

19th September 2012

Learning and Culture Overview and Scrutiny Committee.

Careers education, information, advice and guidance for young people in schools and colleges.

1. Background

- 1.1 Careers information education and guidance (CEIAG) has been through many changes over the past 20 years: privatisation in 1992, the establishment of Connexions services in 2000, back to local authority (LA) responsibility in 2006-08 and now severe reductions in national funding (since 2010).
- 1.2 On September 1st 2012 new duties passed from the LA to schools in relation to securing impartial CEIAG. LAs will have broader strategic duties in relation to the Raising of the Participation Age (RPA) together with its duty to champion the most vulnerable young people at risk of not in education, employment and training (NEET).
- 1.3 This paper seeks to provide an update on national and local developments as we seek to ensure a strategically consistent approach. Some possible areas for scrutiny are highlighted below in section 4.

“Knowing what learning options are available and how they lead to different jobs, and what the job prospects are, is vital for making choices.”

(National Careers Service: The Right Advice At The Right Time, BIS 2012)

- 1.4 Research, including OFSTED thematic reviews, demonstrates that CEIAG helps to reduce the numbers of young people who might otherwise become NEET. It raises aspirations and achievement and increases motivation.
- 1.5 Young people's CEIAG has recently been affected by developments in 14-19 learning and higher education. We have seen the expansion of apprenticeships, expansion and decline of diplomas, the Wolf review of vocational education, proposed reforms of A Levels, changes to GCSEs, emergence of IGCSE and English baccalaureate, introduction of Foundation Learning, a National Curriculum review and abolition of EMA with its accompanying replacement by a bursary scheme. Raising the participation age makes it even more important that young people are attracted and excited by the learning and training opportunities available to them and that they know how to choose wisely what is best for them.
- 1.6 Within higher education we have seen changes to funding for widening participation linked to the introduction of tuition fees up to £9,000 per year.
- 1.7 To enable young people to make sense of the changing educational and employment landscape we need to ensure that their needs are met through:

Information and advice

- that is comprehensive, up to date and accessible
- on post-13/14 (KS4) options, post-16 options, post-17 and post-18 options
- on progression routes

Guidance

- linked to tutoring and mentoring
- supported by effective recording and referral
- delivered impartially (based on the needs of the learner, not the institution)

Careers education

- that enables young people to make effective use of information and guidance

2. Changes to careers guidance services and to careers education in schools

- 2.1 From April to October 2010 the new Coalition government oversaw funding reductions to LA Connexions services resulting in a 24% 'in-year' cut in Area-Based Grant (May 2010) and the launch of Next Step (adult careers service)
- 2.2 In November 2010 the government announced the advent of the all-age careers service for 13-19 young people and adults, "building upon the best Connexions and Next Step services" and fully operational by April 2012
- 2.3 In October 2011 the Department of Business Innovation and Skills (BIS) announced a national quality standard for the National Careers Service (an upgraded and improved Matrix standard), to set a standard for other providers of career guidance (www.matrixstandard.com). It also set out new arrangements for professional qualifications for careers guidance advisers. Existing staff qualified in the Diploma in Careers Guidance; Qualification in Careers Guidance; NVQ 4 Advice & Guidance; should work towards or be accredited with Level 6 Diploma in Career Guidance and Development.
- 2.4 The National Careers Service (NCS) was launched on 5 April 2012 comprising of (for adults (BIS) - £84.4M in 2012-13) online and telephone helpline services and face-to-face careers guidance (free to priority groups)
- 2.5 For young people (DfE - £4.7M in 2012-13) an online and telephone helpline service (www.nationalcareersservice.direct.gov.uk and 0800 100 900) and face-to-face careers guidance services on the open market, **if the local provider decides to offer such services to schools.**

- 2.6 In essence, the National Careers Service is being driven by the adult skills agenda with funding by BIS. The Department for Education (DfE) has made a minimal contribution to the service.
- 2.7 Under the Education Act 2011, schools have a new statutory duty to secure access to independent careers guidance for pupils in Years 9-11 (a consultation on extending the duty down to Year 8 from September 2012 and up to Year 13 from September 2013 has opened). See appendix 1: Statutory Guidance.
- ‘Careers guidance’ must be presented as impartial, include information on all options in 16-18 learning, and promote the best interests of the pupils
 - ‘Independent’ is defined as provided by persons other than those employed at/by the school (the duty will apply to academies and free schools through their funding agreements).
 - The statutory duty to teach careers education has been removed. Currently schools are already free to determine the amount of time allocated, what is taught, how it is taught and where in the curriculum it is taught. The only additional freedom that schools have been given by this action is the freedom to drop careers education from the curriculum altogether.
 - Schools should, however, consider a wide range of activities to enable young people to gain insights into, and first hand experience of, employment, training, further and higher education through engaging with employers, training providers and further and higher education colleges.
 - There will be no additional funding for careers guidance. Schools should meet the costs of providing careers guidance services from their overall budgets, including the pupil premium. LAs spent £200million a year* on the careers element of Connexions [*2009-10].

