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**Talentino  
10<sup>th</sup> Annual  
SEND Careers  
Conference  
2023**

**Ryan Gibson  
The Gatsby Foundation**





# GOOD CAREER GUIDANCE: 'THE NEXT TEN YEARS'

RYAN GIBSON



GATSBY

# THE GATSBY FOUNDATION

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- We are driven by our belief that **all young people should experience the very best careers provision as part of their journey through education and towards a positive future**
- Meeting the needs of **'each'** and **'every'** young person is at the very heart of the Benchmarks and why they were created.
- The Benchmarks talk about **'addressing the needs of each pupil'** and recognise that **pupils have different needs at different stages** and that **opportunities and support need to be tailored and timed to meet the needs of each pupil.**



# GOOD CAREER GUIDANCE: THE FIRST TEN YEARS

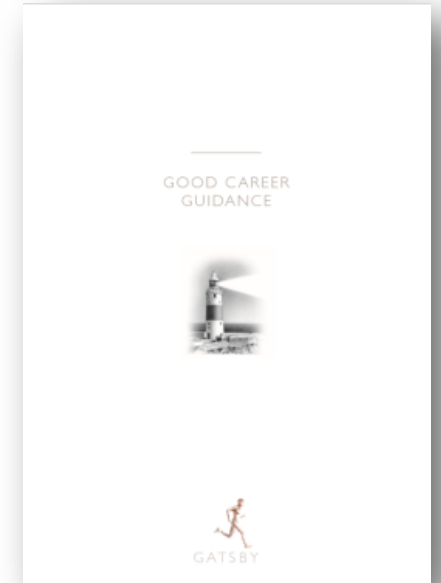
BACKGROUND AND CONTEXT



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# BACKGROUND AND CONTEXT

- Published '**Good Career Guidance**' (2014) - a Report that defines what world class careers provision looks like and identified the 8 Gatsby Benchmarks
- **Successfully piloted the Benchmarks (2015-17)** in schools and colleges in the North East and proved they worked in practice. **SEND working group as part of that pilot**
- The pilot identified **key levers for success** that continue to be important today, including
  - Career Leader
  - Senior Leader Buy-in
  - Regional / Strategic Coordination
- The framework of the Gatsby Benchmarks has been **embedded in Government strategy since 2017** and continues to be reflected in enhanced statutory guidance and in Ofsted



# CONSIDERATION OF SEND THROUGHOUT

## SEND Working Group 2015-2017



Interpreting the Gatsby Benchmarks for students with special educational needs and disabilities

The Gatsby Benchmarks provide a world-class framework for career guidance, outlining the experiences and information each and every young person should have access to so that they can make an informed decision about their future.

- Consulted with experts from special schools and colleges, together with SEND specialists from mainstream schools, who work with young people with a very wide range of SEND.
- **The clear message we received was that the high aspiration of the Benchmarks make a difference and that same framework of high expectations should be available to all young people.**
- Concluded that it would **not** be appropriate to define a separate set of Benchmarks for special schools or young people with SEND
- Recognise that **some of the Benchmarks may be implemented in a different way in special schools and colleges, alternative provision, and for some students with SEND in the mainstream.** There are many examples of excellent practice in relation to this.
- **“The professionals who work with these young people every day are the experts and are best placed to adapt their career guidance activity to the different needs of their students”**

# CONSIDERATION OF SEND THROUGHOUT

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## Joint Statement 2018

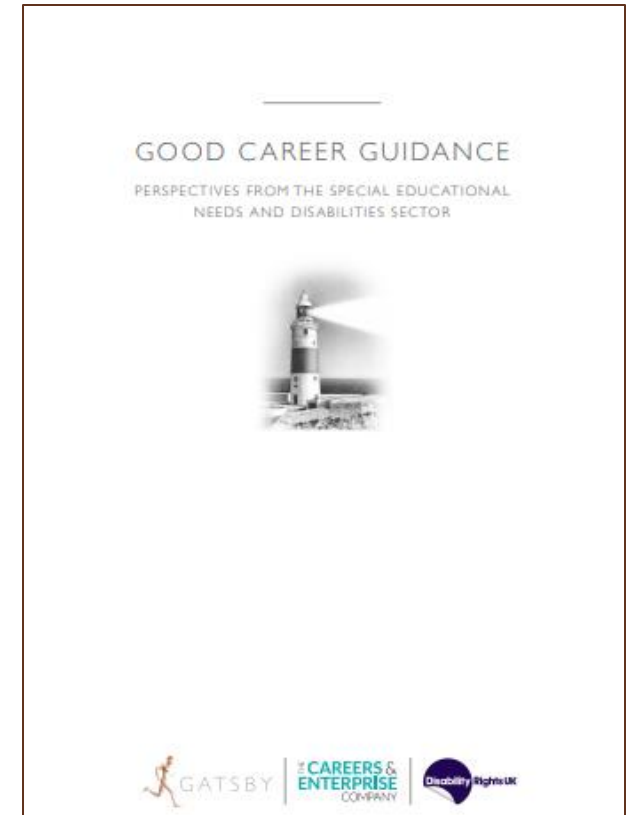
We recognise that *the professionals who work with young people with SEND every day are the experts and are best placed to adapt their career guidance activity to the different needs of their students.* In 2018, to give greater clarity to special schools, Gatsby, The Careers & Enterprise Company and Disability Rights UK published a joint statement in 2018

