

Careers Strategy

Current State

Assess the current state of your school or college's careers provision through:

- Completing the Compass Tool
- Carrying out a SWOT analysis (looking at its existing Strengths, Weaknesses, Opportunities and Threats)
- Analysing your destinations data
- Local context: LMI, growth sectors, FE/HE provision, etc.
- Reviewing vulnerable cohorts and any 'gaps' in outcomes

Compass - Current Compass Score:	Benchmark 1: % Benchmark 2: % Benchmark 3: % Benchmark 4: % Benchmark 5: % Benchmark 6: % Benchmark 7: % Benchmark 8: %																								
Compass - Priority Benchmarks:																									
Destination Data:	Destination data correct as of (date) <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2">Destination</td> </tr> <tr> <td>Staying in education: Sixth Form</td> <td></td> </tr> <tr> <td>Staying in education: FE College or other education provider</td> <td></td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td>Apprenticeship - Secured</td> <td></td> </tr> <tr> <td>Apprenticeship - Applying</td> <td></td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td>Employment - Secured</td> <td></td> </tr> <tr> <td>Employment - Applying</td> <td></td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td>Not planning to stay in education or employment</td> <td></td> </tr> <tr> <td>Currently unknown destination</td> <td></td> </tr> </table>	Destination		Staying in education: Sixth Form		Staying in education: FE College or other education provider				Apprenticeship - Secured		Apprenticeship - Applying				Employment - Secured		Employment - Applying				Not planning to stay in education or employment		Currently unknown destination	
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LMI - Local and	Describe the LMI of your district and any regional information relevant to the school/students/destinations																								

Regional Context:

Vulnerable
Cohorts/Gaps in
outcomes

Strength of Careers Provision SWOT

Consider:

Time/Resource of Careers Leader, Role of EA/Link Governor, Parental Engagement, SLT Buy-in, Staff CPD, Whole School Responsibility for Careers, Impact Measurement, Evaluation

Benchmark progress: LMI, Tracking at Student Level, Careers within Subject Areas, Employer Engagement, Experiences of the World of Work, Encounters with FE/HE, 1:1 guidance

STRENGTHS	WEAKNESSES
OPPORTUNITIES	THREATS
Key priority/action areas from SWOT:	

School Vision

SLT Comments:	Link Governor Comments:	Enterprise Adviser Comments
Parent Voice Comments:	Student Voice Comments:	Staff Voice Comments:
Schools Careers Vision Statement:		

Careers Provision **Aims:**

Careers Provision **Statement:**

Key strategic objectives

Development of Careers Provision Objectives: Key Prompts

Vision:

- Should objectives be set around development/sharing of a vision?

Current State:

- Should objectives be driven by destinations data or other outcomes from SWOT analysis?
- Should objectives be driven by key priority benchmarks or by sub benchmarks at a student level
- Should objectives be driven by key SEND/vulnerable groups in your school/college?

Whole School/College Priorities: Key Prompts:

-

Key Strategic Objectives

1	
2	
3	
4	

Learning Outcomes

To deliver strategic objectives

Strategic Objective 1:

KS	KS3	How will it be delivered?	KS4	How will it be delivered?	KS5	How will it be delivered?
LO						
LO						

Strategic Objective 2:

KS	KS3	How will it be delivered?	KS4	How will it be delivered?	KS5	How will it be delivered?
LO						
LO						

Strategic Objective 3:

KS	KS3	How will it be delivered?	KS4	How will it be delivered?	KS5	How will it be delivered?
LO						
LO						
Strategic Objective 4::						
KS	KS3	How will it be delivered?	KS4	How will it be delivered?	KS5	How will it be delivered?
LO						
LO						

Signed off:

Career Leader:

Date:

Principal:

Date:

SLT:

Date:

Governor:

Date: