

Tees Valley Careers Framework

Teess Valley Careers Framework

Strategic Fit

- Developing a High Quality Careers Education and Guidance System

Background

Skills are a key driver in the local economy and have an important role to play in improving workforce productivity. Access to an appropriately skilled and qualified workforce is required to meet the growth needs of existing businesses and is an important factor that businesses consider when making decisions on where to locate. Having the right skills mix also helps to boost levels of economic activity and ensure that residents are able to access local employment opportunities.

Teess Valley still has too many people of all ages who are either unemployed, underemployed or have not had access to 'fit for purpose' education and training. It is essential that all residents, regardless of age, have an opportunity to improve their skills levels and lifetime opportunities.

There is also a significant information gap across the Teess Valley affecting access to services, which is manifested in a number of ways:

- Lack of awareness of the sectors/ occupations which offer the greatest opportunity for sustainable future employment and progression;
- Lack of awareness of training opportunities on the part of potential participants, whether it is education, apprenticeships or more bespoke in work training; and
- Lack of awareness/ appreciation on the part of potential employers, on the merits of investing in training opportunities for their workforce.

Moving forward

The refreshed Teess Valley Strategic Economic Plan highlights the development of a "*High Quality Careers Education and Guidance System*". There needs to be better strategic coordination of careers advice in schools across Teess Valley, building on good practice and the work done so far to bring this together. By developing first class information, advice and guidance system based on strengthening partnerships with schools, providers and employers, this will:

- Provide consistent Careers Education Information, Advice and Guidance across the Teess Valley.
- Increase work related experiences and meaningful encounters with employers and the world of work.

- Contribute towards the reduction of Tees Valley young people not in education, employment or training (NEET).
- Deliver new, national government careers initiatives and involve employers at the local level in the design and delivery of careers and skills activities.

The model for a “*High Quality Careers Education and Guidance System*” will come from the development of a **Tees Valley Careers & Enterprise Initiative**.

The Tees Valley Careers & Enterprise Initiative is designed to achieve a consistent, coordinated and impartial Careers Education offer for every young person aged 7-18 in the Tees Valley. The Tees Valley Careers & Enterprise Initiative is the umbrella for TVCA’s work on the careers agenda. The Tees Valley Careers & Enterprise Initiative will link with and coordinate existing programmes from KS2 to KS5 building excellent new foundations within primary schools. This will ensure a continuous focus on Careers Education and work ready students for future employment opportunities.

The Tees Valley Careers & Enterprise Initiative will provide:

- Co-ordination of National and Local Careers Activities and provision.
- A single point of contact for all schools/ colleges and employers.
- Continuation of the Tees Valley Enterprise Adviser Network (TVEAN) that is part funded by the Careers & Enterprise Company. The TVEAN is a key resource to schools/ colleges to enable employer and world of work relationships.
- Build on TVCA’s interactive website which provides access to resources and toolkits to help young people, parents/guardians and professionals.
- A menu of work related learning experiences which schools/ colleges can access; creating an emphasis on raising aspirations.
- **Development of a ‘Tees Valley Careers Framework’** which will be supported by a ‘**Tees Valley Pledge**’ providing a minimum set of work related learning interventions to all young people that are mapped against the 8 Gatsby Benchmarks.
- Further development of the online ‘Tees Valley Careers Toolkit’ to support schools/ colleges and professionals. The Toolkit is our online directory of all Careers provision available for Tees Valley schools/ colleges to access.

Tees Valley Careers Framework

The Tees Valley Careers Framework reflects guidance taken from the recent report “*Good Career Guidance*” by the Gatsby Foundation <http://www.gatsby.org.uk/education/programmes/good-career-guidance> as well as the established “London Ambitions: *Shaping a successful careers offer for all young Londoners*”.

The Tees Valley Careers Framework (TVCF) provides the guidance and infrastructure to help schools be able to offer and deliver a consistent, coordinated and impartial Careers Education offer for every young person throughout Key Stage 3 and Key Stage 4. The Framework maps out key activities/ interventions that should take place in each year group and identifies the resources to ensure that the school is supported with delivery. Each of the activities is mapped against the [8 Gatsby Benchmarks](#) and ensures that a schools statutory duty on providing [Careers Guidance](#) is being delivered and adhered to.

