



High quality careers services for schools and colleges

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

Date: April 2023

Careers Adviser: Lindsay Walker

Impact of Guidance Survey 2022-23

We have moved to conducting the Impact of Guidance survey on an Annual rather than biennial basis. This was due to feedback from Careers Advisers who found this a useful tool when working with young people during their guidance interviews. The survey took place during the Summer and Autumn terms 2022 and it is used 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.

1267 students in Calderdale schools commented on the concerns they had about their future and whether working with their C+K Careers Adviser (CA) had made a difference.

Students were asked to rate how confident they felt about their next steps after Year 11 on a scale of 0 – 10, with 0 being Not Confident and 10 being Very Confident, both before and after working with their C+K Careers Adviser:

The results show that before their guidance interview 34.08% of students scored themselves at a 4 or below indicating they did not feel confident about their next steps after Year 11, whereas after their interview only 5.01% felt not confident about their next steps (scoring 4 or below on the scale). A significantly higher proportion of Year 11s felt more confident to very confident about their next steps (6-10 on the scale) after their guidance interview with the percentage of students scoring themselves at this rising from 65.91% to 94.98%. The proportion of students scoring themselves either 8 or 10 on the scale rose from 24.17% before guidance to 71.82% after guidance.

The biggest concerns for students across Calderdale were getting the GCSE grades they need (51.22%), choosing courses and subjects (42.63%) not knowing what career they want to do later (38.75%),

deciding which college or 6th form to go to (35.64%) not enjoying the pathway they choose (31.00%) and deciding which option is right for them (30.75%)

After working 1:1 with their C&K Careers Adviser in school only 0.64% thought the interview had made no difference to their concerns. In contrast:

- 68.27% knew more about the possibilities and opportunities open to them
- 65.79% felt more confident
- 58.41% felt more confident about making the right decisions
- 55.69% felt clearer about what to do next
- 55.21% felt it had been important to check out their thinking and ideas
- 40.14% felt more motivated
- 20.27% thought they knew what they wanted but hadn't checked out what else they could do
- 15.38% knew what might be holding them back.

47 students from North Halifax Grammar School completed the impact of guidance survey. The results are as follows:

'When I think about the end of Year 11/13, I feel confident about my next steps'

(Scaling question – students were asked to circle a number from 0-10 where 0 is Not Confident to 10 Very Confident)

Results show that a significantly higher proportion of students felt more confident about their next steps after their guidance interview than before the interview. 85.09% of students scored themselves at between 6 to 10 on the scale after their guidance interview compared to 46.80% in the same bracket before their guidance interview.

The biggest concerns to students were: choosing course(s)/subject(s) (70.21%), deciding which college/6th Form to go to (59.57%), deciding which option is right for them (29.78%), achieving the grades/entry requirements (27.65%) and not knowing what career they want to do (23.40%). There is a marked increase in anxieties around finding an apprenticeship from the previous survey in 2021 (up from 4.76% to 17.02%). This is perhaps unsurprising given the impact of the pandemic, not only on education activities but also on the labour market and increased competition among school and college leavers, as well as a general increased awareness of apprenticeships as a career option.

When asked if they thought speaking to a Careers Adviser had made a difference to them:

- 93.61% felt it was important to check out their thinking and ideas
- 70.21% reported they now knew more about the possibilities and opportunities open to them
- 61.70% felt more confident about making the right decisions
- 31.91% felt more confident
- 27.65% thought they had known what they wanted to do, but hadn't really checked out what else they could do
- 23.40% felt more motivated
- 17.02% felt clearer about what they wanted to do next
- 17.02% now knew what might be holding them back
- **None** of the students 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 offered 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 Careers Adviser has contacted 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.
- Vulnerable students - the Careers Adviser gave additional support to identified students at risk of being NEET or not meeting sixth form entry requirements and will make early referrals to the C+K Participation Careers Adviser team if necessary to help with providing additional support over the coming months in order to maximise positive outcomes/destinations.

