

PROGRESS UPDATE: Review of Careers Provision July 2022

SCRUTINY MONITORING – PROGRESS UPDATE	
Review:	Scrutiny Review of Careers Provision
Link Officer/s:	David Willingham/ Ian Caley
Action Plan Agreed:	August 2020

Updates on the progress of actions in relation to agreed recommendations from previous scrutiny reviews are required approximately 12 months after the relevant Select Committee has agreed the Action Plan. Progress updates must be detailed, evidencing what has taken place regarding each recommendation – a grade assessing progress should then be given (see end of document for grading explanation). Any evidence on the impact of the actions undertaken should also be recorded for each recommendation.

Recommendation 1:	That, recognising that a strong careers programme leads to better outcomes for young people and benefits the economy, all schools be encouraged to work towards achieving all Gatsby Benchmarks for all students.
Responsibility:	Martin Gray / Eddie Huntington & Secondary schools
Date:	April 2021
Agreed Action:	Schools are encouraged to prioritise and give high importance to a comprehensive CEIAG programme, support available through Careers Hub and IAG provider
Agreed Success Measure:	Achievement of Benchmarks 1-8, data supplied by Careers Enterprise Company (through their Compass tracking tool)
Evidence of Progress (July 2021):	<p>Measured at June 2020, 45% of Stockton schools fully achieved Gatsby Benchmark 1 (GB1), at July 2021 this had increased to 70%, at March 22 this has risen again to 90%</p> <p>GB2: increased from 75% to 90%; at 2022 this remained at 90%</p> <p>GB3: Slight increase 75% to 80%; 2022 increased to 100%</p> <p>GB4: slight increase 70% to 75%; 2022 increased to 80%</p> <p>GB5: Decreased from 80% to 65% (employer encounters, expected to fall significantly due to COVID restrictions) increased to 80%</p> <p>GB6: Decreased from 60% to 35% (experience of workplace) increased to 55%</p> <p>GB7: increased from 50% to 65% reduced to 55%</p> <p>GB8: Increased from 85% to 90% remained at 90%</p>
Assessment of Progress (July 2021): (include explanation if required)	<p>2. On track.</p> <p>Stockton schools have continued to deliver strong CEIAG programmes, with six of eight Benchmarks showing an increase in the number who fully meet the criteria, for all their pupils. The two areas which have shown decreases in</p>

PROGRESS UPDATE: Review of Careers Provision July 2022

	meeting Benchmarks are GB5 and GB6 – the employer related Benchmarks – and it is entirely expected that this would be the case in the year of lockdowns.
Evidence of Impact (July 21):	Yet to see the impact of this as we are best able to understand the impact of quality CEIAG when we use Destinations data (November 21)
Assessment of Progress (July 2022): (include explanation if required)	1 Fully Achieved. There is progress to be made by a number of Stockton schools, however it is important to note that these are March figures and we fully expect that summer term activity would raise the achievement across all Benchmarks.
Evidence of Impact (July 2022):	Destinations data showed a limited impact of lockdowns, on both the 2020 and 2021 school leaver cohorts which suggests the CEIAG work that was completed, was effective.

Recommendation 2:	That all schools and colleges be encouraged to ensure they access independent and impartial Careers Guidance for all of their students.
Responsibility:	Martin Gray / Eddie Huntington/David Willingham.
Date:	April 2021
Agreed Action:	Schools and colleges are written to by SBC encouraging independent and impartial Careers Guidance for all students. Head Teachers meeting attended and presented with the benefits of impartial careers advice and guidance, available from a range of providers including but not exclusively SBC
Agreed Success Measure:	All schools contacted and have responded All schools deliver an element of impartial careers advice and guidance
Evidence of Progress (July 21):	All but one school delivered independent and impartial Careers Guidance for their students for school leaver cohorts 2020 and 2021. Increased number of contracts gained by SBC Youth Direction to deliver Universal Careers Guidance within Stockton.
Assessment of Progress (July 21): (include explanation if required)	All schools and colleges have responded positively to an increased focus on Careers Guidance though some of this work was hampered by lockdowns.
Evidence of Impact (July 21):	2. Largely met. Destinations data showed strong performance for the 2020 school leaver cohort: 3.95% NEET including 10 young people who moved into Stockton after completing school elsewhere maintaining very similar NEET performance and in-year drop-out for this cohort as they moved through Y12; many areas across England showed significant increases in both initial (September 2020) NEET and increased drop-out rates too. Just 0.48% of the year group were Not Known = 10 young people, higher than the 0.0% we have achieved in a number of previous years but still a strong achievement given restrictions.

