

## **“Innovative Approaches to Career Guidance and Counselling”**

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### **What Works – Personal Guidance**

The Gatsby Benchmarks in England define a set of standards which direct schools/colleges in providing good guidance for young people. All schools are expected to meet the standards by 2020 (DfE, 2017). Recent research conducted by the Careers and Enterprise Company (CEC, 2018) suggests that currently on average schools are achieving 2.13 of the eight benchmarks but 49% of schools have achieved the personal guidance benchmark. This suggests there is still a lot of work to do to meet the target. To support schools/colleges research was commissioned by the Careers and Enterprise Company to explore what works in delivering personal guidance which is defined as ‘all pupils should have interviews with a qualified careers adviser whenever significant study or career choices are being made’.

This workshop will present evidence from the research which included a literature review, expert interviews and case study visits. It suggests five principles that optimise the impact of personal guidance, these include; the integration of guidance in the wider careers support programme, dedicated space and time, pre interview preparation and post interview follow-up, effective skills and professionalism of staff.

Participants will have an opportunity to

- Explore the principles in detail;
- Examine how the principles are interrelated; and
- Consider how they apply within their context

Group discussions will be utilised to support participants in developing their knowledge and sharing their practice within the 5 principles.

Department for Education (2017). *Careers Strategy: Making the most of everyone’s skills and talents*. London: Department for Education.

Careers and Enterprise Company (2018). *Careers and Enterprise Provision in England’s Secondary Schools and Colleges: State of the Nation 2018*. London: The Careers & Enterprise Company.