

Careers Hub launch: Careers Leader Joining Survey findings



December 2020



What they told us in their own words- what Covid has done



“We normally have Year 10 and year 11 out on a block of work experience and our Post 16 are out every Thursday. This has not been possible”

“Lots of employer contact, work placements aren’t happening. Trying to do virtual replacements but not always workable, opportunities far less”

“Unable to run certain key events – Y11 practice interviews”

“Careers would usually be delivered in tutorial sessions which have been removed from the timetable. Many of our events, especially for KS4, have been cancelled such as work experience and visitors are not allowed in school (such as for post-16 provider assemblies, mock interviews and workshops)”



Background & methodology to student survey



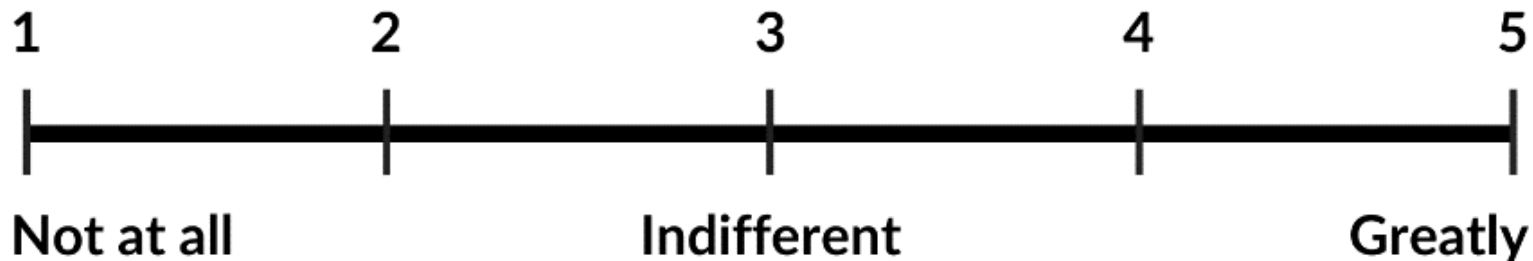
- Survey was carried out between 13th October and 11th November 2020
- Conducted with Careers Leaders or those contacts with substantial careers education responsibilities in school or college
- Circulated to all 43 Gloucestershire Careers Hub schools and colleges to Careers Leaders who had signed an MOU to be part of the Hub
- 25 replies received (58% response rate)
- Responses received from mainstream schools, colleges, special schools, selective schools, alternative provision schools so very representative of local 11-18 year old education landscape
- Based on a paper survey sent out with Careers Hub Welcome Pack
- 5 Covid-19 impact specific questions asked
- 4 Careers Hub support specific questions asked



Scale used to rate responses

Impact of **COVID** on your careers plan:

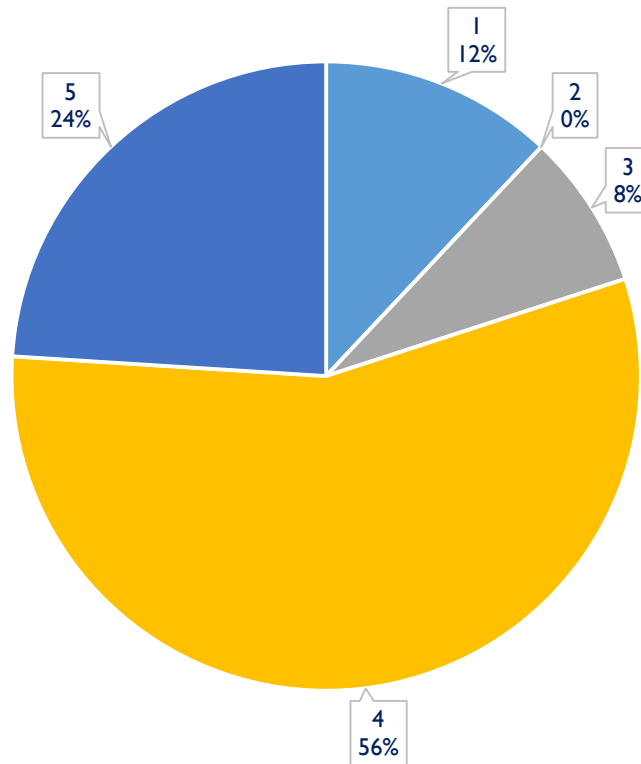
On a scale of 1-5, where 1 is not at all and 5 is greatly, please answer the following questions





Question 1

How has your careers education programme as part of your curriculum changed as a result of the impact of Covid-19?