- As they assume their new duties, decisions about the careers education, and careers guidance, young people will receive will be made by schools. There will be a range of providers of careers guidance ('NCS', LA services, private providers, individual sole traders, etc.)
- LAs retain the responsibility for supporting more vulnerable young people, including NEETs and those with SEN/LDD (e.g. those covered by Transition Plans and Section 139a assessments)

3. Recent developments in the City of York

- 3.1 Careers advice, guidance and support for young people is one of a range of services for young people located within the newly formed Integrated Youth Support Service (IYSS). This incorporates Connexions, youth work and Youth Offending Services with links to other support services for young people.
- 3.2 From September 2011 IYSS reached agreement with headteachers and principals to provide a core but broadly targeted service to vulnerable and "at risk" young people from year 7 onwards, including those with special educational needs, looked after children, FSM, those with barriers to progression such as behavioural problems and emotional needs and young people predicted not to achieve level 2 at age 16. This year we are building links with The Children's Advice and Assessment Service and will explore how we can work alongside colleagues from The Integrated Families Service.
- 3.3 For those young people out of scope of the new service we have offered a traded careers guidance service to each institution. A menu of costed activities is provided including one to one careers guidance, careers IAG for small groups, parents' evenings and options events, careers lessons, UCAS advice, GCSE and A level results days services. This has enabled the LA and schools to maintain both universal and differentiated IAG services to young people. This year the majority of schools have agreed to secure independent careers guidance from the LA. The Total resource

purchased amounts to approximately £36K. The exceptions are Manor CE Academy who are employing their own careers adviser and Canon Lee School who are employing their recently retired Head of Careers as a careers consultant for young people. In the case of Burnholme Community College, we agreed with them under the circumstances to prioritise all young people for targeted support and to continue to support them when they transfer to new schools and post 16 provision.

- 3.4 The Local Authority provides comprehensive first level information for young people, parents and carers through the online Area Wide Prospectus , the annual KS4 and post 16 “options” booklets and a well attended annual “Steps to Success” event in October. In addition, information and advice about employer vacancies and apprenticeships are provided to schools and colleges weekly and is complemented by high profile bespoke recruitment events.
- 3.5 The LA will continue to support CEIAG programmes and help schools and colleges to meet local quality standards for CEIAG and support for young people.
- 3.6 Given all the factors to be considered above, and previous knowledge about effective practice, the LA should support and challenge schools and colleges to deliver more than just the statutory minimum and to quality assure their approach:
 - Working with schools to enrich their CEIAG curriculum ensuring that all have programmes involve regular employer visits and input.
 - Ensuring that young people feed back on the quality of the CEIAG programme and individual advice, guidance and support.
 - Support and challenge schools and colleges to provide careers education from year 8 and up to year 13.
 - Ensuring that its overall CEIAG programme is assessed against the dedicated local quality awards and that it complies with the proposed Quality in Careers Standard national validation.
 - Building upon its CEIAG programme by securing specialist careers advice and guidance services from an external provider, close to the labour market and therefore able to assist young

people to make informed choices. Such a provider should meet the Matrix Standard (the accepted “industry standard”).

- Being clear that any externally secured provider of careers guidance employs professional careers advisers who are occupationally competent in line with defined professional standards.

3.7 It is important that the LA and schools work in partnership to support the maintenance of the highest standards through quality assurance, staff development and support and challenge, including the exploration of new and innovative approaches to the provision of CEIAG. To support this objective we have established a new post of CEIAG Lead Practitioner who will work closely with schools and will be located with the 14-19 Team. The IAG Network comprising of school and college leads, NYBEP, 14-19 and the National Apprenticeship Service will be led and supported by IYSS.

4. Scope for Scrutiny of CEIAG.

4.1 Suggested areas of enquiry for the Learning and Culture Overview and Scrutiny Committee.

- The extent to which schools and the LA are discharging their duties and working effectively in partnership.
- The Quality of CEIAG in schools and colleges, how and when it is delivered.
- The impact of CEIAG on the outcomes of young people.
- The views of young people and parents about the information advice guidance and support that they receive through the curriculum and through one to one appointments.
- How to involve more employers and training providers in providing information and advice to young people in schools and colleges.

Recommendations

5. Having considered the information provided, Members are asked to determine whether or not to proceed with a review of this scrutiny topic proposed by Councillor D’Agorne.

If a decision is taken to go ahead with the review, Members are recommended to

- (i) Consider whether or not they would wish to set up a Task Group to carry out the review on their behalf
- (ii) Agree a remit for the review
- (iii) Programme the review into the committee's work plan and identify a timeframe for the review's completion

Reason: To ensure compliance with scrutiny procedures, protocols and work plans.

Contact Details

Author: Chief Officer's name

Steve Flatley Title

Service Manager Integrated
Youth Support Services.

**Report
Approved**



Date 10 September 2012

Telephone: (01904) 552367

Wards Affected: All

Annexes

Appendix 1 – Statutory Guidance from the Department for Education