



## Department for Education

John Yarham  
CEO (Interim)  
c/o The Careers & Enterprise Company  
120 Aldersgate St.  
London  
EC1A 4JQ

Dear Mr Yarham

### **CAREERS INFORMATION, ADVICE AND GUIDANCE (CIAG) SUPPORT FOR SCHOOLS AND COLLEGES - GRANT VARIATION**

The variation order to our Grant Funding Agreement to take effect from 18<sup>th</sup> June 2025 is as follows:-

**Variation to the Grant Funding Agreement with:** Careers & Enterprise Company

**Dated:** 25 April 2024

**Variation Number:** 05

The following amendments to the Grant Funding Agreement apply from the effective date:

#### **Grant Offer Letter**

1) How much funding is available and for how long? is updated as follows:

The funding period is extended to 31 August 2026. The funding split across the 25-26 Financial Year and the 26-27 Financial Year is as follows:

- Cost FY 2025-26 - £31.825m<sup>1</sup>
- Cost FY 2026-27 - £12.705m

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<sup>1</sup> This includes £30.5m contribution from Careers division plus £1.325m contributions from other teams for ATE-related work. £1.291m is for ASK funding (for Amazing Apps and 4 other ASK delivery partners) up to July 2025 and £34k is T level's contribution for Sept25-Mar26.

The funding amount for FY 2026-27 is indicative. It is dependent on successful delivery of agreed objectives.

There is always the possibility of the Department's overall funding being decreased or constrained in the next Spending Review period. Under such circumstances, and in accordance with the provisions detailed in the Grant Terms and Conditions, the Department may need to make adjustments to the above FY 2026-27 allocation in order to manage within its budget. Should this occur, we would notify You at the earliest opportunity and agree any necessary amendments to the agreed objectives.

- 2) Updated Annex E is attached to reflect changes to the budget allocation for the variation of Funded Activities.
- 3) Updated Annex F is attached to reflect the additional activities in the extended period for which the grant is being paid.
- 4) Updated Annex H is attached to reflect the changes to the payment schedule for the extended period.
- 5) Updated Annex J progress report template is attached to reflect the additional activities that are funded for the extended period.

## Grant Funding Agreement

- 6) **Annex E – Details of Grant Resource Budget Allocation**, Table 1, is updated as follows for funding in the financial years relating to the period of this variation:

<b>Activity</b>	<b>Cost (FY 25-26)</b>	<b>Cost (Sep 25 - Mar 26)</b>	<b>Cost (Apr-Aug 26)</b>	<b>April 25 to August 26 Total</b>
<b>1: Continuous improvement in careers education</b>				
System Investment	£15.45m	£8.75m	£6.28m	£21.73m
National oversight and support	£6.96m	£3.54m	£2.93m	£9.89m
Contracted payments to ASK	£1.291m <sup>2</sup>	£0	£0	£1.291m
T level awareness raising	£0.034m	£0.034m		£0.034m <sup>3</sup>
<b>2: Implementation of a national work experience (WEx) guarantee</b>				
System Investment	£3.33m	£2.25m	£1.395m	£4.725m
National oversight and support	£2.18m	£1.27m	£1.04m	£3.22m
<b>Central Support Costs</b>				
Governance and operational support	£2.58m	£1.34m	£1.06m	£3.64m
<b>Total Cost</b>	<b>£31.825m</b>	<b>£17.184m</b>	<b>£12.705m</b>	<b>£44.53m</b>

<sup>2</sup> The £1.29m is ASK funding (for Amazing Apps and 4 other ASK delivery partners) up to July 2025.

<sup>3</sup> £33,548. T level's contribution for Sept25-Mar26.



## 7) Annex F – Aims and Objectives of the Funding:

“Goals and Key Activities and Performance Indicators” – are updated as follows:

This Grant Funding Agreement outlines the activities that lead to all young people in education receiving the support they need to make informed choices about their learning, training and employment opportunities. It focuses on breaking down the barriers to opportunity, helping young people to progress into good jobs, and driving growth and productivity.

To achieve this, as the national strategic body for careers education, we will drive:

- Continuous improvement in careers education – supporting educational establishments across England to deliver high-quality careers programmes and drive continuous improvement in line with the Gatsby Benchmarks, including primary schools, secondary schools, colleges, special schools, alternative provision settings and Independent Training Providers (ITPs). This work will raise awareness and increase take-up of vocational and technical options (Apprenticeships, T Levels and Higher Technical Qualifications) and promote parity of esteem with academic routes.
- The implementation of a work experience guarantee – underpinned by a learning outcomes framework that promotes quality, and with Careers Hubs supporting increased employer engagement to facilitate the ambition for two weeks’ worth of work experience for every young person, and workplace encounters, to help ensure young people are work-ready.

Funding will be targeted, and direction provided, to ensure that young people facing the greatest barriers will receive the most support.

### **Objective 1. Drive continuous improvement in careers education against the Gatsby Benchmarks through ongoing investment in core careers infrastructure.**

The Gatsby Benchmarks have formed the basis of the improving careers education system over the last ten years. Their revision introduces new demands and lifts the bar on quality. The delivery outlined in this objective is geared towards meeting this fresh goal, which will provide stretch to all parts of the system.

