



# Solihull Careers Hub: Careers Education Training for Governors

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THE CAREERS &  
ENTERPRISE  
COMPANY





# Learning Outcomes



- Understand the Careers Strategy and the Governor's role in careers education, information, advice and guidance;
- Understand Ofsted requirements;
- Find out about available resources to help you to fulfil your role;
- Receive an update on Solihull Careers Hub activity 2021/22

# The eight Gatsby Benchmarks

The Gatsby Benchmarks define what is considered world-class in careers guidance



## Gatsby Benchmark 1

A stable careers programme



## Gatsby Benchmark 5

Encounters with employers and employees



## Gatsby Benchmark 2

Learning from career and labour market information



## Gatsby Benchmark 6

Experiences of workplaces



## Gatsby Benchmark 3

Addressing the needs of each pupil



## Gatsby Benchmark 7

Encounters with further and higher education



## Gatsby Benchmark 4

Linking curriculum learning to careers



## Gatsby Benchmark 8

Personal Guidance

# Statutory Duties



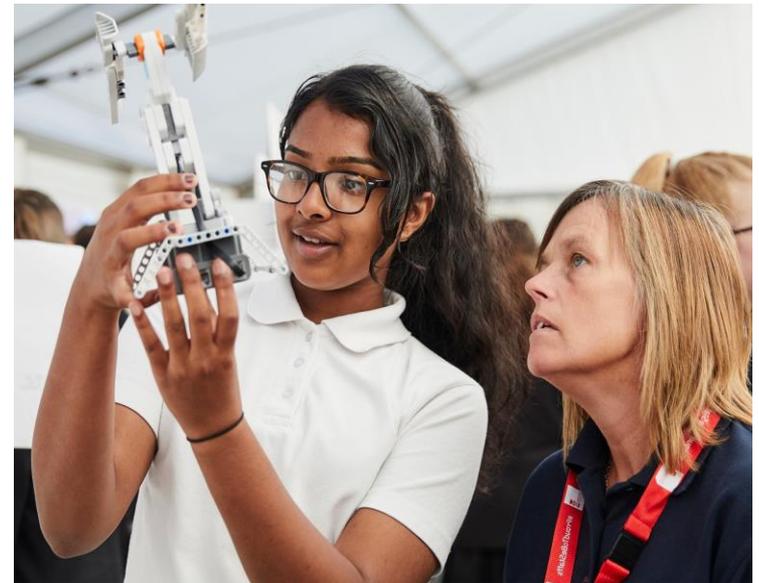
Timing	Action
Ongoing (legal duty came into force in September 2012)	Every school <b>must</b> ensure that students are provided with independent careers guidance from Year 8 to 13
From January 2018 (legal duty came into force on 2 January 2018)	Every school <b>must</b> ensure that there is an opportunity for a range of education and training providers to access all pupils in year 8 to year 13 for the purpose of informing them about approved technical education qualifications or apprenticeships*. Every school <b>must</b> publish a policy statement setting out their arrangements for provider access and ensure that it is followed.
From January 2018 to end 2020	Every school <b>should</b> be using the Gatsby Benchmarks to develop a careers programme that increases opportunities for students to access everything from experiences of the workplace and personal guidance with a careers adviser, to engagement with colleges, training providers and universities
From September 2018	Every school <b>should</b> appoint a named Careers Leader who has the skills, commitment and backing from their senior leadership team, including protected time that enables the Careers Leader to carry out the role effectively
From September 2018	Schools <b>must</b> name their Careers Leader and publish their contact details on the website.
From September 2018	Schools <b>should</b> continue to track student destinations for 3 years post KS4. Schools <b>should</b> work with their local authority as they collect and collate destinations data and establish an effective data-sharing agreement.

# Policy Requirements



**All schools should be compliant with publishing their Provider Access Policy statement on the school's website and must include:**

- Any procedural requirement in relation to requests for access;
- Grounds for granting and refusing requests for access;
- Details of premises or facilities to be provided to a person who is given access (DfE statutory guidance for secondary schools, p. 10).
- Additionally, schools should be able to evidence how they are proactively engaging with training providers and including them in the careers programme



# Other Website Requirements



**Schools are required to publish the following information about their careers programme online:**

- The name, email address and telephone number of the school's Careers Leader;
- A summary of the careers programme, including details of how pupils, parents, teachers and employers may access information about the careers programme;
- How the school measures and assesses the impact of the careers programme on pupils;
- The date of the school's next review of the information published



# Lead Governor for Careers



It is best practice that each school has a Lead Governor for careers.



