

Every young person deserves the best possible start to their working life. The right support is key to helping them choose their path, fulfil their potential and contribute to a thriving economy.

Our report shows that schools and colleges have made sustained progress over the last five years, driven by the Careers Strategy, towards delivering excellent careers and enterprise education for their students.

Schools and college have prioritised careers education as part of their response to the Covid-19 pandemic. Firm foundations are in place to build on to support economic recovery.

- 1. Schools, colleges and businesses are now working together on a national scale and are highly engaged**
- 2. Public investment is supporting national improvement on careers and making a difference to young people, especially in disadvantaged areas**
- 3. Schools and colleges have prioritised careers education as a key response to the Covid-19 pandemic**
- 4. The foundations are in place to build on the impact of the Careers Strategy and support economic recovery**

1. Schools, colleges and businesses are now working together on a national scale and are highly engaged

A strengthened careers education system is emerging

- Modern careers support places both employers and education in the driving seat. England now has the foundations of a coherent careers education system.
- Careers education is driven nationally by the internationally recognised Gatsby Benchmarks and delivered locally in collaboration with Local Enterprise Partnerships, Mayoral combined authorities and Local Authorities.
- From a standing start in 2015 there are now more than 4,000 schools and colleges engaged in the careers education network – 81 per cent of the state funded sector.

Schools and colleges are highly engaged

- Four in five schools and colleges are driving performance against the Gatsby Benchmarks. The new Compass+ digital platform enables more personalised support, including targeted support for the most disadvantaged young people.
- Careers Leader roles have been developed in schools and colleges and are becoming a recognised profession. 85 per cent are senior leaders or report directly into the senior leadership team.²
- More than 2,265 schools and colleges (45%) are now in Careers Hubs and are making the fastest progress.

More employers than ever before are now involved with young people

- 94 per cent of large employers have links with schools, colleges and universities.³
- 82 per cent of business leaders believe it is important for employers to work with young people in schools and colleges to inspire and inform them about the world of work.⁴
- 260 major employers - Cornerstones - are targeting support for young people in disadvantaged areas. Over 3,600 Enterprise Advisers, senior business professionals, are working with schools and colleges across the country.

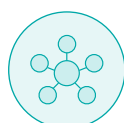


2. Public investment is supporting national improvement in careers education and making a difference to young people, especially in disadvantaged areas

Careers education is making a difference to young people

- Nationally coordinated and locally tailored careers provision, with active employer involvement, unlocks opportunity for young people.
- 3.3 million secondary aged school and college students are benefiting from regular and meaningful employer encounters – an increase of 70 per cent in two years.⁵
- Young people say careers support boosts their networks, motivation to study harder, understanding of career choices, as well as skills and work readiness.

What young people say about the positive impact of careers education⁶



73% of young people say they are more aware of different careers as a result of careers provision.



65% say they have more ideas about their future career.



69% say they have a better understanding of what they need to do to achieve their ambition.

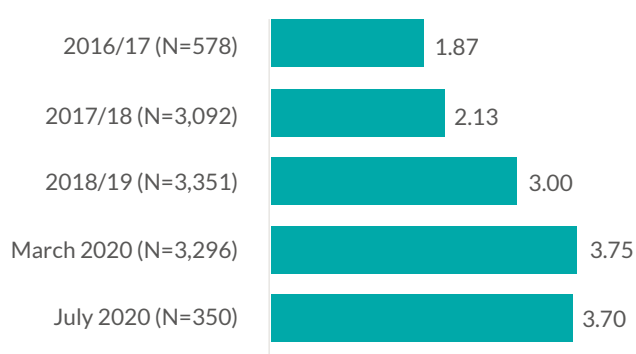


75% say they will continue to work on their career goals even when they get frustrated or hit a barrier.

Progress is seen across the country

- Careers education is improving across England. Overall performance has doubled since 2016/17 - schools and colleges have moved from achieving 1.87 to 3.75 of the 8 Gatsby benchmarks.
- Improvement is evident on every dimension of careers support against each benchmark.
- 92 per cent of Careers Leaders say careers provision has improved and 93 per cent feel positive about the future of careers provision, citing the Gatsby Benchmarks as a game changer.

Average number of benchmarks fully achieved nationally, 2016-2020



3. CBI and Pearson (2019), Education and Learning for the Modern World: CBI/Pearson Education and Skills Survey Report 2019.

