



Measuring the Impact of Careers Education

The careers programme at Salesian School is delivered through a variety of activities including; timetabled lessons in PSHE from KS3-5, within curriculum subjects as well as bespoke opportunities, activities and events ran by external agencies, businesses and employers.

By having a structured programme of events, monitoring and evaluation allows us to ensure the quality of our provision and this informs our future decision making.

Monitoring activities include:

- Learning walks
- Questionnaires - students, staff, parents & carers, external agencies
- Student voice
- Future Skills Questionnaire -Careers and Enterprise Company

Evaluation activities are used to measure the impact of our careers programme and inform planning of future events.

Evaluation activities include:

- Feedback from personal guidance interviews
- Lesson observations
- Questionnaires - students, staff, parents & carers, external agencies
- Student voice including Future Skills Questionnaire Data
- Destination data.

Each academic year the Careers Leader will write a Careers Development Plan which will be reviewed annually and the provision on offer to students will be audited utilising the Compass tool.

Evaluation Programme

Activity	Responsibility	Timing	Implementation
Careers Lessons - PSHE	Careers Lead	At the end of each half-term	Student voice and staff questionnaires
Careers in the Curriculum	Heads of Dept, Careers Ambassadors and Careers Lead	During departmental reviews	Staff questionnaires

Careers Events -in-school/ college	Careers Lead	After the event / activity	Staff questionnaires, student voice and employer questionnaires
Careers Events - outside school/ college	Careers Lead	After the event / activity	Staff questionnaires, student voice and employer questionnaires
Guidance Interviews and Destination Data	Careers Lead & Asst Headteacher for Careers	Ongoing, during the year and at the end of the year	Student voice, parent voice, careers advisor and destination data

Student, Parent, Staff and Employer Feedback:

Year 8 Careers Panel and Employability Skills Workshop with the British Army

"The careers panel this morning was fantastic - and the army activities were superb.

The 60 students who took part in the employability workshop have a real buzz about them today, and seeing them build on resilience, teamwork and general comradery is a wonderful thing to have instilled in them - thank you."

Head of Year 8 - October 2023

Year 8 – Think CAREers?’ Careers in the NHS performance by Enact Solutions

"This morning’s production was amazing! Really impressed and thoroughly enjoyed it. Really informative!"

Year 8 Form Tutor - October 2023

Year 9 - My Future Careers Workshop - Hosted by InvestIn - Preparing for selecting GCSE Options

"I thought the session this morning was great! The kids were all really engaged and enjoyed it. The worksheet was easy to follow and fitted well with the presentation. It was fascinating to learn about the concept of careers clusters and explore different career paths. My only EBI would be in future it would work even better to run in- person rather than on-line allowing for more opportunity for discussion between tutors and students in the classroom."

Year 9 Form Tutor

Year 10 Group Careers Interviews with Innervate Careers Company – Exploring Post 16-18 Pathways

“The workshop was engaging, information was succinct yet detailed with a clear explanation of the different pathways for students at Post 16 and Post 18. The resources were good, lots of links to follow for students to look at their own career pathway.”

Year 10 Form Tutor

Year 11 Careers Talk- Building an Entrepreneurial Spirit – CIO Costa Coffee

“I found the "Building an Entrepreneurial Spirit" talk extremely engaging and significantly informative. It was fascinating to see the almost trivial looking and seemingly meaningless start-up companies, which started from nothing more than a garage, transform into the internationally recognised global giants that they are today. It unmistakably outlines the idea that all that is needed is a dream, and passion. The idea of becoming a "Young Entrepreneur" was something which I had never truly considered until after this talk. I felt greatly inspired by the speaker's words of encouragement and now have a more prominent incentive to work hard and maintain a strong sense of resilience.”

Year 11 student

Year 13 – Inspire Speakers Programme

Q & A student led session with BAFTA Award Winning Broadcaster and Journalist

“I really enjoyed the discussion today. I learnt allot about a career in broadcasting and how it is important to start early and small; create an online portfolio and send it to people in the industry. Be prepared for countless rejections, but do not give up if it is what you really want to do.”

Year 13 student

Innervate Careers Company – Student Careers Interviews

“Just a short note from my daughter and me to thank you for the careers interview with the careers advisor from Innervate Careers Company and the follow up careers action plan. The plan is so detailed and captures my daughter’s aspirations and wishes perfectly, as well as giving excellent advice and signposts for further information.”

Parent of Year 13 student

Year 13 Mock Interview Evening with Employers- January 2023

“The students I interviewed were very impressive in terms of presentation, self-confidence and showed real curiosity by researching my career.”

Employer

“I just thought I’d drop you a note to let you know how brilliant my boys thought the career interviews were this week. Both boys came home saying it was so interesting, the people they met were great, helpful and informative. Both boys have now linked up with the employers they met through ‘Linked In’ and one is pursuing a degree apprenticeship through his contact.”

Year 13 Parent

Year 9 Unifrog Workshops

Students completed two workshops using Unifrog to explore different career paths and the qualifications they will need to access these career paths from GCSE options onwards.

"I thought the exercises were good and had a range of subject areas so it was interesting for everyone. There was a good outline of what GCSE's are needed for certain subjects and degree courses. Students could work through independently and instructions were clear leading to an engaging and informative student led discussion. My only EBI would be more content as some students who worked quickly completed the tasks before the end of the allocated time. Overall form tutors rated the workshop 4/5."

Year 9 Form Tutor

Year 13 Mock Employer Interview Evening – January 2024

"Dear Careers Team,

I wanted to say thank you for giving the Year 13 students an opportunity to interview with employers last night, my daughter, had an amazing experience meeting an Architect, she found it inspiring and informative as she continues to think and plan for her next step.

I appreciate how much work goes into organising these events so wanted to just say thank you".

Year 13 Parent

Occupational Studies Course – Year 11 Student Group – Guest Lecture - Employer from the Leisure and Tourism Industry

"The speaker was a great success. She was very enthusiastic about her work and industry. The students listened carefully and were attentive. They had followed up work where they showed that they had picked up information from the presentation.

Thanks very much for all your work on getting the speakers in. It really helps to have a fresh perspective on the topics!"

Teacher