## Guidance Publication 2019

In 2019: Gatsby, Careers & Enterprise Company and Disability Rights UK produced a joint publication: **'Perspectives from the SEND Sector'** containing **12 essays from special schools and national experts on SEND on how to successfully use the Benchmarks** for young people with SEND, including from organisations such as, Talentino, nasen and Natspec.

Read the essays at

[www.goodcareerguidance.org.uk/support-and-tools/send](http://www.goodcareerguidance.org.uk/support-and-tools/send)



# FURTHER / ONGOING NATIONAL SUPPORT OVER THE YEARS

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Including:

- CEC SEND Advisory Group
  - SEND Gatsby Benchmark Toolkit (developed by CEC and Talentino)
  - SEND Careers Hubs
  - Compass for SEND: including wording changes to give greater flexibility on some Benchmark criteria and SEND FSQ.
  - Inclusion support for EC's
  - Training
  - Guidance
- ... and much more



# WHERE WE ARE NOW

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- **WIDESPREAD ADOPTION** – Over 90% of schools and colleges self-assessed their progress against the benchmarks using Compass last year
- **IMPROVING PROVISION, WITH MOST PROGRESS MADE IN AREAS OF DISADVANTAGE** - Average Benchmark achievement is increasing year on year. Schools and Colleges in the most disadvantaged quartile make the most progress
- **UNDERPIN SYSTEMATIC SUPPORT STRUCTURES** - Careers Hubs, Careers Leader Training. Both of these things accelerate progress towards achieving the Benchmarks
- **POSITIVE IMPACT ON OUTCOMES FOR YOUNG PEOPLE**

**But the work is not yet complete...**



# ‘GOOD CAREER GUIDANCE: THE NEXT TEN YEARS’

PROGRAMME OF WORK



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# THE PROCESS SO FAR

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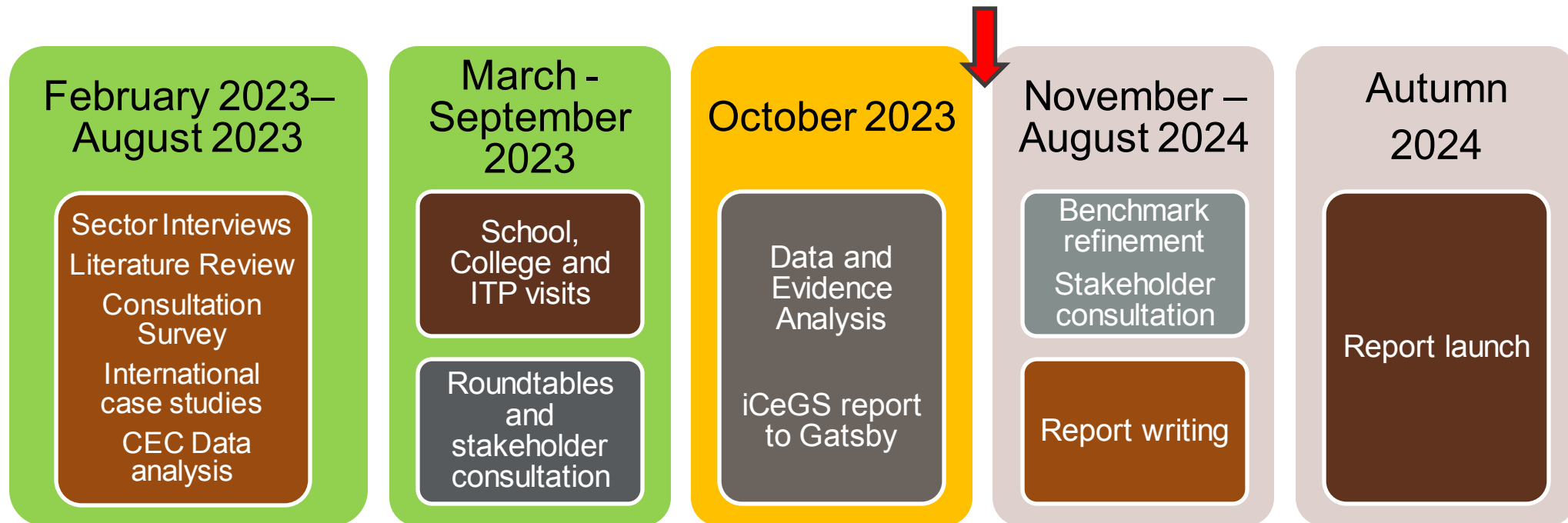
Throughout 2023 we have conducted a significant **programme of stakeholder consultation and evidence gathering.**

