



High quality careers services for schools and colleges

Spring End-of-Term Report by C+K for North Halifax Grammar School

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Careers Adviser: Lindsay Walker

Impact of Guidance Survey 2021-22

During Summer and Autumn terms 2021, C+K Careers undertook its biennial survey to evaluate the impact of Careers Guidance in school. At the beginning of the careers interview students were asked to complete a simple questionnaire about how they were feeling about their future. At the end of the careers interview the students completed a further questionnaire stating how they felt after the session. Below are some key results produced by the survey.

1076 students in Calderdale schools commented on the concerns they had about their future and whether working with their C+K Careers Adviser had made a difference.

Students were asked the extent to which they agreed with the statement ***'When you think about the future, I'm confident about making the right decision'*** both before and after working with their C+K Careers Adviser:

	Before	After
Strongly Agree	9.02%	30.75%
Agree	60.46%	65.23%
Disagree	28.21%	3.83%
Strongly Disagree	2.30%	0.19%

This data shows that before their guidance interview 30.51% of students were not feeling confident about their plans, whereas after their interview 95.98% were feeling more confident.

The biggest concerns for Year 10 & 11 students across Calderdale were getting the GCSE grades they need (57.78%), choosing the right course/subject (46.11%), not knowing what career they want to do later (37.67%) and making the wrong choice of 6th form/college (36.43%). 21.82% were also anxious about the effect of the pandemic on their future.

6th form students were anxious about choosing the right HE course (38.89%), getting an apprenticeship or job (36.11%), deciding whether to go to university (30.56%) and not knowing what career to pursue (30.56%). They were less worried about the effect of the pandemic than Year 10 & 11 students (5.56%).

After working 1:1 with their C&K Careers Adviser in school only 0.75% thought the interview had made no difference to their concerns. In contrast:

- 68.84% knew more about the possibilities and opportunities open to them
- 65.49% felt more confident
- 53.45% felt it had been important to check out their thinking and ideas
- 50.65% felt clearer about what to do next
- 37.50% felt more motivated
- 20.62% thought they knew what they wanted but hadn't checked out what else they could do
- 18.10% felt less concerned about the impact of the pandemic on their future plans
- 12.59% knew what might be holding them back

90 students from North Halifax Grammar School (NHGS) completed the impact of guidance survey. The results are as follows:

'When you think about the future, I'm confident about making the right decision':

	Before Careers Interview	After Careers Interview
Strongly Agree	11.49%%	33.71%
Agree	45.98%	61.80%
Disagree	36.78%	4.49%
Strongly Disagree	5.75%	0.00%

The biggest concerns to Year 11 students were: choosing the right course/subjects (64.29%), making the wrong choice of college/6th Form (42.86%), not knowing what career they want to do (38.10%), getting the GCSE grades they need (28.57%), applying to college/6th Form (19.05%), coping with the workload (15.48%) and not enjoying the course/s they choose (15.48%). There is a marked increase in anxieties around making the wrong choice of college/6th Form from the previous survey in 2020 (up from 0%). This is perhaps unsurprising given the impact of the pandemic on careers related activities and more limited opportunities to visit colleges/providers and interact with employers. Guidance was given to help students understand and address their concerns with advice provided around the best ways to research course content, entry requirements, learning styles and also advice given to attend open events and taster events where possible to help them consider learning environments, facilities and locations.

It was pleasing to note there was a decrease in anxieties about getting an apprenticeship from the previous survey in 2020 (down from 20.21% to 4.76%) – this could be due to the economy improving and labour market opening up following the height of the pandemic, resulting in more opportunities becoming available.

Of the 6th Form students surveyed, the biggest concerns were: getting an apprenticeship/job (100%), not knowing what career they wanted to do (80%), which course to choose (60.00%), deciding whether to go to university (40.00%), which university to choose (20%) and job prospects after a degree (20%).

When Years 11-13 students were asked if they thought speaking to a Careers Adviser (CA) had made a difference to them:

- 75.56% reported they now knew more about the possibilities available to them
- 74.44% felt it was important to check out their thinking and ideas
- 52.22% felt more confident
- 28.89% felt clearer about what they needed to do next
- 23.33% felt more motivated
- 17.78% thought they had known what they wanted to do, but hadn't checked out other ideas

- 6.67% knew what might be holding them back
- 4.44% felt less concerned about the impact of the pandemic on their future plans
- 1.11% felt that it hadn't made any difference.