PROGRESS UPDATE: Review of Careers Provision July 2022

Assessment of Progress (July 2022): (include explanation if required)	1 Fully Achieved.
Evidence of Impact (July 2022):	All education establishments in the Careers Hub are encouraged to ensure students have access to IAG from a qualified adviser, Enterprise Coordinators do this when they meet career leaders to complete compass reviews and is covered in Hub workshops. Term 2 (end of March 2022) 90% of establishments in Stockton are fully achieving GBM 8 (Personal Guidance) with 1 establishment partially achieving this BM (meeting it for the vast majority of their students but not every one). Schools who contracted with SBC Opportunities team (formerly Youth Direction) saw just 3.3% of their students who had universal needs, becoming NEET; schools who used another IAG company or used their own staff to deliver Careers Guidance saw a NEET rate of 8.4%.

Recommendation 3:	That governing bodies be encouraged to identify a lead from senior management teams and a governor lead to champion careers provision and support the school to work towards meeting the Gatsby Benchmarks.
Responsibility:	Martin Gray / Eddie Huntington/ Governor Support Service/ Schools and colleges
Date:	July 2021
Agreed Action:	Schools and colleges are contacted by SBC and required to inform us of their lead from SMT and Governors. Presentation at School Governors meeting and follow up briefing for leads. Update sessions planned for Spring and Summer Terms
Agreed Success Measure:	Number of schools who have a lead governor and a Careers Leader from within SMT increases School Governors encourage and support the need for identified lead. Updates identify a range of provision as well as any impact measures.
Evidence of Progress (July 21):	How to plan and deliver effective CEAIG CPD delivered to primary and secondary CPD leads CEAIG CPD delivered to primary and secondary governors CEAIG updates routinely provided to primary/ secondary senior leaders/ Pupil Premium Leads via Closing the Gap Clusters (termly) CEAIG updates routinely provided to primary/ secondary personal development leads via Personal Development Networks (half termly) CEAIG leads identified via school websites All events share up-to-date evidence-based/ research-driven effective practice
Assessment of Progress (July 21):	2 On track.

PROGRESS UPDATE: Review of Careers Provision July 2022

(include explanation if required)	
Evidence of Impact (July 21):	Strong engagement with TVCA Primary Careers Pilot – 38 Stockton schools Sustained and growing attendance at half termly Personal Development Networks Sustained and growing attendance at termly Closing the Gap clusters Positive evaluations/ clear identified action secured following CEAIG CPD events/ Networks/ Clusters
Assessment of Progress (July 2022): (include explanation if required)	1 Fully Achieved.
Evidence of Impact (July 2022):	We continue to enable and encourage schools to maintain a specific role on their Governing bodies. 14 secondary schools have a careers link governor 45 primary schools have had involvement in the TVCA Primary Schools Pilot

Recommendation 4:	That the Careers and Enterprise Company establish a framework for independent scrutiny and challenge of school's self-evaluation of their performance against the Gatsby Benchmarks, including a requirement for schools and colleges to evidence their self-assessments.
Responsibility:	David Willingham/Eddie Huntington Careers Enterprise Company
Date:	July 2021
Agreed Action:	Schools and colleges are encouraged to use the new Compass tool, when launched. Schools and colleges are encouraged to maintain evidence of performance against the Gatsby Benchmarks, this could be as part of progress towards and achievement of a Careers Award.
Agreed Success Measure:	Launch of new Compass tool Schools and colleges attaining the Careers Award.
Evidence of Progress (July 21):	CEC report that 12 Stockton schools have already moved to Compass+; 1 school is waiting for confirmation of the move from CEC. 6 schools have not yet moved to Compass+.
Assessment of Progress (July 21): (include explanation if required)	2. Excellent progress. The Tees Valley Careers Hub is in the top 3 nationally for compass review returns by schools.
Evidence of Impact (July 21):	CEC will actively encourage schools achieving 7 or 8 Benchmarks, to apply for a Careers Mark or Careers Award.
Assessment of Progress (July 2022): (include explanation if required)	1 Fully Achieved.

PROGRESS UPDATE: Review of Careers Provision July 2022

Evidence of Impact (July 2022):	<p>All Stockton establishments are achieving 4 + BMs</p> <p>7 Stockton establishments are achieving 8 BMs</p> <p>5 Stockton establishments are achieving 7 BMs</p> <p>Compass + update – 13 out of 16 schools are now using compass +</p> <p>Compass returns – spring term 2021 there was 100% completion of compass audits (establishments are in the process of completing summer term reviews)</p> <p>Enterprise Advisers (EA) - only 3 Stockton establishments need to be matched to an EA</p>
---------------------------------	--