## Role of Link Governor

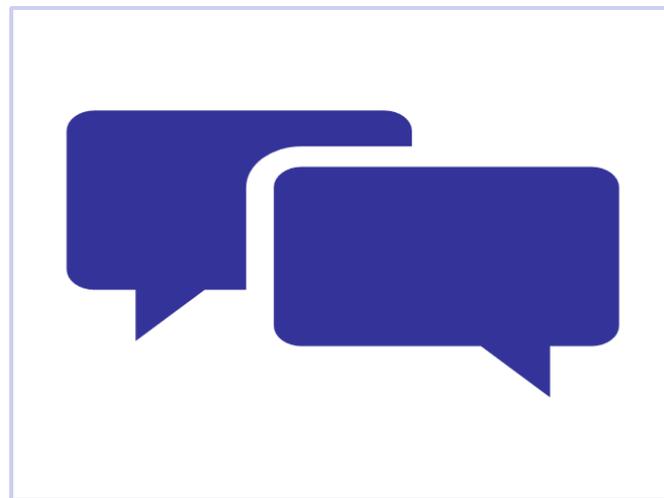
The role of the Link Governor could include:

- Supporting the member of staff at the school who has responsibility for careers education and guidance by arranging regular meetings;
- Reporting back to the Governing Board on how the school's careers education and guidance is contributing to the school's strategic priorities;
- Reporting back to the Governing Board on how the school's careers education and guidance is contributing to pupils' learning and career decision making;
- Facilitating the appointment of people from the business community as school governors or associate members;
- Facilitating partnerships with local businesses;
- Ensuring that the Governing Board is advised of and meeting the requirements of the statutory guidance;
- Ensure that statutory duties are met;
- Encourage schools to work toward the Quality in Careers Standard.



# Discussion

- How do you know the careers support your school offers is effective?
- What evidence is there for this?



# Ofsted: Key Documents



Under the current Ofsted Inspection Framework and Inspection Handbook inspection teams focus on the following four judgement areas:

1. Quality of Education
2. Behaviour and attitudes
3. Personal Development
4. Leadership and management

Education inspection framework (EIF) - GOV.UK ([www.gov.uk](http://www.gov.uk))

School inspection handbook - GOV.UK ([www.gov.uk](http://www.gov.uk))

# Ofsted: Four Key Judgement Areas



Quality of Education	Behaviour & Attitudes	Personal Development	Leadership & Management
Careers programme should have progressive outcomes and students/all staff should articulate learning	Link to motivation to achieve and impact can be demonstrated for encounters through this research	EXPLICIT links in the handbook which states that schools 'use the benchmarks to develop and improve their careers provision'	Careers Leader can really add value from embedding a broad definition of careers and show where the careers programme can add capacity to meeting school priorities

# Link Governor: Your Role



- Be familiar with the DfE Statutory 'Careers guidance and access for education and training providers';
- Enable your school or college to appoint and support an empowered Careers Leader;
- Ensure the strategic career plan and programme is brought to the Governing Body for approval, review and monitoring;
- Undertake monitoring visits to see the delivery of the school or college's careers programme.