<b>Goals:</b>	<b>Key Activities and Performance Indicators:</b>
<p><b>Continuous improvement against the Gatsby Benchmarks:</b></p> <ul style="list-style-type: none"> <li>• Maintain funding, oversight and support for Careers Hubs in partnership with Local and Combined/Strategic Authorities.</li> <li>• Careers Leader training, including pilot SEND top-up training and CPD support to implement updated Gatsby Benchmarks.</li> <li>• Embed the <a href="#">Careers Impact System</a> through the national rollout of the internal leadership and peer-to-peer</li> </ul>	<p><b>Careers Hub core support:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Maintain full national Hub coverage, to ensure all schools and colleges can join a Careers Hub.</li> <li>• 95% of eligible schools and colleges, including special schools (SEND) and alternative provision (AP), are in Careers Hubs.</li> <li>• Support Strategic Authorities with a co-designed partnership agreement to maximise impact for young people and co-investment.</li> <li>• Support institutions to make confident and sustained progress towards the implementation of the updated Gatsby Benchmarks.</li> <li>• Drive quality by establishing a new baseline (from the annual data return in July 2026) to measure rates of continuous improvement.</li> <li>• Target institutions through tiered triage and support to accelerate progress against</li> </ul>

<p>reviews, via Hubs/Trusts.</p> <ul style="list-style-type: none"> <li>• Enhance careers leadership through national Communities of Improvement.</li> <li>• Develop careers education awareness for teachers and the wider education workforce.</li> <li>• Increase the quality, quantity and impact of business outreach through extending the Employer Standards and their associated support, with a focus on Government's priority sectors.</li> </ul>	<p>updated Gatsby Benchmarks where needed most.</p> <ul style="list-style-type: none"> <li>• Careers Hubs supported to complete the Careers Hub Quality Standards to identify and share best practice, promote consistency and highlight areas of improvement including for those who are most disadvantaged.</li> <li>• Promote the DfE Guidance on NEET prevention to schools, Careers Hubs and partner organisations, linked to the adoption of a consistent approach to risk of NEET assessment.</li> </ul> <hr/> <p><b>Customer support and upskilling:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• 4,000 schools are connected to Compass+ via their MIS.</li> <li>• 300,000 students have completed the Future Skills Questionnaire in academic year 2025-26.</li> <li>• 90% customer satisfaction rating for participants and service users of the integrated support programme.</li> <li>• Continuously improve the integrated support for users and partners.</li> </ul> <hr/> <p><b>Careers Leader training:</b></p> <p>By August 2026:</p>
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- Deliver an additional 600 Careers Leader Training places with refreshed learning outcomes relevant to updated Gatsby Benchmarks, to include:
  - Face-to-face and distance learning training offers for new Careers Leaders.
  - Top-up training places.
  - A pilot of up to 200+ NEW Specialist courses focused on SEND (1 day face-to-face).
- Develop a sustainable approach to link careers leadership with national qualifications frameworks.

**Embed the [Careers Impact System](#):**

By August 2026:

- Continue the national rollout of internal leadership reviews and peer-to-peer reviews, facilitate training for Careers Hubs, and ensure every Hub participates in quality standardised peer-to-peer reviews.
- Deliver 1 National System Review on the most impactful models of work experience for young people whose needs are not being sufficiently met.
- Deliver 25 moderation reviews for system-wide moderation, quality control, and assurance, as well as dip-testing of impact.
- Approximately 50% of moderation reviews will specifically focus on the pivot to work experience.
- Develop a focused element within the existing Careers Impact System to support

targeted prevention of NEET.

- Report themes and trends to DfE through a termly learning and insight meeting.

**Continued rollout of the Employer Standards & associated support to increase the quality and quantity of employer outreach:**

By August 2026:

- Increase the scale of the Employer Standards framework nationally, through partnership with sectors, representative bodies, and careers providers, resulting in a cumulative total of 2,000 unique employer users (employers and/or business units) to have registered and submitted a self-assessment.
- Reassessment and progress:
  - 400 employers have completed a reassessment of the Employer Standards.
  - Pilot delivery of *reassessment weeks* to provide a focus for employers who have completed at least one assessment, to act on their results and review their progress.
  - Reassessed employers to have improved on at least one Standard, with a focus on meaningful opportunities.
  - Resources reviewed annually and updated with the latest best practice. Additional resources developed to meet priority gaps.

<p><b>Digital tools:</b></p> <ul style="list-style-type: none"> <li>• Maintain Compass+ as a single platform, simplifying support for Careers Leaders.</li> <li>• Integrate revised Gatsby Benchmarks to track performance and Risk of NEET indicators to stimulate intervention.</li> <li>• Maintain digital tools and infrastructure to support Careers Hub delivery and data collection, management and utilisation to support insight, performance and reporting.</li> </ul>	<p><b>Maintain Compass+:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• All users migrated to a single Compass+ product to provide improved user experience.</li> <li>• Extend activities data collection and explore opportunities to collect other learner data.</li> <li>• Full rollout and further iterations of the Risk of NEET Indicators (RONI) tool.</li> </ul> <hr/> <p><b>Maintain digital tools and infrastructure:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Maintain and improve all digital products, including the EANR, the Employer Portal and the Careers &amp; Enterprise Academy.</li> <li>• Ensure digital products continue to support data collection, management, and utilisation in accordance with the updated Gatsby Benchmarks and statutory guidance.</li> <li>• Iterate features to support the management of the Careers Impact System Peer-to-Peer reviews.</li> </ul>
<p><b>Skills and partnerships:</b></p> <ul style="list-style-type: none"> <li>• Raise awareness of Apprenticeship and Technical Education (ATE) pathways</li> </ul>	<p><b>Raise awareness of ATE pathways:</b></p> <p>By August 2026:</p> <p>Build understanding of Apprenticeship and Technical Education pathways:</p>