We have:

- Explored **how schools, colleges and training providers have implemented the benchmarks**
- Spoken directly to **young people**
- Captured examples of **innovation and impactful practice**
- **Gathered evidence** that has emerged since the publication of the original Good Career Guidance Report
- **Engaged with organisations overseas** who have chosen to adopt the Benchmarks for their own national contexts
- Sought to understand **challenges** that persist

# OVERVIEW OF OUR PROGRAMME OF WORK

- ICEGS are our Academic Research Partner
- Working closely with colleagues across CEC and meet regularly with DfE
- Supported by an Advisory Group, Practitioner Group and Sector Experts



# EVIDENCE GATHERING

- Hosted a series of expert, practitioner and thematic roundtables (and workshops)

- Ofsted
- ITP's
- Enterprise Advisers\*
- MAT Career Leaders\*
- Education Leaders\*
- Hub Leaders\*
- Careers Practitioners
- **SEND Organisations – co-convened with nasen**
- **SEND Practitioners – co-convened with Talentino**
- Experiences of Workplaces
- Parental Participation
- Governors
- Destinations
- Careers Advisers
- Employers and modern workplaces / practices

## SEND

- Interviews
- Open consultation
- Literature and Evidence Review
- Data analysis
- Panels with Young People during visits
- Commissioned work engaging young people directly
- International evidence

- Comprehensive programme of visits to schools, colleges and ITP's (including SEND, AP, Hospital and SEND in mainstream)

# KEY FINDINGS FROM THE EVIDENCE

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- **Belief in the value of the Benchmarks is strong and widespread.**

94% of stakeholders (from education to business) state that the Benchmarks are a strong framework for career guidance

- **The Benchmarks have been almost universally adopted.**

Over 90% of English schools and colleges now measure their progress against the framework and benchmark achievement has increased year on year since 2017

- **Each individual Benchmark is recognised as an important part of the overall framework of Benchmarks.**

All 8 benchmarks are valued equally, with each being identified as important by 96-99% of consultation respondents

- **The Benchmarks have a positive impact on young people.**

88% of Senior Leaders in schools and colleges state that the Benchmarks have been of clear benefit to their students

# OUR HYPOTHESIS APPEARS CORRECT

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The **stability, clarity and ambition offered by the framework** of the Benchmarks has been critical for schools and colleges. The Benchmarks provide a **common language, clear expectations** and an ability for schools and colleges to **measure improvements**.

The evidence indicates our initial hypothesis – **refinement rather than significant change** – is correct

# EMERGING CONCLUSIONS

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- **Radical changes to the Benchmarks are not needed**

They are widely used, deemed useful and are having impact.

- **Stability is important and needs to be maintained**

We now have a system where everyone including Careers Leaders, Headteachers and employers have a shared language for career guidance and a supporting infrastructure that provides access to tools, networks, training and further support.

- **We will focus on exploring how our evidence can help us refine and evolve the Benchmarks to secure even more impact over the next 10 years**

We have heard lots of feedback about what we should consider as part of this. For example, it is essential to connect the Benchmarks into the whole school and college strategy, at the most senior level.



# THINKING ABOUT SEND

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*“The Benchmarks have been particularly useful in encouraging schools and colleges to think more deeply about their approach and how they respond to the challenges of each aspect of implementation of each Benchmark”*

- Shine a light on **inclusive, effective and impactful approaches to careers provision for young people with SEND**, particularly the conditions needed for success (in relation to careers and next steps provision)
- Consider how we **encourage institutions** (schools, colleges, training providers, employers) to plan for the **range of additional needs of young people** and **the support they may require** and **to personalise and tailor their approach to the needs of their young people**
- Maximise **impact on outcomes** for young people with SEND, including encouraging SENCO's and career leaders working closely together
- Continue to balance **clarity and guidance** but maintain **flexibility of implementation**

# NEXT STEPS

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- **Reflecting on the evidence** we have gathered and **drafting potential refinements**.
- **Convene consultations** with expert panels, practitioners, business and young people.
- Considering how we best **shine a light on the impactful practice** we have observed across the country.
- Working closely with CEC about implications for updates to resources, tools, guidance etc.
- We will publish a **final report in Autumn 2024**, containing the refinements and any wider recommendations.

