



A CDI Introduction to Using...

THE GATSBY BENCHMARK TOOLKIT

The Career Development Institute were delighted to work with the Careers and Enterprise Company on developing a toolkit to illustrate *what good looks like* across all eight of the Gatsby benchmarks. The writing team were able to draw on a national network of best practice and the toolkit provides for each of the eight Gatsby benchmarks:-

- A succinct guide to what good looks like
- A summary of why this matters and what it means in practice
- Top tips for schools and for employers
- A guide to the best resources to support implementation and
- Practical examples of the benchmarks in action in a number of different settings.

The Gatsby benchmarks

In 2014, Lord Sainsbury's Gatsby Charitable Foundation published a report by Professor Sir John Holman, Senior Adviser in Education at the Wellcome Trust and the Gatsby Foundation, into "what career guidance in England would be like were it good by international standards."

The report identified eight benchmarks that are the core dimensions of good careers and enterprise provision.

Good Career Guidance and further resources can be downloaded from the Gatsby website at <http://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

The Gatsby benchmarks are important and have a key role in:

- ensuring that young people can benefit from and contribute to the success of the proposed new industrial strategy for the UK
- underpinning the Department for Education guidance to schools and colleges on meeting their statutory responsibility for careers guidance
- improving the quality of careers programmes in schools and colleges (The Quality in Careers standard is aligned to the Gatsby benchmarks)
- raising young people's aspirations and promoting access to all career pathways
- enabling all young people to develop the skills and outlook they need to achieve career wellbeing, including adaptability and resilience.

A long term systemic model for schools and colleges

Sir John Holman, author of the Gatsby report, says "*there is no single magic bullet in careers guidance, it is about doing a number of things – identified in our benchmarks – consistently well.*"

A number of other reports recognise that need for consistent and sustained improvement:-

TeachFirst calls for “long-term systemic transformation with change at every level”.¹ This toolkit is dedicated to achieving this goal. The State of the Nation Report² calls for “a national project to improve careers support” and recognises that “Achieving a high standard of careers and enterprise provision is not just a question of providing lots of activities, but rather something that requires careful planning, consistency delivery and ongoing monitoring and evaluation. “

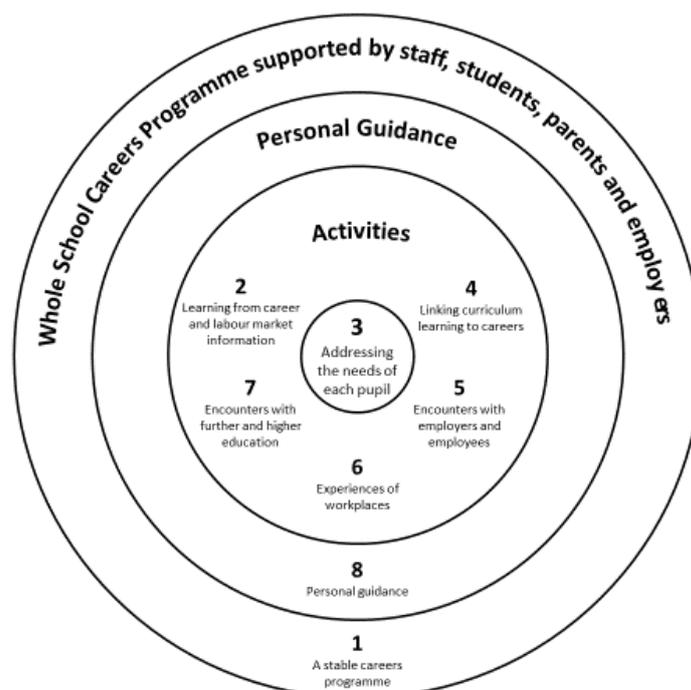
The Career Development Institute value the opportunity to work with schools and colleges and the Enterprise Adviser Network on seeing the connections between the benchmarks in a strategic way.

Putting young people at the centre

Gatsby benchmark 3 – addressing the needs of each pupil – is central to the role of schools and colleges. Understanding the needs and circumstances of learners is a critical starting point to good careers provision. Having established this, staff can aim to meet these needs this by developing a range of curriculum-led activities, including those facilitated by employers and in workplaces, from which all young people can benefit (see Gatsby benchmarks 2, 4, 5, 6 & 7).

Personal guidance from familiar and trusted adults inside and outside school and college, including teachers and professional careers advisers (Gatsby benchmark 8), should be provided to help students make sense of and benefit from the activities in which they have participated. This benchmark also relates to the more intensive, wrap-around support that some students need.

A stable careers programme (Gatsby benchmark 1), strategically led and managed, should hold all the benchmarks in place.



¹ Careers education in the classroom (2014)

² The Careers & Enterprise Company. (2017) State of the Nation 2017: Careers and Enterprise Provision in England’s School. London: the Careers & Enterprise Company