<p>with:</p> <ul style="list-style-type: none"> <li>○ Targeted support, coordination and national digital resources.</li> <li>○ Supporting schools and providers to meet Provider Access Legislation (PAL) through tracking, connecting Hubs to networks of Independent Training Providers, other programmes and being a point of escalation for concerns.</li> <li>○ Maintaining focus on Gatsby Benchmark 7 through Hub strategic plans.</li> <li>○ Including a specific ATE objective within the equalex work experience quality framework.</li> <li>• Continue to embed the ATE Transitions Framework locally, using it as a</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and enhance national digital resources and guidance for teachers to raise awareness of technical pathways, including specific resources that can be used by schools directly to deliver apprenticeship awareness.</li> <li>• Support awareness raising of T Levels among students, teachers, careers leaders and other stakeholders, through regular communications activities, supported by the updating of a suite of T Levels digital resources and IAG materials to complement the wider ATE agenda, to be housed on CEC Resource Hub.</li> <li>• Develop and deliver a bespoke ATE model aligned to government growth sectors to be delivered across 10-14 Hub areas (final number to be agreed with DfE) offering tailored PAL compliant activities dependent on local area/school requirements. Final KPIs to be discussed and agreed with DfE by end of June 2025.</li> <li>• Support National Apprenticeship Week at a national and regional level.</li> <li>• Utilise Careers Hubs to coordinate and activate local support in schools and colleges:</li> <li>• As a connection point for schools to national and local technical pathway resources, support and advocates, including AAN, STEM Ambassadors and T Level Ambassadors.</li> <li>• To help coordinate employers and local programmes to engage directly with schools and colleges to raise awareness of apprenticeship pathways into their sectors.</li> <li>• Continue embedding the Apprenticeship and Technical Education Transitions Framework to address local barriers identified from the 2024 analysis and measure</li> </ul>
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<p>mechanism to identify barriers and support partners in addressing them.</p> <ul style="list-style-type: none"> <li>• Boost Sector pipelines, enabling more young people to develop interest in growth sectors aligned to local skills needs.</li> <li>• Continue to provide universal offer to any sector or representative bodies that want to engage with careers education.</li> </ul>	<p>progress against the framework’s indicators. Align with Local Skills Improvement Plans, Local Growth Plans, and other national and local skills priorities, including Skills England and the government’s investment in boosting skills pipelines.</p> <p>Measure and track progress:</p> <ul style="list-style-type: none"> <li>• Continue to support schools to meet and provide evidence of compliance with the Provider Access Legislation and act as a point of connection and escalation for providers wishing to engage with schools to deliver Provider Access Legislation.</li> <li>• Maintain focus on Gatsby Benchmark 7 and the Future Skills Questionnaire to gain an institutional and pupil–level understanding of all technical options.</li> </ul> <hr/> <p><b>Boost Sector pipelines:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Develop action plans with key representatives from 3 additional government priority sectors, improving employer outreach quantity and quality in the identified sectors.</li> <li>• Healthcare: Reach 30 additional NHS employers to increase the quantity and quality of their outreach, whilst running a series of webinars for NHS employers based on the learnings.</li> <li>• Construction: Deliver action plans in areas of high housebuilding need to increase the quantity and quality of experiences for young people, aligning interest with opportunities.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Ensure CEC’s universal support for sectors continues to be communicated via CEC’s corporate website and regular communications. Ensure easy connections are made to our place-based Careers Hub Network.</li> <li>• Maintain an Employer Advisory Group comprising national, sectoral and direct business representation, activated to provide more experiences for young people.</li> </ul> <hr/> <p><b>National communities of improvement:</b></p> <ul style="list-style-type: none"> <li>• Deliver national Communities of Improvement and three events during the academic year 2025/26 for each group for advocacy and sharing best practice for: <ul style="list-style-type: none"> <li>○ Inclusion (including Prevention of NEET and Learners Losing Learning)</li> <li>○ Multi Academy Trusts</li> <li>○ FE &amp; Skills</li> <li>○ Careers Delivery Providers</li> <li>○ Primary</li> </ul> </li> </ul> <hr/> <p><b>Teacher Encounters:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Support Careers Hubs to sustainably embed Teacher Encounters.</li> <li>• Deliver a pilot project to test the exemplification of careers education in initial teacher education programmes, including teacher encounters.</li> </ul>
<p><b>Understand impact (across both Objectives):</b></p>	<p>By January 2026:</p>

	<ul style="list-style-type: none"><li>• Analyse data sets and publish insights on national data sets (Gatsby Benchmarks, Future Skills Questionnaire and Employer Standards).</li></ul> <p>By March 2026:</p> <ul style="list-style-type: none"><li>• Publish the annual Careers in England report.</li></ul> <p>By August 2026:</p> <ul style="list-style-type: none"><li>• Develop <a href="#">our impact model</a> to demonstrate and drive sustained impact, with clear evidence on impact on the CEC website.</li><li>• Carry out system-level impact analysis and reporting across datasets, with insight briefings on Gatsby Benchmarks, Future Skills Questionnaire, Employer Standards, and progress with work experience guarantee.</li><li>• Deliver ongoing analysis and reporting of student and employer outcomes (published as part of the Careers in England report), including young people’s awareness of ATE.</li><li>• Deliver thematic insights on disadvantage across CEC datasets (published as part of Careers in England report).</li><li>• User and careers system stakeholder feedback and satisfaction surveys delivered, as needed, to ensure system quality assurance and impact.</li><li>• Ongoing analysis of the impact of tools and training for effective careers leadership (such as Compass+, the Careers Impact System, and the Careers Leader Training).</li></ul>
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	<ul style="list-style-type: none"> <li>Combine CEC data sources and explore access to others, to develop a deeper understanding of disadvantage across the careers system, enabling Careers Hubs and other careers actors to target areas of acute need.</li> </ul>
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**Objective 2. Drive implementation of a national work experience (WEx) guarantee (aligned to DfE statutory guidance), with a focus on schools serving disadvantaged communities, and delivered via intensive Careers Hub support for educators and employers.**

The implementation of a new national work experience guarantee places emphasis on schools, employers and Careers Hubs to build on existing relationships but work together more intensively than ever before. The reimagining of a work experience model, focused on those young people furthest away from employer networks, builds upon progress made in recent years but simultaneously aims to inject additional focus on both volume and quality of experiences with employers.