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 guidance interviews, the Careers Adviser provided advice about job hunting strategies, and gave further advice and practical support with writing a CV. The Careers Adviser 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 Careers Adviser organised an apprenticeship information and registration session in school for Year 11 students interested in apprenticeships, whether straight after Year 11 or after their sixth form studies. This session was delivered in conjunction with the Apprenticeships Consultant from the National Apprenticeships Service.
- The Careers Adviser ensured that apprenticeship vacancies and associated events were circulated on a regular basis to ensure that students were well informed and did not miss any opportunities.

National Apprenticeship Week & National Careers Week

- The Careers Adviser shared information and resources available for these two weeks with the Careers Leader, Daniel Kennedy, and Careers Officer, Louise Manley, so that activities could be planned for form tutor sessions and during curriculum lessons as appropriate.

MyDirections

The C+K website, MyDirections, has been rolled out across all year groups, 7 to 13 and both the Careers Adviser and Careers Leader promote the information and resources on the website on a regular basis to teaching staff, students and parents/carers. It has been well received and students have shown in their guidance interviews that they are familiar with the website and its resources.

Other...

- Contact with students in Years 12 and 13 to assist with discussing career ideas, options, apprenticeship/job research and making applications.

- Guidance and support with options for Year 12 students struggling with A-levels
- Apprenticeship opportunities circulated including degree apprenticeships
- Other job vacancies and volunteering opportunities circulated to relevant year groups
- The Careers Adviser was available for guidance at online Parents' Evenings for Years 10 and 11 and for the Year 9 GCSE Options Choices/Parents' Evening. The online formats resulted in some parents seeking advice via email resulting in further support from the Careers Adviser for their son/daughter. However, parental engagement does increase when Parents' Evenings are face-to-face events rather than in the online format
- 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 28 February and 8 March 2023 respectively at the John Smiths Stadium and Shay Stadium
- Guidance interviews provided for vulnerable students in Years 9 and 10 following referrals from the Careers Leader or appropriate Head of Year
- The school has acknowledged the updated Provider Access Policy and all careers-related policies have been updated
- The school website is being developed to include all necessary information in the Careers section as appropriate to ensure that it can be used to maximum effect by students and parents/carers.

Calderdale Update

The **Calderdale Apprenticeship Evening** was held on the 8th March at the Shay Stadium. Event Sponsors included Calderdale College, Nufarm and Sonoco Alcore. The event hosted over **20** exhibitors and was attended by 270 students and parents/carers (despite the poor weather forecast for snow). We received positive feedback from students, parents and exhibitors:

- "The people were very happy about talking to me and encouraging me taking up a career in their roles and companies"
- "Speaking with careers advisers – helpful"
- "Info and tips were very helpful"
- "Very well organised as always, thank you"
- "Fab event, as always. Keeps getting better & better"
- "This was our first event, and we are very impressed with the organisation and turnout"

Equality and Diversity

To demonstrate C+Ks ongoing commitment to the principles of fairness, respect, equality, diversity, inclusion and engagement (FREDIE) in all that we do, we have appointed a FREDIE (EDI) Co-ordinator, Aisha Begum. Aisha will be working with C+K's internal Investors in Diversity Steering Group to help the company achieve the National Center for Diversity's Leaders in Diversity Award over the next 12 months.

New Resources for young people in Year 8 and 9 from C+K

A series of five lessons aimed at young people choosing their options in Year 8 or Year 9 is now available on C+K's careers platform, MyDirections <https://ck.mydirections.co.uk/>. The lessons contain a range of activities to help young people understand how to make decisions, the range of subjects and qualifications available to them and how subjects are linked to jobs. To access the lessons, young

people must have a login to use MyDirections. If your students do not have a login and you would like them to be able access these resources please contact tanya.barry@ckcareers.org.uk for further information about how to get a login for your students.

Updated C+K Career Ideas Posters – now available

The set of 20 posters links 20 popular school subjects to hundreds of different careers. The posters are available as a PDF and for those schools and colleges that access the MyDirections website they can be found in the admin area of the site in 'Teaching Resources'. Please speak to your careers adviser in school if you don't use MyDirections and would like to view or use the posters.

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

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