



Llywodraeth Cymru
Welsh Government

**Response to the Estyn thematic report on
Careers: The implementation of
the careers and world of work framework
in secondary schools**

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.



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Report title:

Careers: The implementation of the careers and world of work framework in secondary schools

Report details

The report was a direct request for advice from the Welsh Government in the Minister's annual remit letter to Estyn for 2016-2017. The report examines the extent and effectiveness of secondary schools' delivery of the statutory Careers and the world of work (CWoW) framework. It considers the extent to which secondary schools' provision and leadership in this area have changed since Estyn's previous report on CWoW, *Informed Decisions*, in October 2012. The report draws on evidence from 156 secondary school inspections since October 2012 and from a survey of 35 secondary schools

Summary of main findings

Nearly all schools provide pupils with a range of useful information in Year 9 to help them make their key stage 4 subject choices. They use a range of strategies to support pupils and their parents in making decisions, including providing advice from careers advisers at open evenings. However, the majority of schools have not responded effectively to reductions in the support offered by Careers Wales and as a result, only a few schools ensure that all key stage 4 pupils have an interview to discuss their career options. While most schools provide pupils with a range of general information about post-16 options, in general 11-18 schools place too much emphasis on promoting their own sixth form rather than exploring fully the range of other options available to pupils across a range of providers. A minority of schools do not use sufficiently up-to-date information or resources to guide pupils' decisions. Methods for delivering CWoW continue to vary greatly across schools and the amount of lesson time that schools allocate to CWoW continues to vary greatly. A minority of schools do not allocate any time to CWoW and in a minority of schools; staff delivering CWoW are not provided with training or up-to-date resources to carry out this role.

A minority of schools feel that their CWoW provision is less effective than it was five years ago. These schools believe that reductions in the support available from Careers Wales, combined with the increasing demands of the key stage 4 curriculum have left them unable to deliver CWoW as effectively as in the past.

The proportion of pupils who participate in work experience placements in key stage 4 or in the sixth form has declined substantially over the last five years. In most cases, schools feel unable to meet the health and safety requirements of running a work experience programme now that Welsh Government no longer requires Careers Wales to maintain a national work experience database on behalf of schools. Nearly all schools who have reduced work experience provision feel that this has had a negative impact on pupils' progress and on their understanding of their career options. A very few schools have invested substantially in maintaining this aspect of their

provision and manage the health and safety requirements themselves.
<p>Recommendation 1</p> <p><i>Schools should ensure that all pupils have regular discussions about their progress, aspirations and possible learning pathways, especially in Year 9 and Year 11.</i></p> <p>Welsh Government response:</p> <p>This recommendation is for schools and we broadly agree with the content. Welsh Government officials will discuss with the regional 14-19 co-ordinators and ask them to encourage schools to engage with the new resources, tools and services being introduced by Careers Wales in line with the 'Changing Lives' vision.</p>
<p>Recommendation 2</p> <p><i>Schools should provide pupils with accurate and up-to-date information about the full range of sixth form, further education and apprenticeship opportunities open to them.</i></p> <p>Welsh Government response:</p> <p>This recommendation is for schools and we broadly agree with the content.</p> <p>The vast majority of schools and further education providers recognise the benefits of the local common area prospectus (CAP) and annually publish and update their post-16 curriculum offer on to the CAP which is hosted on the Careers Wales web site (careerswales.com). Welsh Government wrote to schools and FE providers in September asking for their continued support in delivering CAP and ensuring that it realises its potential to provide up to date information on post-16 options.</p> <p>In relation to this recommendation we note the critical role played by Careers Wales in providing independent and impartial careers information advice and guidance to young people. In the coming year Careers Wales has been remitted to look at options to integrate the CAP within the broader digitally-led career discovery model as proposed within the vision 'Changing Lives'. The ambition is to provide an effective route through which young people can access information on the range of learning pathways and options available to them as they approach their post 16 learning options.</p>
<p>Recommendation 3</p> <p><i>Schools should evaluate their CWoW provision to ensure that it:</i></p> <ul style="list-style-type: none"> a. is delivered by well-trained staff, equipped with up-to-date resources b. provides pupils with relevant work-focused experiences c. makes better use of information to monitor and track trends in pupils' achievement and progression so as to plan improvements in provision d. is integrated into whole-school self-evaluation, improvement planning and accountability processes.

Welsh Government response:

This recommendation is for schools and we broadly agree with the content. The Welsh Government will communicate with schools through Dysg on the need for Careers and the World of Work provision to be evaluated.