<b>Goals:</b>	<b>Key Activities and Performance Indicators:</b>
<p><b>Readying the careers system for the increased ambition on work experience:</b></p> <ul style="list-style-type: none"> <li>Support raising awareness and build support around revised DfE Statutory Guidance, including regional and partner engagement with educators, employers, and providers.</li> </ul>	<p><b>Support awareness raising:</b></p> <p>Implement a strategic engagement plan for partners, aimed at:</p> <ul style="list-style-type: none"> <li><i>Education</i> – to raise awareness of the upcoming statutory duty; and confidence – from disseminated learning from pilots, on a tried and tested quality framework (equalex) that can be used to embed provision within curriculum learning. By extension, parents are key influencers over their children’s career decisions.</li> <li><i>Employers</i> – to understand how to respond and target effort, including through Careers Hubs and to learn from peers about best practice (including specialist help for SMEs).</li> <li><i>Careers Hubs and providers</i> – to be ready to support schools in their region and</li> </ul>

<ul style="list-style-type: none"> <li>• CPD to deliver work experience aligned to a quality framework (equalex) for partners.</li> </ul>	<p>coordinate activity, including alignment to local growth priorities.</p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Deliver multi-stakeholder examples and resources of “what good looks like”, shared via communications channels and through a dedicated equalex section on the Careers &amp; Enterprise Academy.</li> <li>• All CEC’s sector partners have received support on delivering work experience through the equalex approach. CEC will support partners through email communications, webinars and sharing of Continued Professional Development and resources.</li> <li>• Deliver 1 Excellence Seminar for employers on work experience, highlighting best practice, return on investment (ROI) and how to get started.</li> <li>• Provide support for employers available for use by Careers Hubs/sectors and representative bodies – to include benefits of delivering work experience, best practice case studies aligned to equalex approach and learning outcomes.</li> </ul>
<p><b>Enhanced Careers Hub offer for schools and employers serving disadvantaged communities:</b></p> <ul style="list-style-type: none"> <li>• 50 WEx Coordinator posts (or equivalent) in Hubs: Direct,</li> </ul>	<p><b>Work Experience (WEx):</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• WEx Coordinators (or equivalent) deployed across the Careers Hub Network, with all Careers Hubs offered the opportunity to express an interest in their rollout. 50 WEx Coordinators (or equivalent) providing up to 750 schools, with the greatest need, enhanced support. 80% of the roles (or their equivalent) occupied by November 2025.</li> </ul>

<p>intensive support is provided to schools with the most FSM students who nationally track lowest again Benchmark 6 and have higher proportions of young people at risk of becoming NEET. Support includes brokerage, employer engagement and adoption of the quality framework.</p> <ul style="list-style-type: none"> <li>• Hub Delivery Fund repurposed for WEx: 70% of the Hub Delivery Fund focused on removing barriers to delivering work experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Schools supported by the WEx Coordinators (or equivalent) achieve faster progress against the Work Experience Baseline questions compared with other schools.</li> <li>• All WEx Coordinators (or equivalent) provided training and support to fully access CEC frameworks and resources as needed.</li> <li>• Further scale, deepen, and extend equalex pilots to support the rollout of the work experience guarantee.</li> </ul>
<p><b>Universal support:</b></p> <ul style="list-style-type: none"> <li>• Establish a baseline and demonstrate progress by constructing WEx-focused supplementary questions to Benchmark 6 Compass evaluation questions for summer 2025.</li> </ul>	<p><b>Develop a WEx quality framework (equalex) and deliver pilots:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Develop and launch <i>What Good Looks Like</i> curriculum models, resources and examples for schools and employers.</li> <li>• Deliver 1 Excellence Seminar – <i>equalex and work experience</i> (multi-stakeholder).</li> <li>• Deliver guidance and CPD to Careers Hubs and Careers Leaders.</li> </ul>

<ul style="list-style-type: none"> <li>• Develop a quality framework (equalex) and deliver pilots to model and share good practice and deliver professional development for Careers Hubs and Careers Leaders to ensure high-quality implementation.</li> <li>• As part of pilots, develop materials to engage SMEs in work experience and deliver events to test bespoke resources and support for SMEs.</li> <li>• Develop support for Careers Hubs to influence their local contracting authorities to build a pipeline of employer support via social value commitments.</li> <li>• Refocus Cornerstone Employers and Enterprise Advisers to drive WEx.</li> <li>• Remove administrative</li> </ul>	<ul style="list-style-type: none"> <li>• All Careers Hub staff, alongside their WEx Coordinators, have been offered training on using the SME Engagement pack and activating it to support an employer pipeline.</li> <li>• Develop an information pack to influence local contracting authorities' Social Value asks, developing a pipeline of employers delivering work experience. Train all Hubs on how to use the pack.</li> </ul> <hr/> <p><b>Refocus Cornerstone Employers and Business Volunteers to Drive WEx:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Every Careers Hub has a Cornerstone Employer Group (or equivalent) that represents local growth sectors, showing best practice locally by delivering quality workplace experiences aligned to the equalex approach, particularly for those with the greatest need.</li> <li>• Maintain an active network of Cornerstone Employer Chairs who lead their groups to deliver on and advocate for quality workplace experiences aligned to the equalex approach, particularly for those with the greatest need.</li> <li>• Track and report the total number of business volunteers (Enterprise Advisers) actively supporting Careers Hubs and educational institutions on an ongoing basis, and measure their satisfaction and impact.</li> <li>• Every Hub has a group of business volunteers directly supporting institutions with the greatest need with work experience.</li> </ul>
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<p>burdens: develop templates, systems and guidance on Health and Safety and Safeguarding (alongside other burdens).</p>	<ul style="list-style-type: none"> <li>• Pilot approaches to business volunteers supporting Careers Hub institutions, including through a sector lens.</li> </ul>
	<p><b>Remove WEx administrative burdens:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Solutions implemented, as agreed with DfE to identify administrative burdens that sit within the remit of CEC.</li> <li>• Support other stakeholders either directly or via DfE to remove or reduce burdens they are accountable for (e.g. national guidance on safeguarding or insurance).</li> </ul>
	<p><b>Tracking:</b></p> <p>By August 2026:</p> <ul style="list-style-type: none"> <li>• Careers Hub institutions with WEx Coordinators are making sustained progress towards achieving updated Gatsby Benchmark 6 – Experiences of the Workplace, including supplementary questions in Compass evaluation.</li> <li>• Circa 70% of the Hub Delivery Fund is focused on removing barriers to delivering work experience.</li> <li>• Analyse the first full year of reporting data against the WEx guarantee baseline.</li> <li>• Capture ongoing system learning for improvement.</li> </ul>

