

National Career Leaders' Panel, July 10th 2020: Chat note summary

This document sets out the significant questions, points and links for the web chat which were recorded during the career leaders panel event.

Careers Hubs

Q: What does a careers hub consist of

Careers leaders from schools in the area

Details on Career Hubs can be found on this page

<https://www.careersandenterprise.co.uk/search?key=careers+hubs>

Q: We don't have a careers hub, are there plans for more to be developed?

A: Some new careers hubs have just been approved. More are meant to come online.

Independent schools and careers hubs

Q: Can independent schools join a hub

Agree -what is CEC doing to engage with independent schools, or else Sir John's statements of "all schools" is inaccurate ...

I think in North East we have some independents involved in some meetings (hub)

Lincolnshire Guidance network has always included Independent schools

We (South West) invite our independents to join our networks meetings and we add them to our distribution lists for communication and opportunity, it's just the 1:1 visits and support service we can't provide

Great news that Independent schools can be included in Hubs - can this be supported & cascaded at top CEC level so hubs are prepared to receive contacts in a positive way - not always been the case in the past!

I Agree, setting up a local careers practitioner hub with all local schools, both state and independent, is best way to share good practice and resources.

Independent schools are able to access all free resource / support and training from our website. They are not able to access EAN/Career Hubs or the funded Face to Face training as these are limited to DfE maintained schools as per grant funding agreements with CEC.

We are delighted though that some areas are welcoming independent schools into wider communities of practice and Independent schools are learning in to encourage neighbouring schools to access events, etc.

Essex specific issues

Q: What will happen in Essex as the Local Careers Enterprise Partnership is no longer operating

You mention CEC's mission for 'equality and equity for young people' How is CEC/DfE planning to ensure careers support nationally, especially in adapting Gatsby in these covid-recovery times? (especially for counties such as Essex where there is no LEA or local CEC careers support/EC's)

Q: There is now no LEA or CEC support for careers in Essex (other than for those with SEN). How is CEC/DfE planning to ensure there are no gaps in the provision of careers support nationally, especially in adapting Gatsby in these difficult times?

A: Local arrangements are being made by the CEC Team to support Careers Leaders in Essex in the interim. A CL session is running next week. Please email education@careersandenterprise.co.uk if you need details to join.

Compass

Q: Does anyone know when compass + will work with other MIS systems? we work with school pod which is not yet supported.

Data sharing

Q: GDPR considerations regarding Compass+ and this is the reason why they [Colleges] are reluctant to engage.

Some colleges won't share destination data or any other information unless there is a data sharing agreement in place.

A: Here is CEC guidance on this issue:

https://www.careersandenterprise.co.uk/sites/default/files/uploaded/destination_data_procedure_2020.pdf

There is some great work going on with data sharing in the North East as part of the LEP hubs, it will make the transition far smoother and aid in destination data - win win!

Doesn't legislation supersede GDPR on this? Colleges should be providing this surely?

You also need to work closely with your LA as they can share data with LAs - statutory requirement. They aren't saying GDPR as an excuse., It is a real barrier that they have to comply with.

Just to let colleagues know that some work is underway to understand and highlight practice around data sharing and progression info - building on great work within the Network.

Schools are required to provide intended destinations data, however, then need to report/confirm students have actually started, which can be difficult to obtain, particularly if students attend a college across county.

Completely agree - one transparent system Cath for destinations

The answer to destination data would be resolved if a system similar to UCAS would work

Totally agree our local careers service will not share our students destination

Yes Connexions / LA have data sharing agreements in place with local colleges. It's important we know who doesn't enrol in Sept so we can support them as many will find the transition difficult this year particularly

Exactly, now more than ever, it would be easy for vulnerable students to fall through the cracks if data is not shared.

Agreed data sharing is essential.

Agreed models are different around the country and we need to work together not against each other work into ways of sharing data appropriately

Compass plus and FE colleges

Q: The colleges in my area would love to use compass + but as far as I know, it is not compatible with their MIS systems - is there any development on this?

I work in an FE college and Compass+ is not compatible to our MIS system currently. We use ProMonitor

Will compass plus be available for FE colleges

A: Compass+ for colleges is still under development due to challenges with range of MIS systems - we'll keep colleagues updated on progress. Compass + for Colleges is more complex currently due to the range of bespoke systems

Compass as a student facing tool

Is compass + going to become student facing so that it meets the benchmarks?

Its a useful tool if there is time, and also students need access to be able to see their own record

Compass+ is great, but I think students need access to a tool to help them be more independent about recording skills, activities, etc. and C+ doesn't do this. Currently using C+ for my 'stuff' and Grofar for students, but would be good if the planning and activities would copy across between the two to I don't have to enter information twice!