4. Savanta ComRes (2020), Employability of Young People in Light of Covid-19.

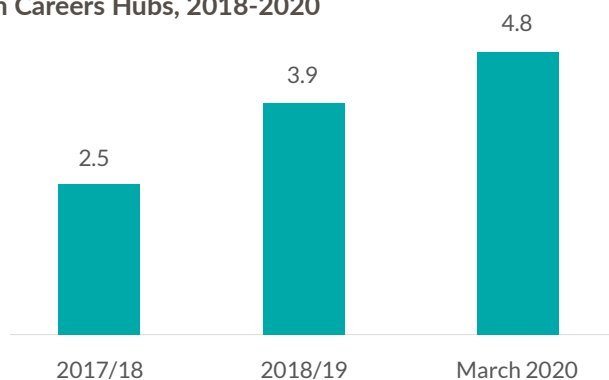
5. Percy c. and Tanner, E (2020), Closing the Gap: Employer Engagement in England's Schools and Colleges in 2019.

6. Tanner, E. (2020) Young People's Career Readiness and Essential Skills: Results from the Future Skills Questionnaire 2018/19. London: The Careers & Enterprise Company.

Targeted investment has accelerated progress in disadvantaged areas

- Early investment in careers programmes to scale-up activities in disadvantaged 'Cold Spots' has meant that areas like Blackpool and Burnley in Lancashire and Darlington and Stockton in Tees Valley now rank amongst the highest performing in the country for careers provision.
- Progress has accelerated through the creation of Careers Hubs – partnerships of schools, colleges, employers and local agencies - by 92 per cent (from achieving 2.5 to 4.8 Benchmarks) in two years.

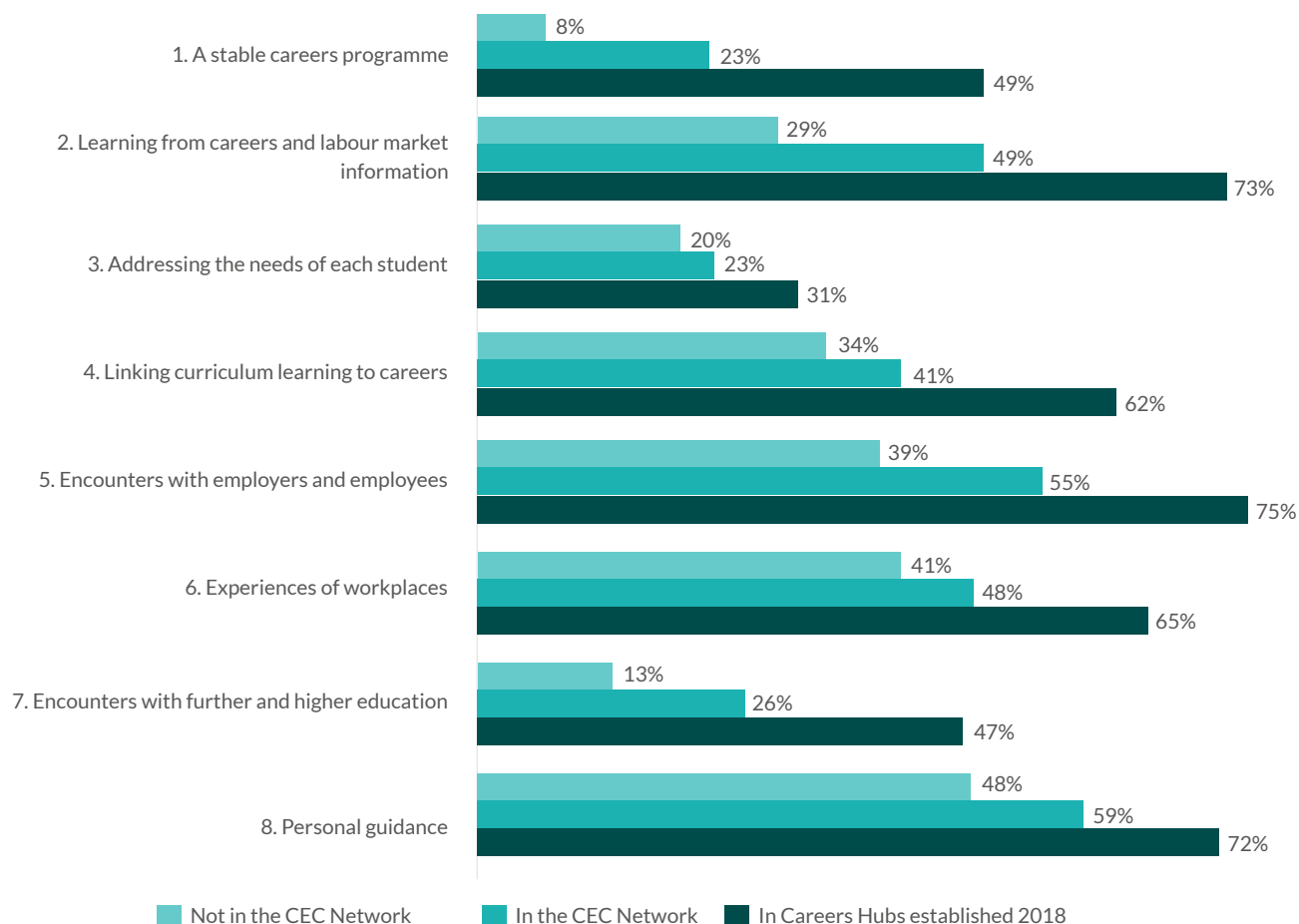
Average number of Gatsby Benchmarks fully achieved in Careers Hubs, 2018-2020