**Maintain digital tools and infrastructure:**

Maintain digital tools and infrastructure to support the implementation of a national work experience guarantee.

These digital tools are to be agreed with DfE but potentially will deliver:

- Guidance and resources to support organisations delivering WEx
- Analysis of the impact on young people
- Increased WEx opportunities by connecting Careers Hubs, educators and employers.

By August 2026:

- Deliver the digital delivery plan, which is to be agreed with DfE but potentially including work to:
  - Develop Future Skills Questionnaire for institutions without Management Information System (MIS) integration to Compass+.
  - Update FSQ questions in the digital product to align with the new Statutory Guidance on WEx.
  - Update Compass+ taxonomy to enable schools to record their activities in line with revised Statutory Guidance.
  - Reduce the burden on Careers Leaders by partnering with other platforms that support WEx delivery.

## 8) Annex H – Proposed Grant payment schedule.

Text is updated to:

All payments relating to the FY2025-26 grant activity to be paid by September 2026, with final reconciliation by December 2026. All payments relating to the FY2026-27 grant activity to be paid by September 2027, with final reconciliation by December 2027.

Table for FY 2025-2026 and FY 2026-2027 is updated as follows:

Grant Project Name		Careers Information, Advice and Guidance (CIAG) Support for Schools and Colleges	
Grant Reference Number		8552	
Period	Claim Submission expected on	Proposed Payment Date	Proposed Payment Amount (£)
April – June 2025	w/c 2 <sup>nd</sup> June 2025	Monday 23 <sup>rd</sup> June 2025	3,900,000
July – September	19 <sup>th</sup> June 2025	Friday 4 <sup>th</sup> July 2025	8,590,000
October – December 2025	18 <sup>th</sup> September 2025	Friday 3 <sup>rd</sup> October 2025	5,640,000
January – March 2026		Friday 2 <sup>nd</sup> January 2026	10,800,000
April – June 2026		Friday 3 <sup>rd</sup> April 2026	7,100,000
July – August 2026		Friday 3 <sup>rd</sup> July 2026	8,500,000
Total proposed payments			<u>44,530,000</u>



9) Annex J – Grant reporting template

The Grant reporting templates for the period of this extension have been added as follows:

Annex J (Section 1) - Quarterly Quantitative Report – QX (X 2024 to X 2024)

Objective 1. Drive continuous improvement in careers education against the Gatsby Benchmarks through ongoing investment in core careers infrastructure.							
	Target to Sep 25	Target to Aug 26	Please colour-code cells with risk rating				
			Q2 (Jul – Sep 25)	Q3 (Oct – Dec 25)	Q4 (Jan – Mar 26)	Q1 (Apr – Jun 26)	Q2 (Jul – AugSep 26)
<b>Example KPI and reporting</b>	100	150	95	102	120	115	135
% of schools and colleges in Careers Hubs, in addition to: <ul style="list-style-type: none"> <li>Number of institutions in Hubs</li> <li>Number of eligible institutions</li> </ul>	95%	95%					
Number of schools connected to Compass+	3,500	4,000					
Number of students to have completed the Future Skills Questionnaire	-	300,000					
Customer satisfaction rating for participants and service users of the integrated support programme	90%	90%					
Additional Careers Leader Training places delivered	600	600					

(Including reporting of cumulative total and breakdown of completion of different training offers)							
Moderation reviews delivered for system-wide moderation, quality control, and assurance, as well as dip-testing of impact	-	<b>25</b>					
% of Careers Impact System moderation reviews to focus on pivot to WExX	-	<b>~50%</b>					
Cumulative total of unique employer users to have registered and submitted an Employer Standards self-assessment	1,350	<b>2,000</b>					
Employers to have completed a reassessment of the Employer Standards	-	<b>400</b>					
[Holding space for KPI(s) relating to delivery of bespoke ATE model – to be agreed by end June 2025]							
NHS employers reached to increase the quantity and quality of their outreach	-	<b>30</b>					
Deliver three events per Community of Improvement for advocacy and sharing best practice:							
• Inclusion		<b>3</b>					

• Multi Academy Trusts		<b>3</b>					
• FE & Skills		<b>3</b>					
• Careers Delivery Providers		<b>3</b>					
• Primary		<b>3</b>					