Issue with Compass + is that there is no facility for student input or recording of info, but a useful tool for careers leaders

A: There are lots of developments in the pipeline for Compass+ as a tool for CLs to track and record for 'each & every' student. There is potential integration (some more imminent than others) with paid for platforms. There are no current plans for Compass+ to be student facing

Improvements required to Compass plus

Compass+ is not there yet there are other platforms which are further ahead

I have found Compass+ a bit disappointing - it doesn't integrate into SIMS is one, but it is very admin heavy. does anybody have a recommendation for an alternative?

Important that the update to Compass isn't just adapted so that it becomes a tick box.

Like using Compass Plus

I am attending a Compass+ training course on Monday - our SIMS systems is currently integrated.

I love compass+ and it looks great when printed as a report although there is work to do to improve it.....

Support for using Compass plus

I onboarded early with compass+ and am happy to support any CL who needs it
phartley@huntcliffschool.co.uk

Other ways of checking quality

Q: Whilst I agree with your essentials Sir John, compass is a self-assessment tool. Why don't you flag up the National Quality in Careers award more as it is strongly recommended for all schools to work towards in the Statutory Guidance and gives an independent external validity to self-assessment? Will you support the submission from the Quality in Careers Consortium? Schools get financial support to work towards the award.

Excellent to hear such positive endorsement from AofC for the impact of working towards the Quality in Careers Standard for encouraging a whole school/college approach to careers work.

Gatsby Benchmarks

Q: Will the benchmark guidance include support for those schools where students don't have access to technology at home?

Quality impartial advice and guidance is essential moving forward and we really need to make sure that this is in place at a high standard

Benchmark 2

National LMI is just as important as local LMI, but often seems to get forgotten?

Q: What is the best source of good national and local LMI

We still need to raise aspirations and inspire young people moving forward

I agree, our students are not interested in local LMI only London based.

National and international LMI is essential to support students make decisions my go to is Jenny Bimrose at Warwick

Benchmarks 5 and 6

Support around BM 5 and 6 in current situation further details to come

https://www.careersandenterprise.co.uk/sites/default/files/1361_online_engagement_guidance_op tion_2_v6_.pdf

Not sure if this has been answered before. If I was to organise an employer delivering a zoom link presentation to a year group, would this count towards BM5

CEC information on virtual work-related activity

https://www.careersandenterprise.co.uk/sites/default/files/1361_online_engagement_guidance_option_2_v6_.pdf

Responses to Covid19

We are hoping to trial remote guidance sessions with parents present from Sep - possibly changing the way we work to include 'twilight' guidance

Currently exploring the possibility of a virtual careers fair for Oct 2020

I know our careers advisor has been very busy and contacted students via MS TEAMS, and will continue to do so

I tried a virtual session the other week 121 with a year 11 and a parent and the parent was amazed at what was covered in the session. It really worked

We are hoping to do face to face but we have big enough room to ensure social distancing is maintained.

I've been giving 1:1 guidance meetings on Google Meets throughout - worked extremely well. Able to use the record facility for safeguarding, and emailing agreed actions plans through to students.

I've been advising students via Teams

I've been in school today interviewing year 10 - used a bigger room and a whiteboard to share my screen - it worked just as well as before Lockdown

Whiteboard to share the screen is a great idea thanks!

I did an observation of a guidance interview the other day - socially distancing with the whiteboard to share screen - table in between to use resources such as post it notes, action plan - worked fine

Q: What do you feel the impact of 'furloughed' advisers (support staff) in schools will be?

Q: What would Sir John say to schools who have furloughed their Careers Leader?

Career advisers rather than leaders furloughed in Sheffield

Wasn't it that a Careers Adviser had been furloughed? I.e, a volunteer from industry who'd been furloughed from their f/t role in industry? If so, this seems to be common and should make the Careers Adviser even more available to support with careers :)

I'm a Careers Leader that has been furloughed since April 1st.

Independent career advisers furloughed in Sheffield, so students not had access to careers advisers over lock-down

Very interesting comment about the personal guidance - I suspect exams will be the main focus, esp with league tables still counting for 20/21!

If a school is arguing that a student cannot miss academic time then point out it is 1 hour! 1 hour that could massively help them into the right destination at the end of school/college. Its so important that this 1 hour of time is protected.

Everything falls in place better for a student when they have focus and goals to work towards; quality personal guidance is essential agreed!

Yes but so is a good career education programme or they are not ready for personal guidance I am told.

Absolutely, which is why I am pleased that SLT did not tell me that all careers education had to be put on hold during lockdown virtual learning, like I have heard from colleagues in other schools!