Embedding the TVCF will provide schools with consistent Careers Education that will enable schools, to then apply for a quality careers kite mark award such as [Quality in Careers](#).

The TVCF includes engagement with students from Year 7 and is focused on ensuring that students have meaningful encounters with the world of work and are informed and prepared for post 16 transitions.

The ‘Tees Valley Pledge’ (TVP) supports the Tees Valley Careers Framework; this is the student and parent facing offer detailing what each individual student will receive from their education experience. The pledge ensures that all Tees Valley young people have access to the same opportunities regardless of where they live or the education establishment that they attend. The TVCF and the TVP join together as the TVCF is the framework the school will follow and deliver and the TVP is the summarised careers offer that students and parents can expect to receive from their time at the school.

The following pages detail the Tees Valley Careers Framework across Key Stage 3 & 4 as well as the resources available to support delivery of activity. Some activities/ interventions are replicated within each year group. These are activities/ interventions that can be delivered as whole school drop down days or as tutorial time activities.



TEES VALLEY
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AUTHORITY

Key Stage 3

*GB- Gatsby Benchmark

Year 7	Year 8	Year 9
Essential	Essential	Essential
<ul style="list-style-type: none"> ➤ A visible and stable Careers Programme known by all pupils, parents and teachers at all levels, governors and employers. This will be available from the school website and general school literature. (GB1) ➤ Activities to enable students to be able to identify the skills needed and valued in the workplace as well as able to give examples of when these skills are being used e.g. <ul style="list-style-type: none"> • problem-solving skills • communication skills • leadership skills • teamwork skills • negotiation skills • presentation skills • organisation skills • decision making skills • time management • positive attitude (GB2) (GB3) ➤ Global Entrepreneurship Week and/or Enterprise Activities/ Competitions 	<ul style="list-style-type: none"> ➤ A visible and stable Careers Programme known by all pupils, parents and teachers at all levels, governors and employers. This will be available from the school website and general school literature. (GB1) ➤ Access to comprehensive and impartial careers and options resources. (GB2) (GB3) ➤ Pre option choice talks and visits on career routes and destinations e.g. within specific industries, occupational areas, including speakers' activities to enrich the learning experience and subjects. <i>(If applicable)</i> (GB2) (GB3) (GB5) (GB6) (GB8) ➤ Option choices e.g. a range of planned support for subject choices and career decision-making. <i>(If applicable)</i> (GB3)(GB8) ➤ Global Entrepreneurship Week and/or Enterprise Activities/ Competitions 	<ul style="list-style-type: none"> ➤ A visible and stable Careers Programme known by all pupils, parents and teachers at all levels, governors and employers. This will be available from the school website and general school literature. (GB1) ➤ Access to comprehensive and impartial careers and options resources. (GB2) (GB3) ➤ Pre option choice talks and visits on career routes and destinations e.g. within specific industries, occupational areas, including speakers' activities to enrich the learning experience and subjects. <i>(If applicable)</i> (GB2) (GB3) (GB5) (GB6) (GB8) ➤ Option choices e.g. a range of planned support for subject choices and career decision-making. <i>(If applicable)</i> (GB3)(GB8) ➤ Global Entrepreneurship Week and/or Enterprise Activities/ Competitions

that cover: financial literacy and business awareness e.g. business enterprise challenges a business plan development, branding/ marketing. **(GB2) (GB3) (GB4) (GB5) (GB6)**

- Students and Parents to have access to labour market intelligence/information resources for assessing labour market trends including salaries, competition for jobs and career opportunities. **(GB2) (GB3)**
- Create opportunities to learn about what work is like or what it takes to be successful in the workplace with employer/employee encounters e.g. guest speakers, workplace visits/ site tours etc/ video resources. **(GB5) (GB6)**
- Linking curriculum learning with careers. Subject specific career-related learning activities for students e.g. visit to a place of work; presentation by sector specific organisations whose businesses is focused on Maths, Science, Creative & Digital etc. **(GB4) (GB5) (GB6)**

that cover: financial literacy and business awareness e.g. business enterprise challenges a business plan development, branding/ marketing. **(GB2) (GB3) (GB4) (GB5) (GB6)**

