

# The Careers Collaborative Overview

April 2021 – March 2022

## Background

The Careers Collaborative is an initiative that aims to ensure statutory duties around careers education information advice and guidance are met or exceed. It is hosted and coordinated by Hackney Education. Members recognise that that high quality careers education and advice will be vital to help students make good progression decisions during and post Covid

The cancelling of exams makes employers increasingly likely to look at the skills and understanding of the world of work, developed in school when making recruitment decisions.

Members, which include schools, colleges and partners, receive a range of activities and resources informed by the [Gatsby Benchmarks](#) and the requirements of the [statutory guidance](#), around careers.

## Key benefits of being a member of The Careers Collaborative

### Access to a wide range of opportunities

Central coordination allows the sourcing and communication of high quality resources, and local workshops and events to members resulting in access to a wide range of local fully funded opportunities. There was good take up by pupils and staff of virtual activities. Online workshops are often easier to access and the format allows links with speakers and organisations across the country. As a result, careers provision continues to be effective and has impact on young people's destinations.

### Statutory duties and Gatsby benchmarks

Members are kept informed of policy changes and relevant strategic/guidance documents, via timely e-alerts. Leads in schools and colleges receive advice and support to ensure their careers programmes are prepared for the increased focus on the career readiness of pupils in Ofsted inspections<sup>1</sup>. Careers Advisors receive updates on the best local events and opportunities and bespoke activities, provided for specific groups or progression pathways.

The mapping of activities against [Gatsby Benchmarks](#) is supports members to reach these standards. Members also receive support in developing the new Careers Leader role outlined in the [statutory guidance](#).

### Improving progression

In addition, The Careers Collaborative, provides:

- o Weekly information on local apprenticeship vacancies and opening dates for the best school leaver programmes. **Impact:** improved progression opportunities for students in member institutions.
- o Updates to DfE guidance around careers and inspections. **Impact:** Careers Leaders are aware of their duties around careers and are prepared for inspection.
- o Regular labour market intelligence updates. **Impact:** Careers Officers understand the local employment landscape, including emerging trends.
- o Inspirational activities expose younger students from all backgrounds to a wide range of careers possibilities. **Impact:** improved decision making at key transition points.

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<sup>1</sup> <https://www.gov.uk/government/publications/education-inspection-framework>

- o Workshops to support university applications to ensure that students from all backgrounds make successful applications to high quality institutions – Impact improving numbers going to Russell Group and other high tariff universities.
- o A' level Results Day support – Impact: improves the chances of students failing to achieve offer grades of retaining their offer.

**A full list of The Careers Collaborative activities, 2021-22, can be found [here](#)**

## Appendix 1

# The Careers Collaborative Core Offer 2021 - 2022

Full Membership of The Careers Collaborative entitles its members to

1. **Online events and webinars:** Access to at least four collaborative events for students
2. **Workshops and support:** To improve student progression and provide CPD for staff supporting them
2. **Careers Network Meetings:** Six per annum
4. **One to One Support Meetings:** Members are offered three individual contact meetings, per annum. These can be used to discuss specific initiatives, address areas of concern or for sharing knowledge
5. **Resources:** Bespoke resources include weekly careers and apprenticeship newsletters, monthly LMI, a calendar and bi-monthly bulletin to support CPD, careers education and careers guidance
6. **Project Coordinator Support:** Central coordination of collaborative activities and events, answers to enquiries and requests for bespoke support

## 1. Events

Event	Details	Date	Gatsby Benchmark
<b>Choices</b>	<b>Aim:</b> to improve knowledge of high quality progression opportunities for students working at or below level 2 in Years 10/11. Students will be informed of local high quality providers relevant to their needs, either by a physical or online event or information sheets and CPD for staff supporting them.	December / January	2,3,5,7
<b>Inspiring Activities</b>	<b>Aim:</b> To provide access to inspirational largely local speakers from a wide range of ethnic/social backgrounds and careers for students in KS3. Members are provided with recorded and online presentations and occasionally physical events. We can also link members to organisations that can provide volunteers for in school events.	Ongoing	2,3,5
<b>Access to Healthcare</b>	<b>Aim:</b> To improve the chances of sixth formers gaining places on highly competitive medical degree courses. This online event includes a range of speakers, talks from doctors, representatives from UKCAT and BMAT a Q&A with current medical students and interactive sessions.	March	2,3,5

## 2. Workshops and support

The Careers Collaborative provides a number of selected opportunities to help members achieve all 8 Gatsby Benchmarks. These are sourced by our Project Coordinator via relationships with a range of partners including universities (e.g. UCL, QMU, Oxford), employers (e.g. TfL, Sir Robert McAlpine), their sector organisations, and Government funded initiatives.

Opportunities generally include lectures, events, internships, taster days, visits, 1:1 support for university applications etc. Several of these are designed to support those students experiencing barriers to their progression. All opportunities are reviewed before circulating and only shared if of sufficient quality and relevance. These opportunities may be physical or online.

The Careers Collaborative has developed link with organisations with high quality school leaver programmes, such as PwC, KPMG, EY and JP Morgan. Members receive alerts when they open their recruitment for higher and degree apprenticeships, etc. The Careers Collaborative also brokers additional support from these and support organisations for students from member schools wishing to make applications.

A new partnership with UniConnect has opened up more opportunities for members.

