

## Careers Leadership for Covid Recovery

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## What are the short, medium and long term impacts of the pandemic on young people's career development?

- Changing employment landscape
  - Uncertainty
  - Gaps in provision
  - Continued emergence in digital practice and expected competency
  - Impact of digital poverty
- LMI data emerging and getting stronger; rolling changes as different sectors recover at different rates
  - Multiple transition points, Securing suitable employment
  - Accessing quality careers guidance at continuing points in their medium term journeys
  - Risk of increased number of young people who are NEET
- We mustn't let younger cohorts suffer and slip backwards as a consequence of mitigating for older cohorts
  - The need to develop more skills
  - Dips in salaries for entry level jobs?
  - More competitive employment market

# Utilising key evidence based research to shape your recovery plan

- 1 | Strategy:** How has your school / college improvement plan evolved to support post Covid recovery planning? Align the careers strategy to your school / college priorities
- 2 | Leadership:** Lead post Covid careers recovery plan from the front. Elicit strong support from senior leaders, ensure your planning is front and centre. Be relevant with leaders
- 3 | Governance:** Engage the governing body with the needs of your cohort, the priorities for young people and their development. How is the whole school vision preparing for their futures?
- 4 | Time and resource:** What's changed? Identify the key priorities, use Compass+ to best effect to support resource allocation conversations.
- 5 | Training:** Continue to invest in your professional development as a CL. Access a bursary, take part in our masterclass webinars, collaborate with your network and colleagues



# Your strategy as a Careers Leader

- Link your whole school careers plan to your school curriculum recovery plan and priorities - adapt your **strategic plan**
- Revisit the **CDI Framework** – use it to steer your recovery plans
- Consider how your strategic careers plan supports every young person
- **Prioritise** your role; closing the career gaps, making up time; what practice needs to flex in approach
- **Connect** to your Enterprise Coordinator and Enterprise Adviser; if your school isn't matched to an EA then get in touch
- Use your EA as a critical friend and for strategic **influence**



## Key issues to consider

- Future-proof your planning – is it flexible and fit for purpose if learning circumstances change again?
- Does it account for gaps in provision for different cohorts and how these may be mitigated?
- Have you considered new approaches to challenges?
- What's already happening and has been tested out?



## Your school / college recovery plan

- Vision
- Current state -> direction of travel
- Key strategic objectives (student-centred and measurable)
- Action plan to achieve objectives

# “Alone we can do so little, together we can do so much”

Helen Keller

## Reactive responses:

- My week of Work
- My Choices
- Weekly CL Communications
- Covid resource pages on CEC website
- Work It series

## Medium term responses:

- Oven-ready resources
- Launch of searchable Resource Directory (September 2020)

## Professional Development Provision Map:

- Online training; revisit modules 2 and 7 to develop your readiness for results day and supporting transition
- Face to Face training (bursaries)
- Benchmark masterclass webinars (1 available now  
4 released autumn)

## Contacts:

- Careers Hub
- Enterprise Adviser Network
- CDI Register of Practitioners
- CDI Community of Practice
- CDI Register of Career Development Professionals

## Professional resources:

- CDI Framework
- Skills Builder Universal Framework

# How is your school, special school or college addressing the impact of the pandemic?

- **Priorities**
- **Perception**
- **Pupils**

**Now more than ever**