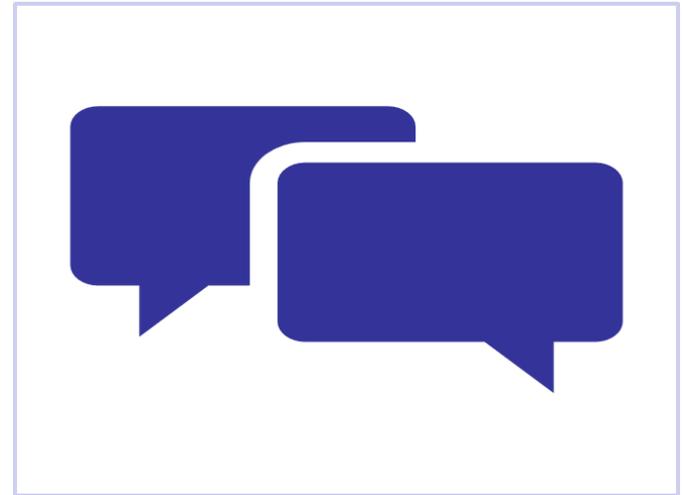


**Careers education advice and guidance:  
Do we hear it? Do we see it?**

# Discussion



- What does the inspection framework mean for your role in supporting schools and colleges?



# Available Resources



- **An introduction to Careers Education for Governors (*video*):**  
<https://resources.careersandenterprise.co.uk/resources/video-support-introduction-careers-education-governors>
- **Governors Careers awareness free training:** [https://careersenterprisecompany-learnedcpd.talentlms.com/catalog/info/id:130,cms\\_featured\\_course:1](https://careersenterprisecompany-learnedcpd.talentlms.com/catalog/info/id:130,cms_featured_course:1)
- **Role of Governing Board in providing an effective careers programme:**  
<https://resources.careersandenterprise.co.uk/resources/providing-effective-careers-programme-role-governing-boards>
- **Careers Education: A guide for Governors (*available for school and college governors*):** <https://resources.careersandenterprise.co.uk/resources/providing-effective-careers-programme-role-governing-boards>
- **Register for CEC Governor Digest (*newsletter sent out around three times a year*):**  
<https://careersandenterprise.us12.list-manage.com/subscribe?u=5edc7f4f08ea35cadfe6465b7&id=7fd9180f3e>

# Ofsted Resources



- The Careers & Enterprise Company have produced some resources and guidance to support Governors in preparation for inspection:
  - **Ofsted Education Inspection Framework Guide:**  
<https://resources.careersandenterprise.co.uk/resources/ofsted-education-inspection-framework-guide>
  - **Ofsted and Careers Education (video):**  
<https://resources.careersandenterprise.co.uk/resources/video-support-ofsted-and-careers-education>
  - **Governor Ofsted Training (sliddeck):** to be delivered locally by your Careers Hub team