Since its inception The Careers Collaborative has provided a range of workshops and support to help ensure sixth form students in member schools and colleges progress to the best HE destinations. A new partnership with Queen Mary University (QMU) provides additional online sessions for member schools.

Event	Details	Date	Gatsby Benchmark
<b>Personal Statement Student Support</b>	Webinars for sixth form students on how to write a good UCAS personal statement.	June and July	7,8
<b>Reference Writing Staff Support</b>	Webinars for school staff on how to write an effective reference for students applying to university.	May and October	7,8
<b>Results Day School Support</b>	Provides support and expertise for school staff. To help ensure that on 'A' level results day students who fail to achieve their offer grades, either retain offers or gain an equivalent quality offer elsewhere.	August	7,8
<b>Personal Statement Checking</b>	Personal statements checking service to support students applying for medicine, nursing or veterinary science.	Sept through to Oct	3,7,8
<b>Interview Afternoon – Student Support</b>	Interview support for Year 13 students studying medicine, veterinary or dentistry or those aiming for Oxbridge.	Nov	3,7,8
<b>CPD for careers staff</b>	Careers Symposiums and workshops for staff working in member institutions.	Varies	8

## 3. Network meetings

Members have access to six online network meetings per year which will provide the opportunity to receive:

- o updates on national careers policy and local careers initiatives
- o presentations on high quality apprenticeships and new local careers opportunities
- o time to share best practice and network with other members

The agendas are built around the Gatsby Benchmarks and include ideas to support schools in achieving these.

#### **4. Individual Contact meetings**

All members have the opportunity to receive a termly contact meeting. These meetings can be used to discuss areas such as the implementation of the latest strategic guidance or working towards the Quality in Careers Award. This offer can also be extended to Head Teachers if required. These are currently being held online.

#### **5. Resources**

These resources are designed to provide staff with an up to date knowledge of the best local opportunities and to inform communication with students and parents around careers.

**Bulletin:** distributed bi-monthly to staff within member institutions. It provides up-to-date information related to careers including policy, quality, embedding careers in the curriculum, Quality in Careers Award, workplace visits and programmes plus information on new events and local initiatives. Elements can be extracted for use in careers sections of school newsletters and websites.

**Careers and Apprenticeship News:** a weekly roundup of good quality opportunities and events from local agencies, providers and colleges, information and opportunities include; internships, voluntary work and work experience vacancies and opportunities for degree apprenticeships, apprenticeships and other training and job vacancies.

**Vulnerable Groups News:** a monthly update on opportunities and organisations that support the progression of young people who can often experience barriers to progression, e.g. SEND, Looked after Children or those affected by Youth Justice.

**Careers Opportunities Calendar:** an electronic calendar containing local careers events organised by The Careers Collaborative and external organisations such as universities, employers and careers organisations.

**Monthly LMI:** a commissioned London Youth Labour Market Summary, circulated via email, plus local updates as they become available.

**Contacts:** a comprehensive list of providers of careers related activities who can come into schools or attend events, mostly at no charge. The list is freely available to members and the Project Coordinator can suggest specific organisations and if necessary broker contact for members.

#### **6. Project Coordinator support**

This includes centrally researching, sourcing and coordinating collaborative activities such as events, opportunities and resources, organising meetings, answering enquiries and providing general support to members organising careers activities for their students.

## **Appendix 2**

### **Gatsby Benchmarks**

#### **1 A stable careers programme**

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.

#### **Support from The Careers Collaborative**

Members are provided with good quality examples and relevant guidance to help ensure their programmes meet statutory guidance. They are also supported to work towards the Quality in Careers Standard which ensures they achieve this benchmark.

### **2 Learning from career and labour market information**

Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

#### **Support from The Careers Collaborative**

Members receive regular LMI updates and resources provided by partner organisations. Events such as Inspiring Men and Inspiring Women give examples of real life careers paths.

### **3 Addressing the needs of each pupil**

Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

#### **Support from The Careers Collaborative**

Members can access a range of events, activities and resources targeting different cohorts and vulnerable groups to compliment in school progression programmes. Members are offered access to an increasing range of activities aimed at supporting BAME young people into non traditional careers.

### **4 Linking curriculum learning to careers**

All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

#### **Support from The Careers Collaborative**

Subject specific careers information is collated and sent directly to subject teachers where possible or to the Careers Officer to forward. Members receive regular updates on opportunities related to STEM. Employers wishing to work directly with schools are put in touch with members.

### **5 Encounters with employers and employees**

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

#### **Support from The Careers Collaborative**

The Inspiring events provided for members by Young Hackney, highlight a wide range of jobs carried out by Hackney residents and employers. The support provided for members to develop their alumni has led to a significant rise in schools' effective use of this valuable resource. The bi monthly Bulletin highlights new or recommended enterprise and mentoring schemes.

### **6 Experiences of workplaces**

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

#### **Support from The Careers Collaborative**

External employer focused opportunities are forwarded to members as they become available. Opportunities to visit local work places are promoted to members, these increasingly include virtual visits.

#### **7 Encounters with further and higher education**

All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

#### **Support from The Careers Collaborative**

Events such as Choices provide information on local vocational opportunities. Links with universities such as UCL and the London College of Fashion provide bespoke subject based opportunities for students to gain an early taste of university study.

#### **8 Personal guidance**

Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

#### **Support from The Careers Collaborative**

The Careers Collaborative is designed to ensure careers advisors are equipped with up to date, accurate local information to allow them to provide high quality advice to those they work with.