It's important to have a holistic approach to careers development. Young people need personal career guidance, the support of parents and the school in continue that development.

The issue will be making sure that staff are told students have this as an entitlement. Staff usually are in agreement but not form their lessons!

Hoping the blended learning approach which will probably be in place in September and the advancement of using technology will give us an extra dimension to our careers provision & help support young people who may not have approached us in the Careers service.

There has been a lot about the challenge and I do not underestimate the challenge but do you think more could be done to celebrate the innovation by some careers leaders on delivery of online personal guidance and employer encounters? Some colleges have also said that young people seem to prefer online open days to face to face contact!

I agree, sharing the huge wealth of innovative practice widely would be one of the most useful things the careers community could do for us right now

I am in fortunate position to have supportive SLT who see careers guidance as a core activity - however many schools I am aware of will be focusing on 'catch up' of curriculum time, easy to recommend making careers & skills priority, but very difficult in practice when up against other priorities lead by SLT. How would you suggest careers leaders in such schools tackle this issue?

CLs will need to fight for time and be clear on intent, implementation and intended impact

The college I work in has had 3 virtual open events, and lots of live facebook Q&A's in subject areas and I was invited to take part virtually too! Was great.

Post-Covid 19

Will there be funding available to train some qualified careers leaders as advisers to add capacity?

I am an Enterprise Coordinator. 90% of schools are now in EAN so its not about them just joining that they know that and have been there for sometime... for me now its about helping my schools to persuade their SLT to put in recovery plan for Covid19 around CEIAG

Given that the Govt is advising against face-to-face contact do careers professionals envisage delivering personal guidance remotely in the Autumn term?

Our guidance appointments will be in person, but in a larger room to allow for social distancing.

CDI will be issuing guidance for career development professionals about returning to school-based working. Will be published in August.

Elizabeth Kubler-Ross - useful piece of research re: bereavement loss

Article on Kubler-Ross <https://www.bbc.co.uk/news/stories-53267505>

There is quite a strong read across and alignment between the levers of the recovery curriculum and Bill Law's community interaction theory.

<http://www.hihohiho.com/newthinking/cafcit.pdf> check out Bill Law on community interaction.

Work with parents

I welcome the opportunity to involve parents as I feel they don't always understand all of the career's options.

Whatever resources are created for parents, could you facilitate translation for them so that as many parents as possible within the school community can access them.

I am running a virtual post-16 options talk for Year 10 parents next week and have had 100+ parent sign up which is great!

Parents are vital, I agree and have been emailing them all weekly

Quality awards require evidence of parental involvement

We have careers info evenings for parents and Carers and a link on the website /careers section which provides info to them

I've been sending out a weekly Careers and HE newsletter to parents and pupils - lots of positive feedback from parents

I send out a weekly careers and HE newsletter to all students and parents too.

Support for career leaders

Can we also stress the value of the CDI Community of Practice as part of the network?

Excellent to see the CDI framework get a mention. Every career activity should have a learning outcome.

The best thing a careers leader can ever do is find their careers colleagues in other local schools, share ideas and best practice. Despite not being in a Careers Hub we have a very strong support system in our area.

Although we're not part of a hub we've found the career leader network organised by CEC to be very helpful.

The CEC will be launching a national FE Community of Practice this Autumn - please contact us if you want more info education@careersandenterprise.co.uk

Within our network we encourage sharing of best practice through communities of practice, Hubs and the wider network please email education@careersandenterprise.co.uk if you would like us to share your practice with others

Q: What would you suggest if you have an EC who is not proactive or particularly supportive?

A: Contact the Skills Lead at LEP or wherever to chase up! its our job!

A: Please let your LEA know if you do not have a helpful EC

Can you also remind people about the CEC funded Careers Leader face to face training too please. Most providers are putting new dates out for Autumn onwards.

Here is link to funded DfE Face to Face Careers Leader Training:

<https://www.careersandenterprise.co.uk/schools-colleges/training-careers-leaders>

Local careers hubs are great but in some areas they have little LEP or LA support so the Careers sector has in many ways been privatised effectively.

One of the biggest issues facing our local careers leaders, is not having access to software that is capable of running a successful virtual careers fair. Do the CEC/Careers Hubs/Enterprise Adviser Networks have any advice for us? Will they look into how careers leaders can best run this type of virtual event?

The CEC have some resources available currently on our Gatsby Benchmark resources pages here <https://www.careersandenterprise.co.uk/schools-colleges/gatsby-benchmarks> these will stay until the new directory launches

There is a case study of this on the CDI community of practice under resources

We are looking to run a virtual careers fair for our students. Struggling to find employers for this. Do you have links or options that we can use?