Having a community of practice is the single biggest thing that has made a difference. This means that we are up-to-speed with what is going on and can share that rapidly with people in our area.

Careers Hub Lead, 2020

Percentage of schools and colleges fully achieving each of the Gatsby Benchmarks, March 2020 (N=3,296)



3. Schools and colleges have prioritised careers education as a key response to Covid-19

Schools and colleges prioritised careers education within their pandemic response

- All aspects of education were affected by Covid-19 in summer 2020, not least schools and colleges' ability to maintain the quality of career guidance.
- School and college leaders saw the importance of careers education at this time and have devoted more time to this agenda.

What schools and colleges say about the importance of careers education during the pandemic⁷



72% of school and college leaders believe careers guidance has become even more important as a result of Covid.



88% say the time Careers Leaders in schools and colleges have spent on careers guidance during the pandemic has increased or stayed the same.

The careers education system has proven to be flexible and resilient throughout this period

- The effectiveness of the short-term, agile measures to support young people during lockdown has been underpinned by longer-term government strategy and investment, which have created a resilient careers system, including:
 - The focus on Careers Hubs to provide rapid careers support to schools and colleges during the pandemic, with targeted support to GCSE and A level students facing key transition choices.
 - Investment in the professional development of Careers Leaders, to marshal careers provision and to support all students. School heads report that Careers Leaders have been amongst the busiest and most important of their staff.
 - Employers remaining active in supporting careers education remotely on a national scale, despite the business challenges they face.
 - The flexibility of publicly-backed careers providers to innovate and adapt their provision during the crisis.



4. The foundations are in place to build on the impact of the Careers Strategy and support economic recovery

Careers education will play an important role in supporting young people and driving long term economic recovery

- As we move into recovery, The Careers & Enterprise Company's mission – supporting young people to transition into the world of work – is more urgent than ever.
- Young people need the right information and support to make choices that relate to real opportunities. These include vocational and technical education and training, and information about how to access the jobs these choices offer and the economy needs.
- Future focus on careers education should build on the momentum of the last three years, including the frontline insight of what works.



As we continue to strengthen the careers education system, there are key assets to build on

- Careers Hubs are the bedrock for future provision and there should be a relentless focus on national roll-out. The powerful local partnerships in Careers Hubs, centred on regions and local communities, mean they are well-positioned to strengthen local economic recovery plans.
- The professional status of Careers Leaders is now established. Continued investment in training and professional development will further enhance their capacity and capability.
- The expansion of Compass+ is key to schools providing more personalised careers support, improving social mobility for young people in disadvantaged communities, tracking student destinations and demonstrating the life-changing impact of quality careers education.
- The network of Cornerstone Employers and Enterprise Advisers we have activated are the centrepiece of connecting young people with the world of work. This should continue to develop and be rallied to provide remote business engagement for young people.

The eight Gatsby Benchmarks for Good Career Guidance

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplace
7. Encounters with further and higher education
8. Personal guidance

The Careers & Enterprise Company was established in 2015 as a national strategic body to help inspire and prepare young people (aged 11-18) for the world of work.

Our mission is to ensure that every young person, regardless of their background, can achieve the best possible start to their working life and to realise their potential.

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