80% of respondents indicate that Covid-19 has had a great impact on their regular careers education programme



Question 1

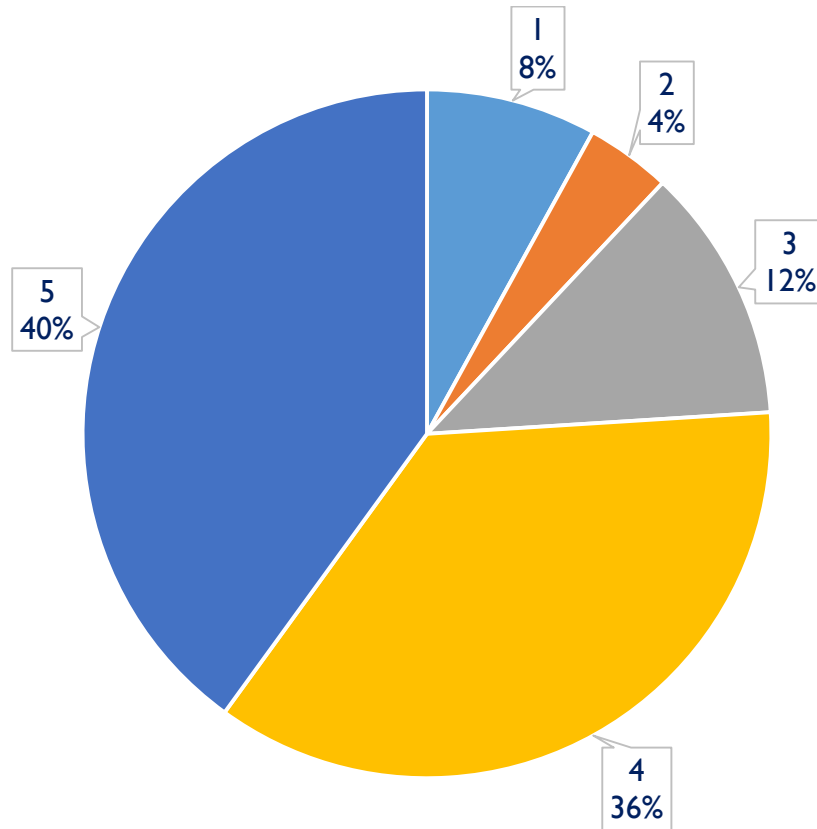
Selected comments about impact:

- “Swifter development of Next Steps programme on moodle (careers, employability, HE)”
- “Outreach using virtual speakers i.e students finance England, UoG for personal statement writing workshop”
- “Some planned events have been cancelled for this year. Employer engagement is suffering as partners work from home more and are unable to visit school. Gatsby Benchmark 6, Experiences of Workplaces will be very difficult to achieve as employers are not accepting external visitors”
- “Online guidance sessions via teams from April 2020 – continuing”
- “More HE applications”
- “Whilst we continued to teach PSHE, and therefore careers education units, during lockdown, the quality of teaching and learning will have been impacted. The units rely quite heavily on group discussion and group research projects for example”
- “Work experience a real problem and inviting employers in to promote their business becoming difficult”
- “More flexibility”



Question 2

How has Covid-19 generally impacted on this year's careers plan?