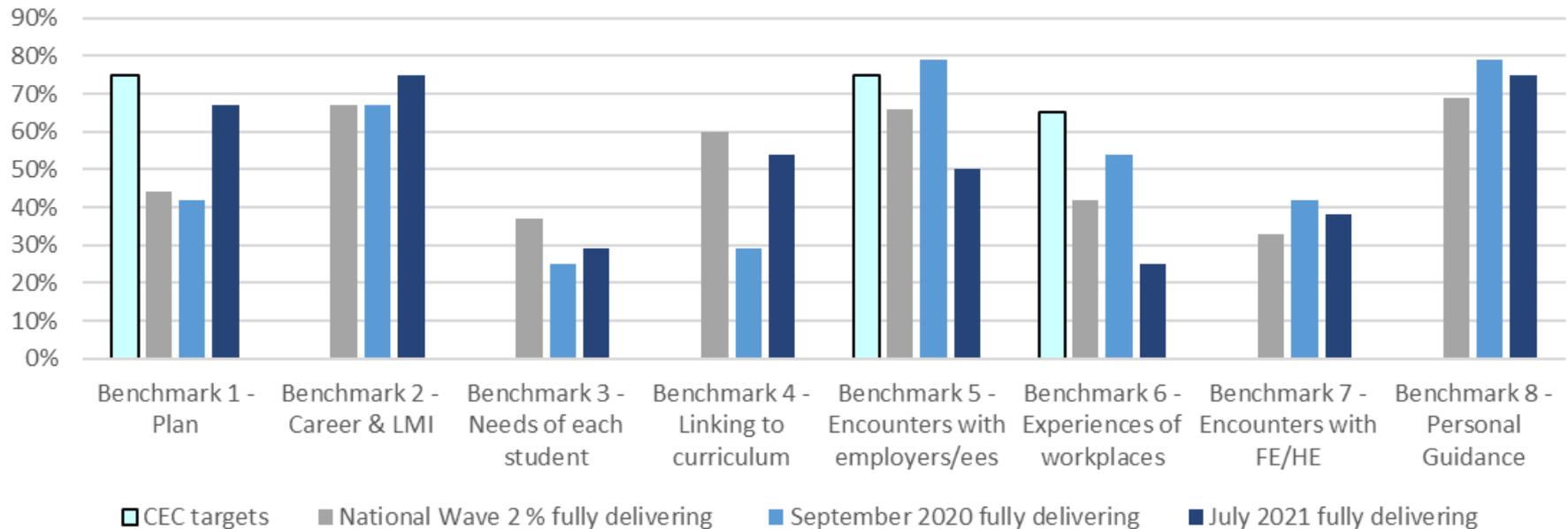
# Key Documents & Useful weblinks

- Careers strategy: making the most of everyone's skills and talents - GOV.UK  
([www.gov.uk](http://www.gov.uk))
- Careers guidance and access for education and training providers - GOV.UK  
([www.gov.uk](http://www.gov.uk))
- Skills for jobs: lifelong learning for opportunity and growth - GOV.UK  
([www.gov.uk](http://www.gov.uk))
- Curriculum | Careers education and guidance - National Governance Association ([nga.org.uk](http://nga.org.uk))
- eLearning - Governors for Schools
- NCW 2019 Governors CEIAG Handbook - National Careers Week

# Solihull Career Hub Performance data: 2020/21



Solihull Careers Hub performance data Sept 2020 - July 2021  
(including Wave 2 performance and CEC targets)



# CEC Hub – Targets 2021/22



	CEC Target 21/22	Sept 2021 baseline	Current performance
Benchmark 1 – Stable careers programme (fully achieving)	80%	67%	71%
Benchmarks 5 & 6 – Encounters with employers and experiences of the workplace	Evidence of progress	Individualised progress tracked throughout year	
Compass+ (eligible schools onboarding)	75%	77.8%	77.8%
Overall average of Benchmarks fully achieved	3 minimum, 5 average	4.13	5.0
Enterprise Adviser Matches	98%	83.3%	83.3%