Recommendation 4

Schools should involve governors more in the strategic oversight of CWW.

Welsh Government response:

This recommendation is for schools and we broadly agree with the content. *Careers and the world of work: roles and responsibilities* was published in 2012 to provide greater clarity on the roles of learning providers and the wide range of organisations involved in the delivery of careers and the world of work, including governing bodies and management committees. It is particularly aimed at those responsible for ensuring their learners receive their CWW entitlement and those involved at a strategic, planning and delivery level.

The guidance includes checklists for governing bodies, senior leaders and CWW coordinators. Welsh Government officials will inform Governors Wales and include a news item in Dysg newsletter to ensure that this guidance document, along with the framework, is being used to support schools in planning their CWW provision.

Recommendation 5

Local Authorities and Regional Consortia should help schools to develop their use of information to evaluate the effectiveness of their CWW provision.

Welsh Government response:

This recommendation is for schools and we broadly agree with the content. The Welsh Government will write to Regional Consortia and Local Authorities to highlight this recommendation.

Recommendation 6

Welsh Government should facilitate stronger partnerships between schools, providers, employers and others to improve the delivery of impartial advice and guidance.

Welsh Government response:

We accept this recommendation.

The Welsh Government has agreed a revised set of priorities for Careers Wales in line with the 'Changing Lives' vision which will result in new and enhanced services to support the development of stronger partnerships between schools and employers. The engagement of employers is essential

to ensure:

- That learners have access to employer experiences which help them plan their career journey, helping to ensure that they are ready to play a full part in life and work;
- That career teams are well informed about local, regional and national trends in the labour market; and
- That employers provide opportunities to help pupils' aspirations about their future career goals.

Careers Wales is progressing delivery of the 'Changing Lives' vision, reprioritising and refocusing resources. Starting from this September there will be a far stronger emphasis on support to young people in schools, both directly, through capacity building with partners, and through new resources to help teachers make connections between curriculum delivery and the world of work. This year Careers Wales have a target of engaging 10,000 employers on their new Education Business Exchange database so that schools and young people can see the opportunities available to them from local employers and activities and interactions between schools and employers can be better facilitated and managed. This new service is being rolled out first in the Heads of the Valleys with progress to be reported to the Valleys Task Force.

The Education Business Exchange will be based on a comprehensive 'data set' containing details relating to employers' willingness and ability to support the curriculum with activities including:

- Visits to industry which are curriculum focused;
- Work or business simulations involving workshops with employers either actually or online;
- Work related community participation through volunteering. (30 hours required for WBQ core);
- Industry days/Careers fairs with different career options or targeted careers; and
- Extended work placements for identified learners.

This new approach reflects the Welsh Government policy to facilitate improved interactions with employers beyond the traditional 5/10 day block of work experience. The design of the new service has taken into account feedback from employers across Wales.

The Welsh Government recognises that effective employer engagement with schools can help young people plan their career journey, relate their classroom experience to their future career options and ideas and help prepare them for the future and to play a full part in life and work. Welsh Government is providing an additional £400,000 to Careers Wales in 2017-18

to strengthen school employer links; and has also funded the Business Class Cymru project delivered in partnership between Careers Wales and Business In The Community (BITC). Business Class has established more than 80 school-business partnerships across Wales. The model is based on an initial matching of schools and employers; with activity agreed by the school and business. The partnerships are designed to be longer term and are a clear example of how strong education business links are being built in Wales.

Recommendation 7

Welsh Government should review the CWoW framework and update guidance in light of the principles of curriculum reform identified in Successful Futures.

Welsh Government response:

We accept this recommendation.

Successful Futures, Professor Graham Donaldson's independent review of curriculum and assessment arrangements in Wales, offers a vision of what successful young people leaving statutory education should look like. The Welsh Government is taking forward the recommendations in *Successful Futures*, with a new curriculum being developed by teachers and practitioners through a network of Pioneer Schools, supported by stakeholders as part of an all-Wales partnership.

The new curriculum will have more emphasis on equipping young people for life and at the heart of this curriculum there will be 4 purposes, one of which is that children and young people should develop as 'enterprising, creative contributors, ready to play a full part in life and work'.

The Welsh Government will remit **Careers Wales** to identify what role it will play in supporting schools to integrate careers education, work related and enterprise activities, in line with ambitions set out in *Successful Futures*.

Publication details.

The report was published on Estyn's website on 12 September 2017:
www.estyn.gov.wales/thematic-reports