76% of respondents indicate that Covid-19 has had a great impact on their careers plan for 2020-21



Question 2

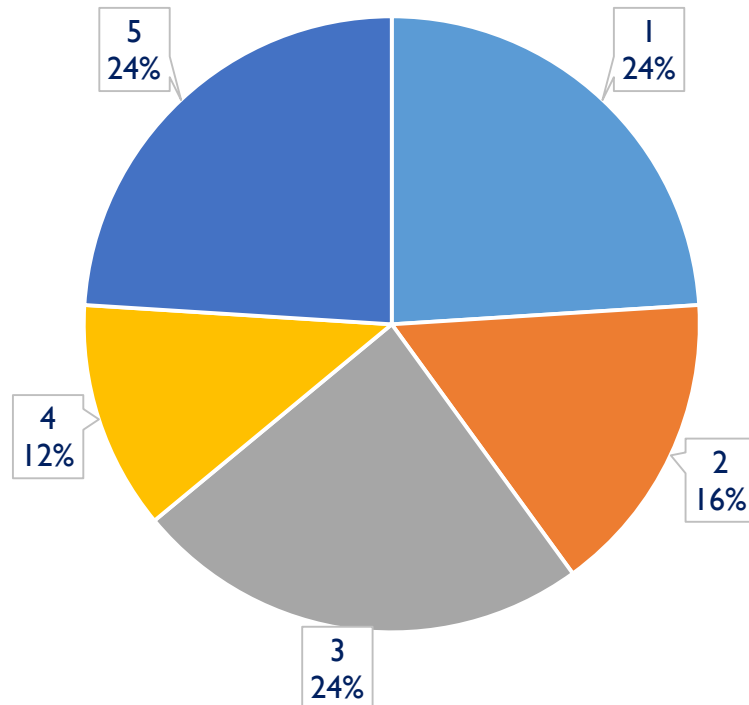
Selected comments about impact:

- *“We have tried hard to fill the void but I think it is very hard for our pupils to decide if a local college can meet their needs without a series of visits. It is noticeable how less independent they are as a result of not doing work experience”*
- *“We are trying to do a lot of things and in a different way, but it is hard to plan”*
- *“We will not meet benchmarks”*
- *“Work experience, mock interviews and face-to-face employee encounters have been put on hold and may not run this academic year. This has a substantial impact on the careers programme”*
- *“Difficult to push careers – take students out of lessons, recovery curriculum a priority”*
- *“Impartial CEIAG still ongoing but no careers talks or work experience”*
- *“We are having to make drastic changes to ensure students don’t miss out, by considering new virtual opportunities”*
- *“Our Careers Advisor is still in school so support for year 11 continues”*
- *“Because we quickly recognised the severity of the situation and the need to change and do things differently, we have delayed our usual timeframe for setting 20/21 careers KPI’s until November . (usually these are set early October, with discussion taking place over the summer) This will allow us to reflect on the past 7 months since lockdown and try to plan for the next 8 months knowing what we know now”*



Question 3

How open is your school/college to have external visitors into the school/college to support careers activities and help meet Gatsby Benchmarks?



A variable picture in terms of how respondents replied in terms of how Covid-19 has impacted upon access to visitors supporting their careers education programme. Access policies have varied from institution to institution during Lockdown periods, so there is no absolute pattern here.



Question 3

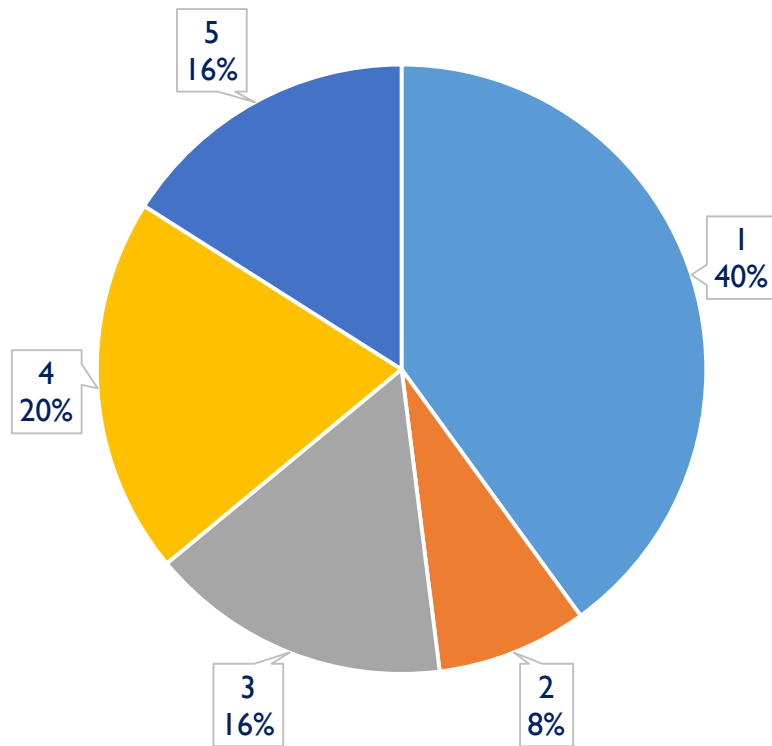
Selected comments:

- “Whilst we are not having businesses or HE institutions in school, we are offering them the option of providing pre-recorded presentations for pupils. For example 6th Form colleges are invited to supply a video presentation and/or online materials which we will share with Y11”
- “We love having external visitors but are not accepting them currently. Zoom visitors are always welcome!”
- “We are Covid-secure but any visits have to be necessary and only take place if a virtual visit is not possible”
- “Visitors are welcome and there is a risk assessment but facilitating is hard – depends on group numbers”
- “Open, as in physically open – we are not encouraging non-essential visitors on site to protect our students and staff and we are continually reviewing the government guidance. We have very good remote systems and are trying to ensure our most disadvantaged learners have access to the equipment and facilities they need to be able to continue learning/support/careers guidance remotely”
- “Unfortunately we have had to suspend all external visitors to the school during the current restrictions”
- “Our school remains very much ‘closed’ – we have managed to get an external careers advisor in. However that’s it!”
- “Needs to be timetabled carefully to ensure that there are no clashes with academic repair programme for the exam class years. Probably easier lower down the school”
- “Currently the only external support for careers is our Careers Advisor and she has cancelled due to the second lockdown. Any visitors can only be with small groups within a year group bubble”



Question 4

How open is your school/college to allow students off-site to participate in careers activities to help meet Gatsby Benchmarks?



A polarised picture in terms of students going off site, with some work experience, and shadowing taking place with appropriate safeguards in place, however 36% of schools/colleges still seeing Covid-19 as impactful in terms of students going off site for careers activity



Question 4

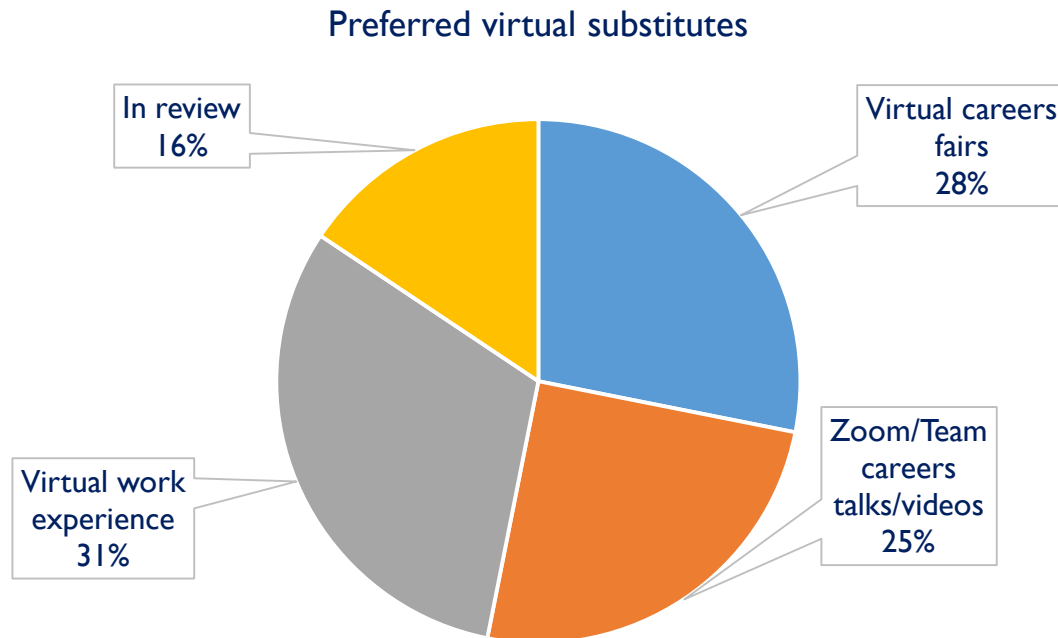
Selected comments:

- *“We are able to do any off site activities on offer”*
- *“No pupil is currently allowed off-site to participate in careers activities. This is under constant review”*
- *“16 – 18 learners so they are not being prevented from going offsite for work placement activities, however employers are more reluctant to take placements students at the moment. Many of our students have part time jobs so instinctively they are keeping themselves safe and following their workplace guidelines”*
- *“School trips currently on hold unless deemed to be an essential part of an academic qualification”*
- *“We would usually be very open to it but would need to consider this very carefully and consult with parents. It is unlikely we will be doing any off site careers related activities during the current restrictions”*
- *“We are doing limited off site visits and work experience”*
- *“GCC have asked schools to plan for only 50% of students in school on rotation so as a county the focus is on safety within school and not for trips or events”*
- *“Where possible we are altering our careers provision to suit the new guidance. Most activities will be done in tutor time or at home using booklets and online portals”*



Question 5

What contingency plans have you developed to offer virtual encounters with employers and the workplace?

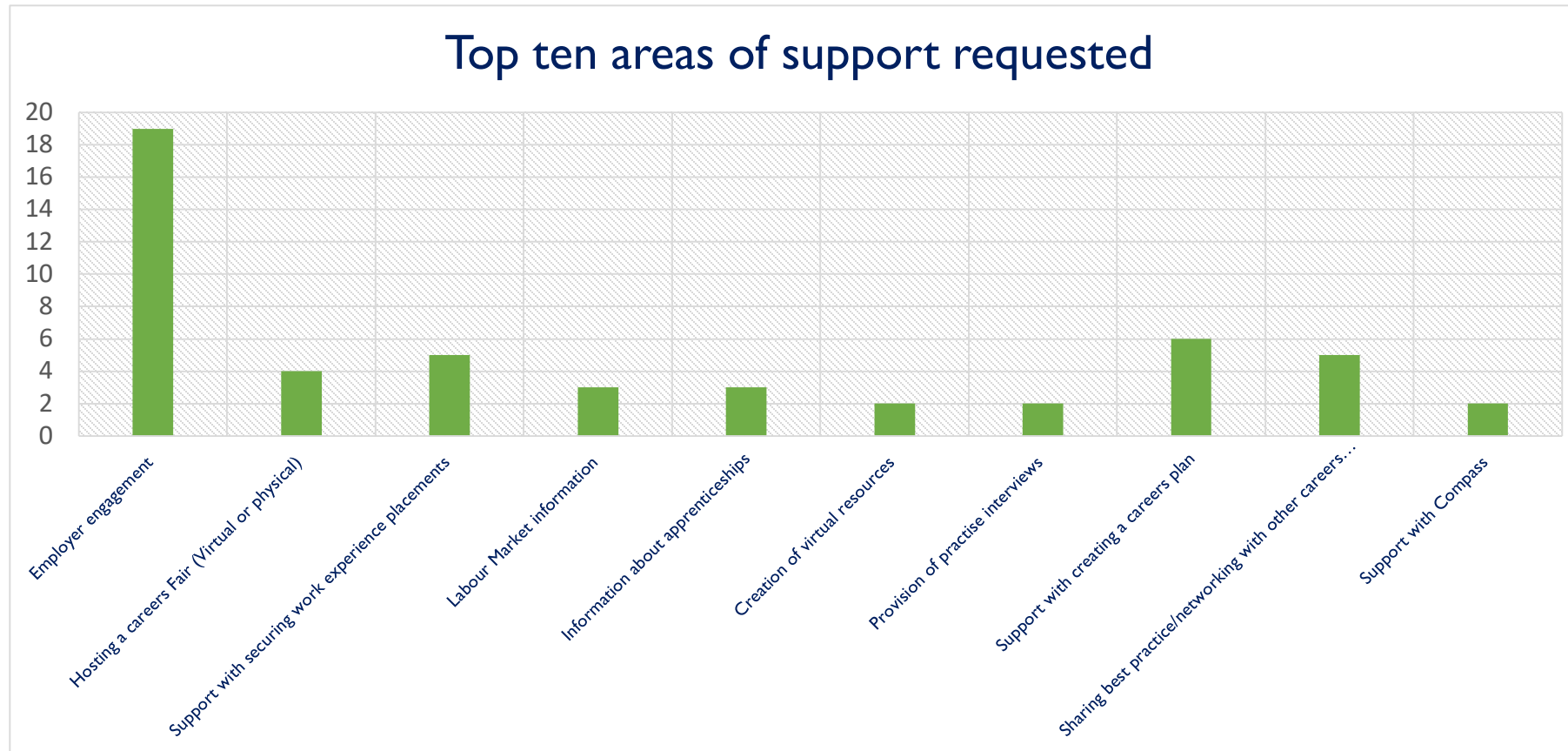


Of the 25 respondents, the majority of them indicated that where possible they'd offer virtual substitutes for typical careers education activities in their schools with virtual work experience being mentioned most frequently



Question 6

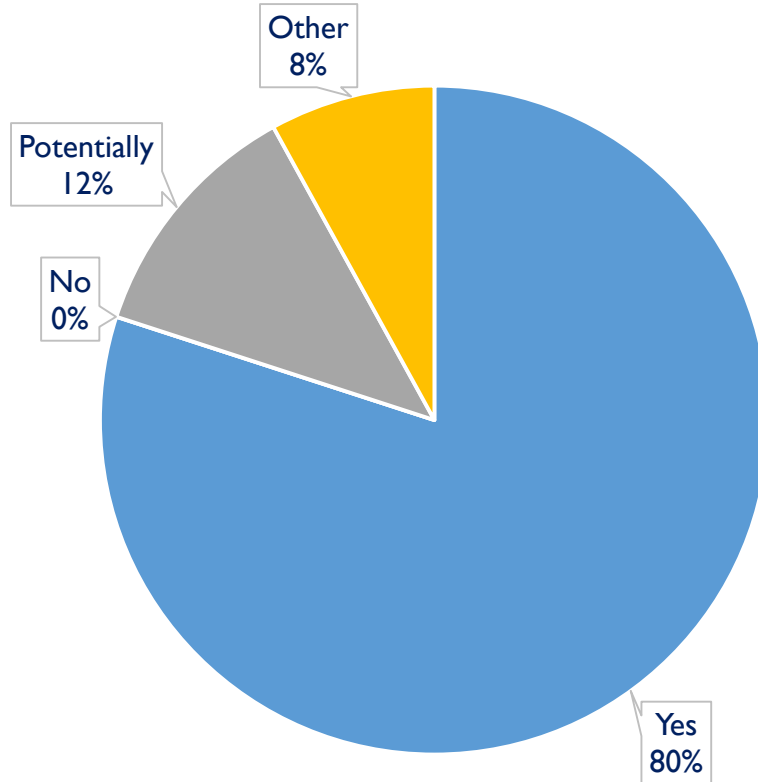
What three areas of support do you most want from the Careers Hub?





Question 7

Are you open to working collaboratively with other institutions, including schools/colleges etc?