# Solihull Careers Hub 2021/22 priorities

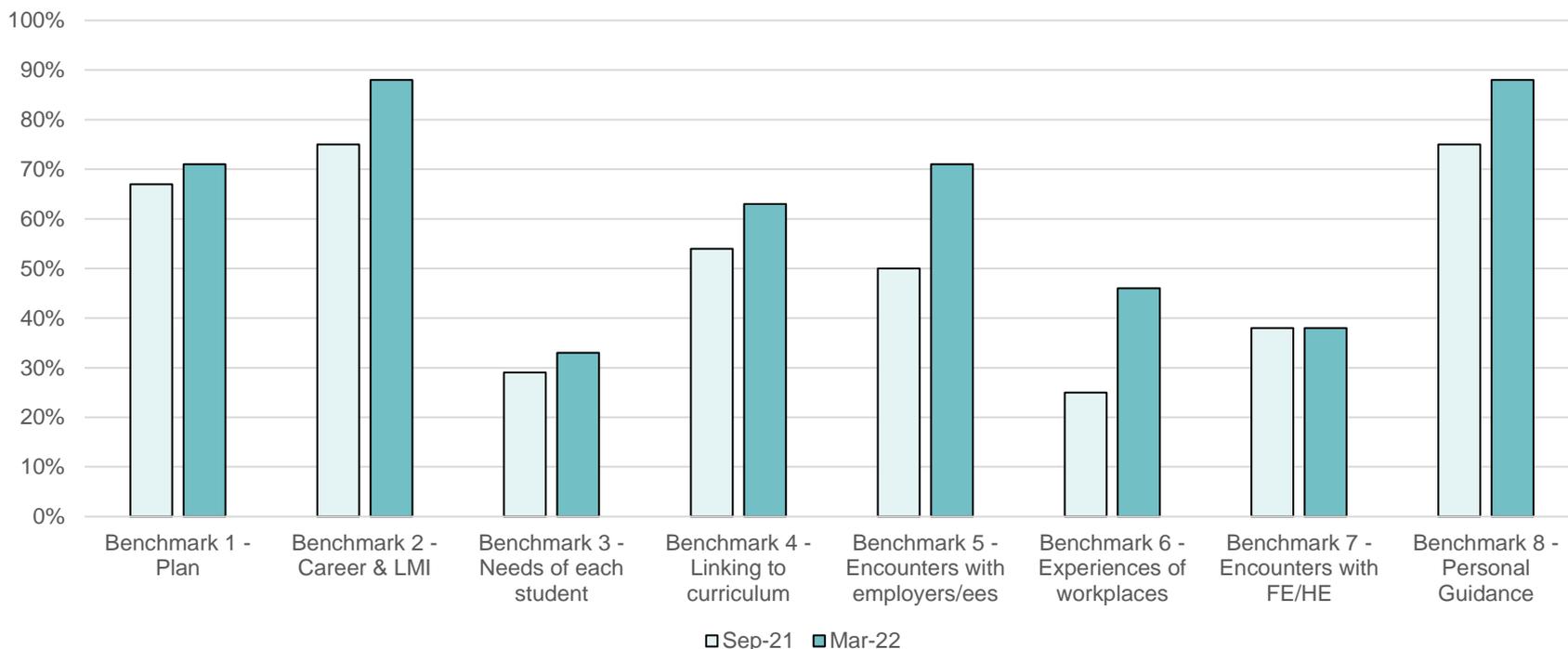


Priority area:	Evidence:	Hub Response
<p>Building leaders and elevating the status of careers leaders</p>	<ul style="list-style-type: none"> <li>• BM1 Compass data</li> <li>• Ofsted inspections</li> <li>• School feedback</li> </ul>	<p>Autumn term targeted BM1 Enhanced CPD offer including STEM CPD course CEC Careers Leader training inc. new SLT training</p>
<p>Raising the profile of technical, vocational and apprenticeship pathways</p>	<ul style="list-style-type: none"> <li>• Mixed feedback on apprenticeships from schools and providers</li> <li>• Regional and national agenda</li> <li>• Decreased BM7 performance</li> <li>• School feedback</li> </ul>	<p>Online information sessions Information events for stakeholders (including IoT) Representing vocational pathways in all developed resources</p>
<p>Removing barriers for young people and developing skills</p>	<ul style="list-style-type: none"> <li>• CEC Research on impact of experiences</li> <li>• Falling Compass performance for BM5/6</li> <li>• Impact of Covid increasing at risk of NEET</li> <li>• School feedback</li> <li>• Employer feedback on changes to workplaces</li> <li>• Covid response to missed experiences</li> </ul>	<p>Summer term experience delivery supported by Cornerstones and network Skills for Success project</p>



# Autumn term progress

Solihull Career Hub Autumn term 2021/22 benchmark progress





# Solihull Careers Hub Projects Update

## **Benchmark 2 - LMI (labour Market Information)**

- Routing for You suite of videos and resources for learners
- Routing for them digital information resource for parents

## **Benchmark 4 –**

- Teacher STEM CPD offer

## **Benchmarks 5 & 6**

- Group Work experience offer
- Virtual work experience offer: Digital sector

## **Benchmarks 7**

- Virtual Apprenticeship and vocational information sessions
- In person Parent information event

## **SEND Community of Practice**

- Transition support resource

# Governor Network Future meetings



- If you are not already a member of our Governor Network meetings for careers please get in touch with Hannah Lardner [hannah.lardner@solihull.gov.uk](mailto:hannah.lardner@solihull.gov.uk) and ask to be put on the distribution list.
- The next Governor Network meeting is taking place on **Wednesday 8 June, 4.00-5.30pm.**

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# Questions/AOB



The Education Committee is holding an inquiry on the *effectiveness of the careers advice given to students*.

It has a particular focus on CEIAG for young people and children, exploring whether current careers advice provides sufficient guidance about career choice, employment, training, and further and higher education opportunities to young people.

They currently have a [Call for Evidence - Committees - UK Parliament](#) – which is open until 17<sup>th</sup> March 2022.



**Evaluation Form:**

<https://forms.office.com/r/N7iu2qQJtT>



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