

Insight briefing:
Gatsby Benchmark
results for 2021/22

Introduction

Schools and colleges have been tracking their careers provision against the framework of the eight [Gatsby Benchmarks](#) for the past five years using Compass, a digital tool used by Careers Leaders. This insight briefing shares headlines about the careers provision delivered in the 2021/22 academic year, based on a national dataset of 4,200 secondary schools and colleges (84% of all state-funded schools and colleges including special schools and alternative provision). The full data, including sub benchmark results and trend data, are published [here](#) and the full analysis will be provided at a later date.

Compass data is based on Careers Leaders' self-reported evaluation of their careers provision and [use of this tool](#) is voluntary. The goal is to promote continuous school and college-led improvement. Guidance, training and resources are provided to support the use of Compass. The Careers & Enterprise Company, as the national body for careers education, tracks national and regional progress against the benchmarks, which are the international standard for best practice in careers education. This insight is shared publicly to inform policy and practice.

Schools and colleges in England fully achieved on average 4.9 Gatsby Benchmarks out of 8, close to one benchmark higher than last year (4.0).

- Achievement was higher than last year across every benchmark.
- Achievement was similar across institution types (mainstream secondary schools, further education, special schools). It was a little lower at 4.5 benchmarks in Alternative Provision.

Engagement with Careers Hubs was linked to higher benchmark scores.

- Benefits accrue with each year in a Careers Hub. Schools and colleges in Hubs for four years fully achieved an average of 5.6 benchmarks compared to 4.0 for those outside of Hubs and 2.9 for those outside of the CEC Network.
- Schools and colleges in Careers Hubs outperformed those outside of Hubs on every benchmark, with the greatest differences on Benchmark 1 (A stable careers programme, 23% pts) and Benchmark 7 (Encounters with further and higher education, 17% pts).

Careers education is strengthening in schools serving the most disadvantaged students.

- The average number of Gatsby Benchmarks achieved was positively related to the proportion of students on Free School Meals. The most disadvantaged quartile of schools achieved an average of 5.0 benchmarks, compared to 4.7 in the least disadvantaged quartile.
- Disadvantage was also associated with stronger provision on Benchmark 7 (Encounters with further and higher education, 48% compared to 37%).
- Comparing the subset of 2,259 schools that completed Compass in 2018/19 and 2021/22, those currently in the most disadvantaged quartile made the most progress (from an average of 3.2 to 5.4 benchmarks over the three year period).

Progress continued with embedding careers learning across the curriculum (Benchmark 4).

- 75% of schools reported that the majority of their students (76-100%) experienced curriculum learning that highlighted the relevance of English and Maths to future career paths. 79% said the same for Science and 91% for personal, social, health and economic education (PSHE).
- Over 90% of post-16 providers ensured that most learners experienced curriculum learning that highlighted the relevance of their subject for future career paths (94%), and were made aware of the importance of English (93%) and Maths (91%) for their career.
- This is reflected in the high engagement with [curriculum careers resources](#) and growing interest in teacher encounters with employers.

Integration of virtual and blended approaches in employer engagement (Benchmarks 5 and 6) has supported strong recovery from Covid-19.

- The proportion of schools providing at least one employer encounter to the majority of students (76%+) each year was 71% (up from 57% the previous year).
- In special schools, there was a rise of 11% pts since last year with 70% providing at least one encounter.
- In post-16 providers, there was an increase of 12% pts in the proportion providing at least one encounter to the majority of students (92%) and an increase of 17% pts for two encounters (82%).
- Experiences of the workplace bounced back to pre-Covid levels. 56% of schools provided most students (76%+) with an experience of the workplace by the end of Year 11 (compared to 57% in 2019 and 39% in 2021).

Ahead of the introduction of [Provider Access Legislation](#), there was improvement in students encountering further and higher education providers.

- 90% of schools reported that most students (76%+) had information about the full range of apprenticeships (compared to 84% in 2021).
- 60% of schools provided most students (76%+) with meaningful encounters with Independent Training Providers who offer apprenticeships (a marked increase from 45% in 2021). This was higher in special schools (68%), increasing by 10%pts since the previous year.
- Post-16 providers also made considerable headway in amplifying apprenticeships. 65% of colleges and sixth forms provided the majority of learners (76%+) with meaningful encounters with a range of apprenticeship providers (up from 47% the previous year).

The provision of 1-1 personal guidance with a qualified careers adviser continued to increase.

- 85% of schools reported that most students (76%+) had an interview by the end of Year 11 (up from 80% the previous year). 66% of schools provided an additional interview by the end of Year 13 (up from 58% the previous year).
- It remains the case that the proportion of post-16 providers that offer guidance interviews (97%) is considerably higher than the proportion where the majority of students have an interview (40%). However, progress in providing interviews is being made with a 7% pt Benchmark 1 – A stable careers programme.

Gatsby Benchmark for Good Careers Guidance

In 2014, Lord Sainsbury's Gatsby Charitable Foundation published a report by Professor Sir John Holman, Adviser in Education at the Gatsby Charitable Foundation, titled "Good Career Guidance."

The report identified eight benchmarks that are the core dimensions of good careers and enterprise provision in schools.



Benchmark 1

A stable careers programme



Benchmark 2

Learning from career and labour market information



Benchmark 3

Addressing the needs of each pupil



Benchmark 4

Linking curriculum learning to careers



Benchmark 5

Encounters with employers and employees



Benchmark 6

Experiences of workplaces



Benchmark 7

Encounters with further and higher education



Benchmark 8

Personal guidance

You can find more information about the Gatsby Benchmarks and download the original report from the Gatsby Website [here](#).

