

## The Gatsby Benchmarks

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| <p>Benchmark 1.</p> <p><b>A stable careers programme</b></p>                         | <p>Every school and college should have an embedded programme of career education and guidance that is known and understood by learners, parents, teachers, governors and employers.</p>   | <p>Every school should have a stable, structured careers programme that has the explicit backing of the senior management team, and has an identified and appropriately trained person responsible for it.</p> <p>The careers programme should be published on the school's website in a way that enables learners, parents, teachers and employers to access and understand it.</p> <p>The programme should be regularly evaluated with feedback from learners, parents, teachers and employers as part of the evaluation process.</p> |
| <p>Benchmark 2.</p> <p><b>Learning from career and Labour Market Information</b></p> | <p>Every learner, 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 best use of available information.</p>             | <p>By the age of 14, all learners should have accessed and used information about career paths and the labour market to inform their own decisions on study options.</p> <p>Parents should be encouraged to access and use information about labour markets and future study options to inform their support to their children.</p>   |
| <p>Benchmark 3.</p> <p><b>Addressing the needs of each learner</b></p>               | <p>Learners have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each learner. A school's careers programme should embed equality and diversity considerations throughout.</p> | <p>A school's careers programme should actively seek to challenge stereotypical thinking and raise aspirations.</p> <p>Schools should keep systematic records of the individual advice given to each learner, and subsequent agreed decisions.</p> <p>All learners should have access to these records to support their career development.</p> <p>Schools should collect and maintain accurate data for each learner on their education, training or employment destinations.</p>  |
| <p>Benchmark 4.</p> <p><b>Linking curriculum learning to careers</b></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>By the age of 14, every learner should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within, a wide range of careers.</p>  |

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| <p>Benchmark 5.</p> <p><b>Encounters with employers and employees</b></p>      | <p>Every learner should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>                                     | <p>Every year, from the age of 11, learners should participate in at least one meaningful encounter* with an employer.</p> <p>*A 'meaningful encounter' is one in which the learner has an opportunity to learn about what work is like or what it takes to be successful in the workplace.</p>  |
| <p>Benchmark 6.</p> <p><b>Experiences of workplaces</b></p>                    | <p>Every learner 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>By the age of 16, every learners should have had at least one experience of a workplace, additional to any part-time jobs they may have.</p> <p>By the age of 18, every learner should have had one further such experience, additional to any part-time jobs they may have.</p>  |
| <p>Benchmark 7.</p> <p><b>Encounters with further and higher education</b></p> | <p>All learners should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>  | <p>By the age of 16, every learner should have had a meaningful encounter* with providers of the full range of learning opportunities, including Sixth Forms, colleges, universities and apprenticeship providers. This should include the opportunity to meet both staff and learners.</p> <p>By the age of 18, all learners who are considering applying for university should have had at least two visits to universities to meet staff and learners.</p> <p>*A 'meaningful encounter' is one in which the learner has an opportunity to explore what it is like to learn in that environment.</p> |
| <p>Benchmark 8.</p> <p><b>Personal guidance</b></p>                            | <p>Every learner should have opportunities for guidance interviews with a qualified career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.</p> | <p>Every learner should have at least one such interview by the age of 16, and the opportunity for a further interview by the age of 18.</p>   |