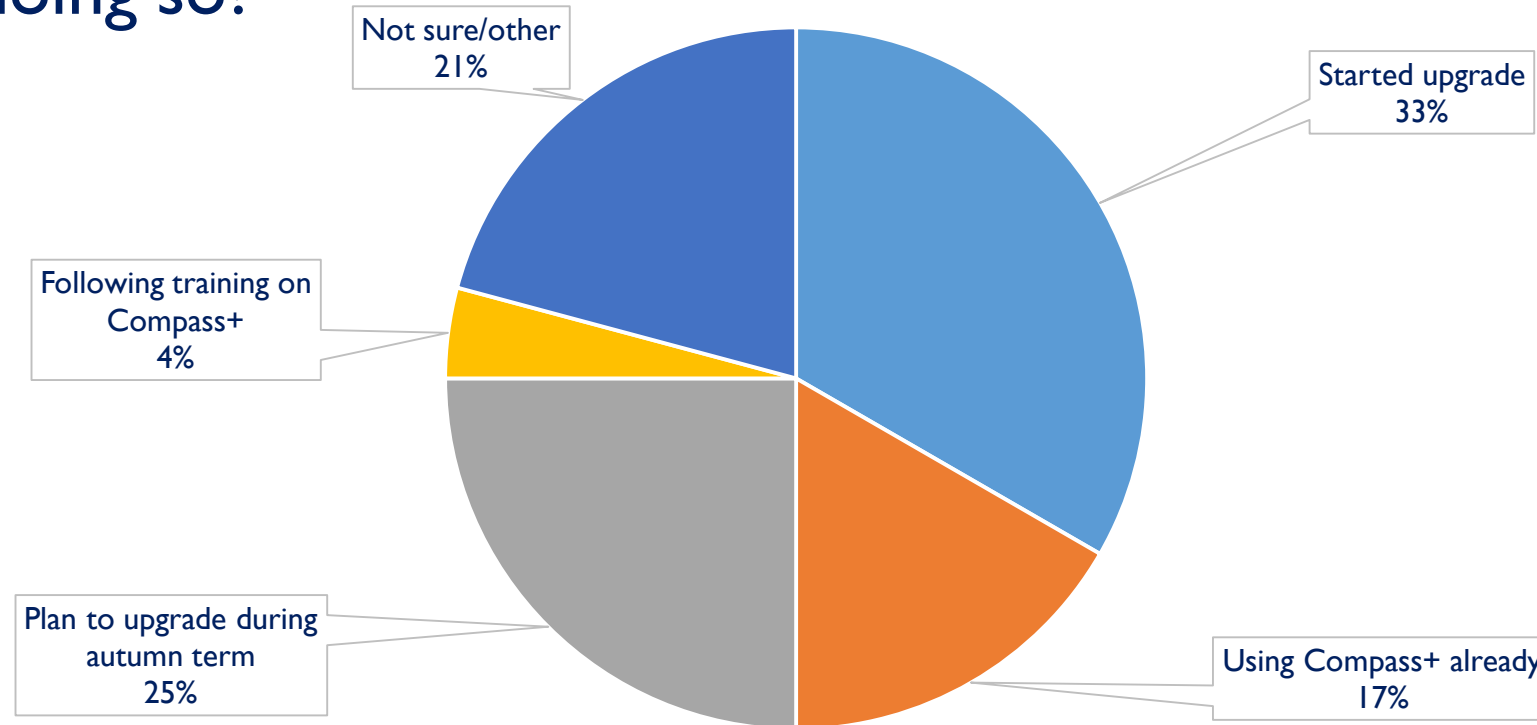


Overwhelmingly members of the Careers Hub are open to collaboration with other institutions in the Hub and by inference would be open to collaboration with schools/colleges in other Hub areas and the wider Careers and Enterprise Company network



Question 8

If you haven't already started the process to on-board to Compass+, when do you plan on doing so?





Question 9

What training do you feel you/your school may require to maximise the benefit of being part of the GFirst Careers Hub?

- No overarching themes, but main areas of support identified:
 - Accessing Careers Leader training and training to become an accredited careers adviser
 - Updates about developments in careers policy and CEIAG landscape
 - General awareness of what the Hub is and how it can help
 - Information about the use of online careers portals, and rating of the best ones
 - How to maximise the benefits of having an E.A.



Some positives statements to contemplate...



“The shutdown has actually helped us significantly improve our existing provision”

“This is the first careers plan that we have made and it has been made with COVID-19 in mind”

“We have attempted to plan in the same way to ensure we can support in the best ways we can offer all students what we normally would”