**Objective 2. Drive implementation of a national work experience (WEx) guarantee (aligned to DfE statutory guidance), with a focus on schools serving disadvantaged communities, and delivered via intensive Careers Hub support for educators and employers.**

	Target to Sep 25	Target to Aug 26	Please colour-code cells with risk rating				
			Q2 (Jul – Sep 25)	Q3 (Oct – Dec 25)	Q4 (Jan – Mar 26)	Q1 (Apr – Jun 26)	Q2 (Jul – Sep Aug 26)
Number of WEx Coordinators <u>(or equivalent roles)</u>	-	<b>~50-</b>					
% WEx Coordinator roles filled	-	<b>80% (by Nov 25)</b>					
Total number of business volunteers (Enterprise Advisers) actively supporting Careers Hubs	-	-					
Number of Careers Hubs with Cornerstone Employer Group		<b>44</b>					

**Objective 1. Drive continuous improvement in careers education against the Gatsby Benchmarks through ongoing investment in core careers infrastructure.**

Continuous improvement against the Gatsby Benchmarks: Careers Hub core support

Progress this quarter:	Plans for next quarter:		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
Key activities/KPIs	Target	RAG	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Maintain full national coverage of Careers Hubs.	By Aug 26		
95% of schools and colleges are in Careers Hubs.	95% by Aug 26		
Support Strategic Authorities with a co-designed partnership agreement.	By Aug 26		
Support institutions to make confident and sustained progress towards the implementation of the updated Gatsby Benchmarks.	By Aug 26		
Drive quality by establishing a new baseline to measure rates of continuous improvement.	By Aug 26		
Target institutions through tiered triage and support to accelerate progress against updated Gatsby Benchmarks where needed most.	By Aug 26		
Careers Hubs supported to complete the Careers Hub Quality Standards.	By Aug 26		
Promote the DfE Guidance on NEET prevention.	By Aug 26		

Continuous improvement against the Gatsby Benchmarks: Customer support and upskilling			
Progress this quarter:		Plans for next quarter:	
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>		Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>	
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
4,000 schools are connected to Compass+ via their MIS.	4,000 by Aug 26		
300,000 students have completed the Future Skills Questionnaire.	300k by Aug 26		
90% customer satisfaction rating for participants and service users of the integrated support programme.	90% by Aug 26		
Continuously improve the integrated support for users and partners.	By Aug 26		
Continuous improvement against the Gatsby Benchmarks: Careers Leader training			
Progress this quarter:		Plans for next quarter:	
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>		Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>	

Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Deliver an additional 600 Careers Leader Training places.	600 by Aug 26		
Develop a sustainable approach to link careers leadership with national qualifications frameworks.	By Aug 26		
<b>Continuous improvement against the Gatsby Benchmarks: Embed the Careers Impact System</b>			
Progress this quarter:	Plans for next quarter:		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: Key activity and milestone dates		
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Continue the national rollout of internal leadership reviews and peer-to-peer reviews, facilitate training for Careers Hubs, and ensure that every Hub participates in quality, standardised peer-to-peer reviews.	By Aug 26		
Deliver 1 National System Review.	By Aug 26		
Deliver 25 moderation reviews for system-wide moderation, quality control, and assurance, as well as dip-testing of impact.	25 by Aug 26		
~50% of moderation reviews to focus on work experience.	~50 Aug 26		
Develop a focused element within the existing Careers Impact System to support targeted prevention of NEET.	By Aug 26		

Report themes and trends to DfE through a termly learning and insight meeting.	By Aug 26		
<b>Continuous improvement against the Gatsby Benchmarks: Continued rollout of the Employer Standards</b>			
<b>Progress this quarter:</b>	<b>Plans for next quarter:</b>		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
<b>Key activities/KPIs</b>	<b>Target</b>	<b>R A G</b>	<b>Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.</b>
Increase the scale of the Employer Standards framework nationally. Cumulative total of 2,000 unique employer users (employers and/or business units) to have registered and submitted a self-assessment.	2,000 by Aug 26		
400 employers have completed a reassessment of the Employer Standards.	400 by Aug 26		
Pilot delivery of 'reassessment weeks' to provide a focus.	By Aug 26		
Reassessed employers to have improved on at least one Standard, with a focus on meaningful opportunities.	By Aug 26		
Resources reviewed annually and updated with the latest best practice. Additional resources developed to meet priority gaps.	By Aug 26		
<b>Digital tools: Maintain Compass+</b>			
<b>Progress this quarter:</b>	<b>Plans for next quarter:</b>		
Provide an overview on progress:	Provide any key upcoming milestones and activity:		

<ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	<ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
All users migrated to a single Compass+ product to provide improved user experience.	By Aug 26		
Extend activities data collection and explore opportunities to collect other learner data.	By Aug 26		
Full rollout and further iterations of the Risk of NEET Indicators (RONI) tool.	By Aug 26		
Digital tools: Maintain digital tools and infrastructure			
Progress this quarter:	Plans for next quarter:		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Maintain and improve all digital products, including the EANR, the Employer Portal and the Careers & Enterprise Academy.	By Aug 26		

Ensure digital products continue to support data collection, management, and utilisation in accordance with the updated Gatsby Benchmarks and statutory guidance.	By Aug 26		
Iterate features to support the management of the Careers Impact System Peer-to-Peer reviews.	By Aug 26		
<b>Skills and partnerships: Raise awareness of ATE pathways</b>			
<b>Progress this quarter:</b>	<b>Plans for next quarter:</b>		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
<b>Key activities/KPIs</b>	<b>Target</b>	<b>R A G</b>	<b>Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.</b>
Develop and enhance national digital resources and guidance for teachers to raise awareness of technical pathways.	By Aug 26		
Support awareness raising of T Levels among students, teachers, careers leaders and other stakeholders.	By Aug 26		
Develop and deliver a bespoke ATE model aligned to government growth sectors. Final KPIs to be discussed and agreed with DfE by end of June 2025.	KPI to be agreed		
Support National Apprenticeship Week at a national and regional level.	By Aug 26		