Recommendation 5:	That recognising the lack of consistent quality of careers guidance across schools and colleges, the Council takes a lead role in working alongside stakeholders to establish more opportunities for schools and colleges to share best practice.
Responsibility:	Careers & Enterprise Company Youth Direction
Date:	Established by December 2020
Agreed Action:	Schools and colleges are encouraged to take part in Careers Network meetings and activities, and activities and CPD delivered through the Careers Hub.
Agreed Success Measure:	Consistency of provision across schools is achieved, measured through Compass and feedback from young people (to be collated by YD when undertaking Destinations work)
Evidence of Progress (July 21):	<p>Update from CEC Careers Hub lead Andrea Naylor: Overall attendance to workshops from Stockton schools and colleges has been good, we will be doing more work around CPD and SLT engagement in the new academic year as we want to ensure that career leaders are given the opportunity to join this community of practice on a regularly basis. Stockton schools and colleges have been involved in a variety of events via the shout out portal, including asking for employer support for events such as STEM Careers Festival, Careers afternoon, Careers Talk for History, Performing Arts, Engineering, Media, Marketing, Creative industries, Biology, Business Studies, Mock interviews, Employer virtual tours, Work experience and industry placements. Stockton schools/colleges have been involved in the following activity from employers via the shout out portal and also events organised by Tees Valley careers team: BAM Construction, Story Contracting, Sir Robert McAlpine – Inspire Competition, Army, Air League – Soaring to Success, EasyJet – Aim for the Skies, The Big Big Project, Tees Valley Careers Expo, SEND Enterprise</p>

PROGRESS UPDATE: Review of Careers Provision July 2022

	<p>Challenge Week, Learn Live webinars (Tees Valley LMI, Armed Forces, Emergency Services, Construction), Preparation for Adulthood video series, Sky News</p> <p>Two local CEIAG Network meetings also took place this academic year, offering networking and updates to be shared among schools and colleges, and with SBC staff.</p>
<p>Assessment of Progress (July 21): (include explanation if required)</p>	<p>2. Further lockdowns, necessary focus on academic work resulting from these and some changes in Careers Leaders have had impact but we are seeing a good level of participation across schools and colleges.</p>
<p>Evidence of Impact (July 21):</p>	<p>Destinations data and feedback needed for the 2021 school leaver cohort.</p>
<p>Assessment of Progress (July 2022): (include explanation if required)</p>	<p>1 Fully Achieved</p>
<p>Evidence of Impact (July 2022):</p>	<p>Stockton schools and colleges have been involved in a variety of events via the shout out portal, including asking for employer support for events such as Mock interviews, Careers pathway talk, Careers Fairs, Group work experience, Year 10 work experience, Presentation Pitch, Career Focus Day, Employer virtual tours, Computing Talks, Year 9 option evenings, Mentors, Careers In Biology.</p> <p>Stockton schools/colleges have been involved in the following activity from employers via the shout out portal and also events organised by Tees Valley careers team:</p> <p>Bring It On Event, NECS Health & Social Care Careers Offer, Specsavers Digital workshop, Army, The Big Big Project, Tees Valley Careers Expo, SEND Enterprise Challenge Week, Learn Live webinars (Digital, NAW, Creative Careers, Technology),</p> <p>Members of the TVCA careers team have attended Stockton CEIAG Network meetings throughout this academic year. This group is organised and chaired by SBC Opportunities team leaders.</p>

<p>Recommendation 6:</p>	<p>That the Council works with stakeholders to promote opportunities for apprenticeships and work experience across the Borough.</p>
<p>Responsibility:</p>	<p>SBC TVCA Reps</p> <p>TVCA</p>
<p>Date:</p>	<p>July 2021</p>
<p>Agreed Action:</p>	<p>Ensure apprenticeships and work experience are driven through SBC and TVCA meetings</p>
<p>Agreed Success Measure:</p>	<p>Increase in number of apprenticeship offers and work experience opportunities for KS4 and KS5 students</p>

PROGRESS UPDATE: Review of Careers Provision July 2022

Evidence of Progress (July 21):	Work experience programmes largely curtailed for school and college students due to COVID related restrictions and lockdowns from March 2020 to July 2021. SBC launched its Apprenticeship programme in May 2021 with 38 new roles available across the Council.
Assessment of Progress (July 21): <small>(include explanation if required)</small>	3. National and local restrictions have severely impacted upon work experience opportunities and employment including Apprenticeships, though they remain on the agenda within SBC and across Tees Valley.
Evidence of Impact (July 21):	As above.
Assessment of Progress (July 2022): <small>(include explanation if required)</small>	1 Fully Achieved. We as an LA have again increased our efforts re Apprenticeships, and we are heavily invested in the local Apprenticeship offer in terms of support and signposting for young people and adults as seen through another Apprenticeship drive. The local offer of work experience continues to be built by individual schools, with the offer of support from SBC and from TVCA. We anticipate that schools are able to fully transition from Covid disruption and its curriculum impact so we hope to see even more progress in the year ahead.
Evidence of Impact (July 2022):	SBC Apprenticeship corporate programme delivered again in 2022

Assessment of Progress Gradings:	1 Fully Achieved	2 On-Track	3 Slipped	4 Not Achieved
---	----------------------------	----------------------	---------------------	--------------------------