



Gatsby Benchmark Measures

Comparison Evaluation Using Compass Career Benchmark Tool

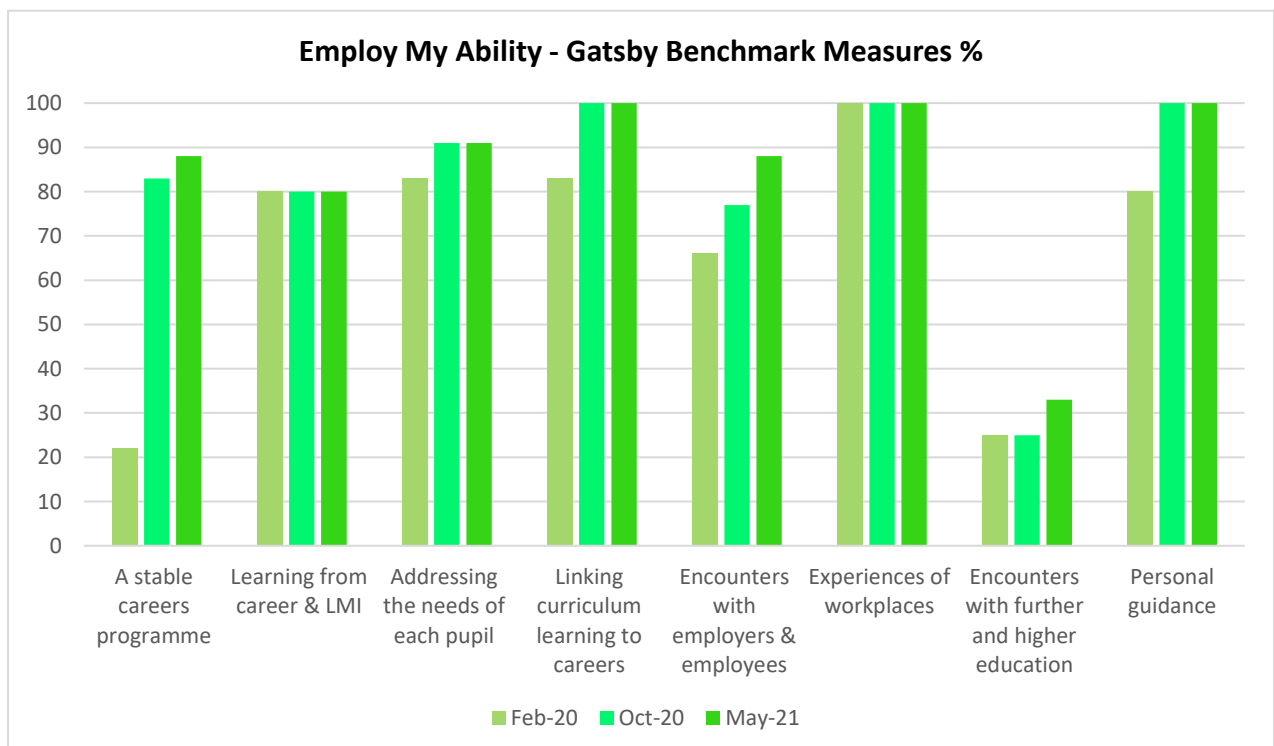
Compass evaluates a school or college's careers provisions against the eight benchmarks of best practice - known as the Gatsby Benchmarks.

Benchmark 1:	A stable careers programme
Benchmark 2:	Learning from career and labour market information
Benchmark 3:	Addressing the needs of each pupil
Benchmark 4:	Linking curriculum learning to careers
Benchmark 5:	Encounters with employers and employees
Benchmark 6:	Experiences of workplaces
Benchmark 7:	Encounters with further and higher education
Benchmark 8:	Personal guidance

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EMA use the mainstream college assessment as it is more challenging to achieve 100% on the 8 measures. The evaluation is a positive way of measuring the work undertaken and enables us to identify target areas where key actions can be implemented ensuring we continue aiming for 100% success in all 8 areas of Careers education enabling and supporting students to positively progress.

The table compares February 2020, October 2020 and May 2021 Gatsby Benchmark Measures using the Compass evaluation tool, highlighting progress made to date despite the difficult times that we are all experiencing.





In May 2021, EMA Scored 80% or more on 7 out of 8 of the benchmark measures. 100% has been achieved on 3 benchmark measures.

Benchmark 1 – A stable Careers Programme **88%**

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, teachers, governors, and employers.

Benchmark 2 - Learning from career & labour market information **80%**

Every learner, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

Benchmark 3 Addressing the needs of each pupil **91%**

Advice and support should be tailored to the needs of each learner. Keeping good records of learners and their destinations after school will help.

Benchmark 4 - Linking curriculum learning to careers **100%**

Careers and enterprise education should be part of and included in a learner's standard lessons, linking curriculum to real-world career paths.

Benchmark 5 - Encounters with employers & employees **88%**

All learners should have encounters with employers and employees that result in a better understanding of the workplace and the potential career paths open to them.

Benchmark 6 - Experiences of workplaces **100%**

It's important for learners to experience the workplace environment to understand the context in which they could one day be working.

Benchmark 7 - Encounters with further and higher education **33%**

Careers provision should cover further and higher education as well as potential professions. Learners should have encounters with these organisations whilst at school.

Benchmark 8 - Benchmark 8. Personal guidance **100%**

Every learner should have opportunities for guidance interviews with a career adviser, who could be internal or external, provided they are trained to an appropriate level.

Employ My Ability's lowest scoring benchmark measure is under the section of 'encounters with Further and Higher education providers'. At the time of writing this, COVID-19 restrictions are a genuine barrier to planning visits to provisions and visits have been cancelled. In the academic year of 2021/22 students will begin to visit these sites in person. If COVID-19 restrictions continue, Employ My Ability will arrange virtual tours of further and higher education providers.

About Compass - careers benchmark tool

Compass is a free tool for schools and colleges in England, that quickly and easily helps you to evaluate your careers activity against the eight benchmarks of best practice – known as the Gatsby Benchmarks. Please go to <https://compass.careersandenterprise.co.uk/info> for additional information.

In line with Employ My Ability's Careers Education, Information, Advice and Guidance Policy, Paula Harris, EMA Careers lead, has completed the evaluation and written this brief summary.