



FutureSmart Careers – helping schools achieve the 8 Gatsby benchmarks

Gatsby benchmark	Description	How FutureSmart Careers supports this benchmark
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.	We use our specialist knowledge to work in partnership with schools to support the Gatsby process ensuring that the student journey remains at the centre of all that we do. Our School Support Packages offer consultancy days, a programme of workshops, talks, individual guidance meetings and resources including a monthly newsletter which can be shared with the whole school community. Our helpline is available to underpin the careers department and give an additional layer of expertise to our school clients.
2. Learning from career and labour market information	Every pupil 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 the best use of available information.	Our individual guidance meetings and workshops allow students to discuss their skills, interests and aspirations with a fully qualified Careers Adviser (Level 6 or 7) and to explore a range of relevant websites and other sources of information to support their decision making. Monthly newsletters with updates about labour market trends, career opportunities and study options can be shared by schools with parents and the FutureSmart Careers social media channels provide an additional source of up to date information. Our website resources are available for staff, students and parents.
3. Addressing the needs of each pupil	Pupils have different careers guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school careers programme should embed equality and diversity considerations throughout.	We provide support to students in Year 7 through to Year 13 through a programme of tailored workshops and guidance packages. One to one guidance for students in Years 10 and above is client focused and impartial. We are committed to actively promoting equality and diversity to ensure the removal of any barriers to individual achievement resulting from prejudice, stereotyping and discrimination. Guidance packages can include psychometric assessments which are objective and free from bias. Students create their own action plans with their adviser and notes are shared with school staff and parents.

<p>4. Linking curriculum learning to careers</p>	<p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<p>Consultancy days provide advice and guidance to schools on linking all subjects to the curriculum, including STEM. The FutureSmart Careers helpline lends additional expertise to the school careers programme.</p> <p>Workshops, newsletters, subject guides, social media channels and individual guidance sessions provide further opportunities to disseminate information on subject and career links and the knowledge and skills required in the workplace.</p>
<p>5. Encounters with employers and employees</p>	<p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. Including enrichment activities, visiting speakers, mentoring and enterprise schemes.</p>	<p>We advise on current work-place trends and the changing routes into careers. We support schools strengthening their interactions with employers, from our network of speakers. Our workshops and presentations to schools can be created specifically for each school/year group and may include visiting speakers, business mentors and links to professions.</p>
<p>6. Experiences of workplaces</p>	<p>Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.</p>	<p>We provide students with the opportunity to discuss and research various work-based opportunities and we signpost to placements in Medicine, Veterinary Practice, Law, Engineering and other career sectors. We encourage students to meet and network with professionals to strengthen career awareness and to empower independent decision making about future career direction.</p>
<p>7. Encounters with further and higher education</p>	<p>All pupils should understand the full range of learning opportunities available to them. This includes both academic and vocational routes and learning in schools, colleges and universities and in the workplace.</p>	<p>Our programme of workshops talks, psychometric assessments and guidance sessions as well as guides on university entry requirements, subjects and studying abroad and alternative pathways provide numerous opportunities to learn about academic and vocational routes.</p>
<p>8. Personal guidance</p>	<p>Every pupil should have opportunities for guidance interviews with a career adviser, whenever significant study or career choices are being made. These should be timed to meet their individual needs.</p>	<p>Our individual careers guidance sessions are provided by experienced and fully qualified careers professionals (Level 6 & 7). Each session is client focussed and students are empowered to make important decisions about future study and career options at key transition points in their school lives.</p> <p>Students gain a better understanding of their aptitudes, values and personality and gain confidence to start off on the right pathway.</p>