The results show that students often feel overwhelmed and worried when they think about their future. There are so many different pathways and qualifications of offer – each with different entry requirements, and so many sources of advice, it can be quite daunting for students to know which is the best route for them. One to one guidance interviews support students to clarify their ideas and identify the different and appropriate options, which then helps them to feel more positive and confident about the choices they make.

Achievements this term

Work with Year 11

All Year 11 students were invited for at least one 1:1 guidance interview to discuss career ideas, post-16 options and help with applications by the end of February. Any who did not attend were followed up by the end of the Spring term.

As well as face-to-face individual interviews with students, other contact has been by email, phone, texts and contact with parents/carers via phone, text and email. The CA has contacted the parents/carers where necessary. This is to ensure that parents/carers are informed about the options available, the application process, including opportunities for research, such as open events, and to check that they can support their son/daughter.

College Applications

The most popular choices for college/6th Form applications are NHGS Sixth Form, Greenhead College and Huddersfield New College. Students with an interest in vocational learning have mainly opted for Bradford College, Calderdale College and Kirklees College. However, the majority of NHGS students pursue the academic route, preferring NHGS as their first choice.

Apprenticeship Applicants

In the guidance interviews, the CA provided advice about job hunting strategies, and gave further advice and practical support with writing a CV. The CA also ensured these students were aware they needed to have an application in for a full-time course at college in the event they don't secure an employer for an apprenticeship by September.

The CA organised an apprenticeship information and registration session in school for Year 11 students interested in apprenticeships. This was delivered in conjunction with the Apprenticeships Consultant from the National Apprenticeships Service.

Vulnerable students

The CA identified students categorised as having had 'Disrupted Education' and at risk of being NEET and will provide additional support over the coming months in order to maximise positive outcomes/destinations.

National Apprenticeship Week & National Careers Week

Information and resources available for these two weeks were shared with the Careers Leader and Careers Officer so activities could be planned for form tutor sessions and during curriculum lessons as appropriate.

MyDirections

C+K's new website was introduced to students at the end of the Autumn term and rolled out across all year groups at the start of the Spring term. It has been well received so far and encouraged students to contact the CA with any career-related queries.

Other work

- Contact with students in Years 12 and 13 to assist with discussing career ideas, options, apprenticeship/job research and making applications.
- Attendance in person at the NHGS Apprenticeship Evening for advice and guidance.
- Guidance and support with options for Year 12 students struggling with A-levels.
- Apprenticeship opportunities circulated including degree apprenticeship with the Police
- Available for guidance at online Parents' Evenings for Years 10 and 11 and for the Year 9 online Parents'/GCSE Choices Evening. The online formats resulted in some parents seeking advice via email & telephone and they expressed positive comments about the help and support that the CA provided.
- Weekly lunchtime Careers Club for Years 7 & 8 students.
- Guidance interviews for Pupil Premium students in Years 7-11 and any other students referred by staff where extra support was needed.
- Promoted the C+K Careers Kirklees Apprenticeship event and the Calderdale Apprenticeship event held on 16th and 24th March respectively at the John Smiths Stadium and Shay Stadium.

Calderdale Update

Welcome return to face-to-face events for C+K

The **Calderdale Apprenticeship Evening** was held on the 24th March at the Shay Stadium. The event was sponsored by CCS Media and Kirklees College, hosted **26** exhibitors (including FE colleges, training providers and employers) and was attended by **370** students and parents/carers. We received positive feedback from students, parents and exhibitors:

- *'Thank you for the invite. It was great to be a part of the event and also lead to further online enquiries.'*
- *'The set up was great, and all of your staff were helpful, friendly and professional.'*
- *'Good to talk directly to future employers and great to see so many different opportunities I was previously unaware of.'*

Matrix Success

We are delighted to announce that C+K have retained the **matrix Standard** following a thorough assessment process. The standard shows that an organisation is working within a highly regarded quality framework for information, advice and guidance services. [The matrix Standard | Business Accreditation Standard](#). Highlights from the assessor's report:

'The overall ethos has helped focus staff effectively on delivering high quality services to clients and schools... Partners and school leaders interviewed consistently praised the quality of delivery and the high standard of careers IAG. School leaders cited the professionalism and enthusiasm of staff and their 'can do' attitude. C+K Careers emphasises the bespoke nature of their offer... and the local context providing assurance that schools are not being offered off-the-shelf solutions, which may be inappropriate.... Use of school data and proactive use of analytics gives C+K Careers a valuable source of analysis to draw on and provides a strong and verifiable database of progression and destinations.'

If you have any questions or concerns, please do get in touch.

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