There's a useful careers leaders Facebook page Careers leaders UK which share resources too.

College Governor resources coming soon from CEC - kindly edited by David Andrews!

Working with learners with SEND

Q: Do Talentino work with SEN students who are in mainstream state schools, or just Special Schools?

A: Yes - they work in state and independent schools.

Revised SEND Gatsby Benchmark Toolkit can be found here

https://www.careersandenterprise.co.uk/sites/default/files/uploaded/1051_send_gatsby_toolkit_refresh_digital.pdf

SEND Training is a must - seems to be a weak spot for all education professionals (dependent on experience)

Hopefully this sort of approach will be taken for more than SEND learners it sounds very positive.

This session is all very timely as we are planning the next academic year. Parental engagement and supporting SEND students with career guidance are areas we will be developing.

Results day

My Choices will be available to all. It will be a link to a Learn Live site which we will share in due course. Do you receive CL Comms newsletters? Link will be in there or follow me on Twitter @Careers_Hall and I will be posting all the necessary info continually over next couple of weeks :)

Here is the link to the CL Comms with My Choices details in it

<https://mailchi.mp/careersandenterprise/getting-ready-for-results-day-careers-leaders-resources>

We sent a 'ready for September' survey out to get back both pupils and parents perceptions of their gaps and also what sort of support they might like such as anxiety, self-esteem etc so we can plan

Careers work in FE colleges

Any thoughts on colleges who are offering to go in to do the personal guidance to enable schools to meet benchmark 8? Is there more guidance coming on this - are their concerns about impartiality?

I agree - the colleges in our local area have been excellent with facilitating events. My concern is the lack of engagement from our students - and we aren't able to monitor who is accessing and who is not

We have received good communications and guidance from our local colleges to pass on to our year 11 students to support them with transitions

Link to blog promoting the 'Whole college approach to Careers':

<https://www.careersandenterprise.co.uk/news/developing-career-centric-strategy-fe-delivery>

Level 4s in Colleges can be CDI members abiding to code of ethics.

There are a lot of practitioners who are level 4 IAG qualified giving guidance in colleges, there will be a triage system whereby a qualified level 6 will deliver careers counselling/guidance

Yes - certainly. Great to welcome L4 members and encourage them to increase their qual to L6.

The gold standard is L6 and you can only achieve Gatsby BM8 if your advisers have L6 but others L4 qualified can do the IAG bit.

Q: I thought you could only give guidance if level 6 qualified

In terms of guidance the jump is massive

A: Yes- should be L6 minimum!

While we are on the topic of colleges: any suggestions regarding the requirement on schools to get the confirmed destinations of our students. The response from colleges varies and some will not share this info due to GDPR.

What is happening around t-levels

Delighted to work with the AoC on this event highlighting 'Careers Excellence in Colleges';
https://zoom.us/rec/play/6Zd_cL37rzI3SdCSsQSDA6ItW43reP2shiMa8vFfzBu8BSICNFenYOAaMbGbnhZpHfrrZ1iauCrLIHZN?startTime=1592488160000&_xzm_rtaid=yRravDUuTKmNdHcY62-xkA.1594382389210.51924cbbd76feb332d3b0b0163f55eee&_xzm_rhtaid=277

Most colleges do not have a careers "team" any more. Most colleges have one person now

Must not lose sight of the amount of Adults who are going to need "guidance" especially from the retail sector.

Enrolling students and liaising with enrolment staff in the college is going to be interesting this year!

My son is in Y 11 and currently doing a summer access course with a college he may attend (dependent on results) - this is a 3-week course.

A summer access course sounds great

Years ago I worked in a college that offered specific IAG for first 8 weeks to catch those that had chosen a course that may not have been suitable and they encouraged us with our impartiality. there was no hidden agenda, I think this is so needed!

A targeted programme of CEIAG in college will be essential as well as a general approach

Yes but we still have students who have extremely limited access to any form of technology, if any

Hope all colleges and 6th form carry out CEIAG needs analysis as learners may have very different needs

Extended IAG and detailed induction activities are being planned at our college to ensure students are fully supported over the whole of September and October

If parents and children are both on courses, there may not have enough computers in the home, so they have a computer, but not enough for what is now needed in the home

Surely this promotes the benefits of being L6 qualified and so DBS checked

There is a Government fund of £37 million for disadvantaged families for educational products inc digital for children with complex needs

Yes we have accessed that fund but who knows when they will be sending the laptops

To go to the recording of the event:

Link is currently - <https://www.thecdi.net/Full-Webinar-Calendar/National-Careers-Leaders-Panel-Career-development-in-a-post-Covid-world/74469>