Utilise Careers Hubs to coordinate and activate local support in schools and colleges as a connection point for schools to national and local technical pathway resources, support and advocates.	By Aug 26		
Help coordinate employers and local programmes to engage directly with schools and colleges to raise awareness of apprenticeship pathways into their sectors.	By Aug 26		
Continue embedding the ATE Transitions Framework to address local barriers identified from the 2024 analysis and measure progress against the framework's indicators.	By Aug 26		
Continue to support schools to meet and provide evidence of compliance with PAL.	By Aug 26		
Maintain focus on Gatsby Benchmark 7 and the FSQ to gain an institutional and pupil-level understanding of all technical options.	By Aug 26		
<b>Skills and partnerships: Boost Sector pipelines</b>			
<b>Progress this quarter:</b>	<b>Plans for next quarter:</b>		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
<b>Key activities/KPIs</b>	<b>Target</b>	<b>R A G</b>	<b>Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.</b>
Develop action plans with representatives from 3 government priority sectors, improving employer outreach quantity and quality.	By Aug 26		

Reach 30 NHS employers to increase the quantity and quality of their outreach.	30 by Aug 26		
Deliver action plans in areas of high housebuilding need to increase the quantity and quality of experiences for young people.	By Aug 26		
Ensure universal support for sectors continues to be communicated via the corporate website and regular communications.	By Aug 26		
Maintain an Employer Advisory Group.	By Aug 26		
<b>Skills and partnerships: National communities of improvement</b>			
<b>Progress this quarter:</b>		<b>Plans for next quarter:</b>	
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>		Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>	
<b>Key activities/KPIs</b>	<b>Target</b>	<b>R A G</b>	<b>Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.</b>
Deliver national Col for: Inclusion	3 by Aug 26		
Deliver national Col for: Multi Academy Trusts	3 by Aug 26		
Deliver national Col for: FE & Skills	3 by Aug 26		
Deliver national Col for: Careers Delivery Providers	3 by Aug 26		
Deliver national Col for: Primary	3 by Aug 26		
<b>Skills and partnerships: Teacher Encounters</b>			
<b>Progress this quarter:</b>		<b>Plans for next quarter:</b>	
Provide an overview on progress:		Provide any key upcoming milestones and activity:	

<ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	<ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Support Careers Hubs to sustainably embed Teacher Encounters.	By Aug 26		
Deliver a pilot project to test the exemplification of careers education in initial teacher education programmes, including teacher encounters.	By Aug 26		
Understanding impact			
Progress this quarter:	Plans for next quarter:		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Analyse data sets and publish insights on national data sets.	By Jan 26		
Publish the annual Careers in England report.	By Mar 26		
Develop our impact model to demonstrate and drive sustained impact, with clear evidence on impact on the CEC website.	By Aug 26		
Carry out system-level impact analysis and reporting across datasets, with insight briefings.	By Aug 26		

Deliver ongoing analysis and reporting of student and employer outcomes.	By Aug 26		
Deliver thematic insights on disadvantage across CEC datasets.	By Aug 26		
User and careers system stakeholder feedback and satisfaction surveys delivered.	By Aug 26		
Ongoing analysis of the impact of tools and training for effective careers leadership.	By Aug 26		
Combine CEC data sources and explore access to others, to develop a deeper understanding of disadvantage across the careers system.	By Aug 26		
<b>Objective 2. Drive implementation of a national work experience (WEx) guarantee (aligned to DfE statutory guidance), with a focus on schools serving disadvantaged communities, and delivered via intensive Careers Hub support for educators and employers.</b>			
Readying the careers system for the increased ambition on work experience: Support awareness raising			
Progress this quarter:	Plans for next quarter:		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Deliver multi-stakeholder examples and resources of <i>what good looks like</i> .	By Aug 26		
All sector partners have received support on delivering work experience through the equalex approach.	By Aug 26		

Deliver 1 Excellence Seminar for employers on work experience.	By Aug 26		
Provide support for employers available for use by Careers Hubs/sectors and representative bodies.	By Aug 26		
Enhanced Careers Hub offer for schools and employers serving disadvantaged communities: Work Experience (WEx)			
Progress this quarter:	Plans for next quarter:		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
WEx Coordinators (or equivalent) deployed across the Careers Hub Network, with all Careers Hubs offered the opportunity to express an interest in their rollout. 50 WEx Coordinators (or equivalent) providing up to 750 schools, with the greatest need, enhanced support.	~50 by Aug 26		
80% of the roles (or their equivalent) occupied by November 2025.	80% by Nov 25		
Schools supported by the WEx Coordinators (or equivalent) achieve faster progress against the Work Experience Baseline questions compared with other schools.	By Aug 26		
All WEx Coordinators (or equivalent) provided training and support to fully access CEC frameworks and resources as needed.	By Aug 26		
Further scale, deepen, and extend equalex pilots to support the rollout of the work experience guarantee.	By Aug 26		

Universal Support: Develop a quality framework (equalex) and deliver pilots			
Progress this quarter:		Plans for next quarter:	
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>		Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>	
Key activities/KPIs		Target	RAG Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Develop and launch <i>What Good Looks Like</i> curriculum models, resources and examples for schools and employers.		By Aug 26	
Deliver 1 Excellence Seminar – equalex and work experience (multi-stakeholder).		By Aug 26	
Deliver guidance and CPD to Careers Hubs and Careers Leaders.		By Aug 26	
All Careers Hub staff have been offered training on using the SME Engagement pack.		By Aug 26	
Develop an information pack to influence local contracting authorities' Social Value asks. Train all Hubs on how to use the pack.		By Aug 26	
Universal Support: Refocus Cornerstone Employers and Business Volunteers to Drive WEx			
Progress this quarter:		Plans for next quarter:	
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>		Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>	

Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Every Careers Hub has a Cornerstone Employer Group delivering quality workplace experiences aligned to the equalex approach.	44 by Aug 26		
Maintain an active network of Cornerstone Employer Chairs who deliver on and advocate for quality workplace experiences aligned to the equalex approach.	By Aug 26		
Track and report the total number of business volunteers (Enterprise Advisers) actively supporting Careers Hubs.	By Aug 26		
Every Hub has a group of business volunteers directly supporting institutions with the greatest need with work experience.	By Aug 26		
Pilot approaches to business volunteers supporting Careers Hub institutions, including through a sector lens.	By Aug 26		
<b>Universal Support: Remove WEx administrative burdens</b>			
<b>Progress this quarter:</b>		<b>Plans for next quarter:</b>	
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Solutions implemented, as agreed with DfE to identify administrative burdens that sit within the remit of CEC.	By Aug 26		

Support other stakeholders either directly or via DfE to remove or reduce burdens they are accountable for.	By Aug 26		
<b>Universal Support: Tracking</b>			
<b>Progress this quarter:</b>	<b>Plans for next quarter:</b>		
Provide an overview on progress: <ul style="list-style-type: none"> <li>Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>Impact of delivery</li> <li>Risks to delivery and mitigations</li> </ul>	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		
<b>Key activities/KPIs</b>	<b>Target</b>	<b>R A G</b>	<b>Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.</b>
Careers Hub institutions with WEx Coordinators are making sustained progress towards achieving updated Gatsby Benchmark 6 – Experiences of the Workplace, including supplementary questions in Compass evaluation.	By Aug 26		
Circa 70% of the Hub Delivery Fund is focused on removing barriers to delivering work experience.	By Aug 26		
Analyse the first full year of reporting data against the WEx guarantee baseline.	By Aug 26		
Capture ongoing system learning for improvement.	By Aug 26		
<b>Universal Support: Maintain digital tools and infrastructure</b>			
<b>Progress this quarter:</b>	<b>Plans for next quarter:</b>		
Provide an overview on progress:	Provide any key upcoming milestones and activity: <ul style="list-style-type: none"> <li>Key activity and milestone dates</li> </ul>		

<ul style="list-style-type: none"> <li>• Progress towards milestones (and narrative explaining any variation against expected progress)</li> <li>• Impact of delivery</li> <li>• Risks to delivery and mitigations</li> </ul>			
Key activities/KPIs	Target	R A G	Where RAG is amber or red, provide a specific update on the impact to delivery and mitigating actions.
Maintain digital tools and infrastructure to support the implementation of a national work experience guarantee.	By Aug 26		
Deliver the digital delivery plan.	By Aug 26		

We agree that all other terms and conditions of the Grant Funding Agreement remain unaltered and that no other liabilities, financial or otherwise, shall accrue to the Department because of the above amendment. We confirm acceptance of the variation on the terms specified above.

**Authorised to sign for and on behalf of  
the Secretary of State for Education**

Signature *Ceri D'Mello*  
Ceri D'Mello (Jun 12, 2025 11:00 GMT+1)

Date 12/06/2025

Name in Capitals **Ceri D'Mello**

Address in full

**Authorised to sign for and on behalf of  
the Careers & Enterprise Company \*\*\***

Signature *John Yarham*  
John Yarham (Jun 12, 2025 10:59 GMT+1)

Date 12/06/2025

Name in Capitals **John Yarham**

Address in full











# 100625 CIAG Grant Offer Letter 25-26 - Extension (Oct 25 - Aug 26) For signing

Final Audit Report

2025-06-12

Created:	2025-06-12
By:	Alina Vernon (Alina.VERNON@EDUCATION.GOV.UK)
Status:	Signed
Transaction ID:	CBJCHBCAABAAiWQgpmv6q-uvZSAV2zF_bfH3legxQdsk

## "100625 CIAG Grant Offer Letter 25-26 - Extension (Oct 25 - Aug 26) For signing" History

-  Document created by Alina Vernon (Alina.VERNON@EDUCATION.GOV.UK)  
2025-06-12 - 9:14:06 AM GMT
-  Document emailed to jyarham@careersandenterprise.co.uk for signature  
2025-06-12 - 9:17:12 AM GMT
-  Email viewed by jyarham@careersandenterprise.co.uk  
2025-06-12 - 9:40:22 AM GMT
-  Signer jyarham@careersandenterprise.co.uk entered name at signing as John Yarham  
2025-06-12 - 9:59:55 AM GMT
-  Document e-signed by John Yarham (jyarham@careersandenterprise.co.uk)  
Signature Date: 2025-06-12 - 9:59:57 AM GMT - Time Source: server
-  Document emailed to ceri.dmello@education.gov.uk for signature  
2025-06-12 - 9:59:59 AM GMT
-  Email viewed by ceri.dmello@education.gov.uk  
2025-06-12 - 10:00:30 AM GMT
-  Signer ceri.dmello@education.gov.uk entered name at signing as Ceri D'Mello  
2025-06-12 - 10:00:52 AM GMT
-  Document e-signed by Ceri D'Mello (ceri.dmello@education.gov.uk)  
Signature Date: 2025-06-12 - 10:00:54 AM GMT - Time Source: server
-  Agreement completed.  
2025-06-12 - 10:00:54 AM GMT