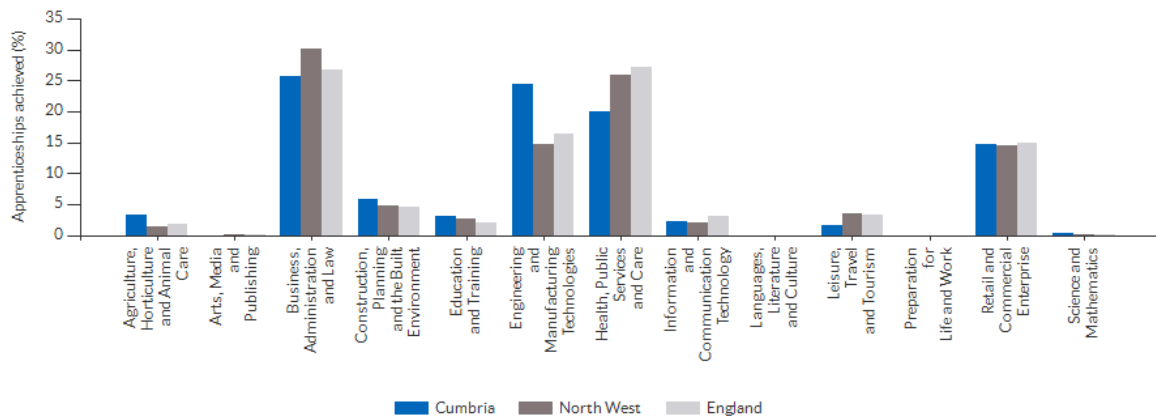
	Cumbria	Cumbria	North West	North West	England	England
	Count	%	Count	%	Count	%



Agriculture, forestry & fishing	4,855	20.6	11,720	4.4	99,615	4.3
Mining, quarrying & utilities	135	0.6	1,315	0.5	11,475	0.5
Manufacturing	1,155	4.9	14,830	5.5	116,880	5
Construction	2,810	11.9	30,820	11.5	288,200	12.4
Motor trades	700	3	8,185	3.1	64,865	2.8
Wholesale	560	2.4	11,165	4.2	90,855	3.9
Retail	1,580	6.7	25,775	9.6	173,540	7.5
Transport & storage (inc postal)	695	3	15,560	5.8	97,245	4.2
Accommodation & food services	2,080	8.8	16,270	6.1	126,685	5.5
Information & communication	620	2.6	15,485	5.8	202,500	8.7
Financial & insurance	630	2.7	7,185	2.7	52,320	2.3
Property	600	2.6	9,365	3.5	85,830	3.7
Professional, scientific & technical	2,900	12.3	43,305	16.2	418,855	18.1
Business administration & support services	1,635	6.9	23,760	8.9	200,700	8.7
Public administration & defence	180	0.8	545	0.2	6,735	0.3
Education	420	1.8	4,305	1.6	40,030	1.7
Health	720	3	11,910	4.4	94,665	4.1
Arts, entertainment, recreation & other services	1,315	5.6	16,265	6.1	147,065	6.3

Gross value added is a measure of the increase in the value of the economy due to the production of goods and services. In Cumbria, the broad industry groups that had the highest value added in 2017 were manufacturing, real estate and health and social work.

Apprenticeships are paid jobs that incorporate on-the-job and off-job training leading to recognized qualifications. The following graph shows that a higher proportion of apprenticeships are completed in business, administration and law, in engineering and manufacturing technologies, in health public services and care, and in retail and commercial enterprise. Cumbria has a much higher proportion of apprenticeships being completed in engineering and manufacturing compared to the North West and whole of England.



Date: 2017-2018 Source: DfE

19% of the Cumbrian population aged 16-64 are economically inactive with 20.1% of this group being students, 30.8% on long term sick and 26.3% retired. In June 2019, 6495 Cumbrian people aged 16 and over were claimants for Universal Credit and/or Job Seekers Allowance.

Review of student loans

A government-commissioned review of funding for post-18 education has made some recommendations including:

- Reducing the maximum annual fees universities can charge from £9250 to £7500
- Instead of unpaid loans being cancelled 30 years after graduation, deductions would continue for 40 years
- Reintroducing maintenance grants
- Reducing the amount graduates have to earn before they start re-paying from £25725 to £23000

There is some debate as to whether these changes will be beneficial as the Sutton Trust have estimated that 81% of students will not pay off their loans in full. A discussion can be found at <https://www.bbc.co.uk/news/education-48459910>

Top tips for staff

- Subscribe to 'Career Mag', an electronic publication released three times per year <https://careemap.co.uk/careemag/> and encourage parents to sign up too
- French: get students to compare the labour market in France with that in the UK
- Download free STEM careers resources and activity sheets organised by topic from <https://futurumcareers.com/resources>; you can also sign up to their Futurum magazine and monthly newsletter
- Use tutor time in the morning to discuss 'what is good work?' with students in Y10-Y13; some prompt questions can be found on <http://www.outstandingcareers.co.uk/ceiag-and-careers-leaders?aid=14903>
- Have a look at the TES for free resources to help students with public speaking <https://www.tes.com/teaching-resources/blog/supporting-students-public-speaking>



- History: students could examine how the labour market has changed over time
- Get some free resources from the Aspire website <https://aspire.upreach.org.uk/#for-teachers>
- You could display information from the Which? University guides for careers relevant to your subject area: <https://university.which.co.uk/advice/career-prospects/job-profiles>

Useful websites

A website for students to learn more about the future of careers in retail:

<https://www.rethinkretail.org.uk/>

A link where students can ask questions of healthcare professionals:

<https://generationmedics.org.uk/forums-home/>

A link to an article about misconceptions of student loans:

<https://www.theguardian.com/education/2019/may/14/most-people-dont-understand-how-student-loans-work-this-must-change>