- Create opportunities to learn about what work is like or what it takes to be successful in the workplace with employer/employee encounters e.g. guest speakers, workplace visits/ site tours etc/ video resources **(GB5) (GB6)**
- Students and Parents to have access to labour market intelligence/information resources for assessing labour market trends including salaries, competition for jobs and career opportunities. **(GB2) (GB3)**
- At the end of Yr 8 a Mock interview with teachers, careers specialists including mentors, advisers, coaches, and enterprise advisers to begin to make students aware of interview experiences. **(GB2) (GB3) (GB5)**
- Linking curriculum learning with careers. Subject specific career-related learning activities for students

that cover: financial literacy and business awareness e.g. business enterprise challenges a business plan development, branding/ marketing. **(GB2) (GB3) (GB4) (GB5) (GB6)**

- Students and Parents to have access to labour market intelligence/information resources for assessing labour market trends including salaries, competition for jobs and career opportunities. **(GB2) (GB3)**
- Personal guidance e.g. contact with /access to an impartial and qualified careers adviser/ conversations with employers, employees. Students are aware of where to get help with career /option choices. **(GB2) (GB3) (GB8)**
- Attend Skills Shows or Careers Fair e.g.
 - Tees Valley Skills Event
 - LA area Careers Events **(GB3) (GB5) (GB7) (GB8)**
- Create opportunities to learn about what work is like or what it takes to be successful in the workplace with employer/employee encounters e.g. guest speakers, workplace visits/ site tours/ video resources. **(GB5) (GB6)**



- Access to comprehensive and impartial careers and options resources. **(GB2) (GB3)**
- Students to have access to resources and activities so they can develop an ability to identify stereotyping and discrimination and an understanding of how this can be damaging to the careers aspirations individual and those around them. **(GB3)**

e.g. visit to a place of work; presentation by sector specific organisations whose businesses is focused on Maths, Science, Creative & Digital etc. **(GB4) (GB5) (GB6)**

- Students to have access to resources and activities so they can develop an ability to identify stereotyping and discrimination and an understanding of how this can be damaging to the careers aspirations individual and those around them. **(GB3)**

- Contact with industry experts e.g. mentoring, confidence building, learning about work opportunities, talking about self and their Curriculum Vitae (CV) supported work experience such as a cadetship programmes or school community project. **(GB4) (GB5)**
- Linking curriculum learning with careers. Subject specific career–related learning activities for students e.g. visit to a place of work; presentation by sector specific organisations whose businesses is focused on Maths, Science, Creative & Digital etc. **(GB4) (GB5) (GB6)**
- Parents Evening: Option Choice with representatives from providers and careers specialists.) **(GB3) (GB7)**
- Work with local primary schools to provide a works experience mentoring opportunity for secondary students, to help with the development and use of employability skills. This will also act as a positive transition activity for KS2 pupils. **(GB5) (GB6)**

		<ul style="list-style-type: none"> ➤ Contact with young ambassadors e.g. alumni from universities, colleges, sixth form, special schools and colleges, apprentices/trainees/ supported interns, employees, entrepreneurs sharing their career stories. (GB5) (GB7) ➤ Students to have access to resources and activities so they can develop an ability to identify stereotyping and discrimination and an understanding of how this can be damaging to the careers aspirations individual and those around them. (GB3) ➤ Achieve a Recognition Award e.g. School Award, Duke of Edinburgh Award, Warwick Enterprise Award etc. (GB3) (GB5) (GB6)
Desirable	Desirable	Desirable
<ul style="list-style-type: none"> ➤ Parents Evening: Career Choice with representatives from providers and careers specialists. (GB3) (GB7) ➤ Contact with young ambassadors e.g. alumni from universities, colleges, sixth form, special schools and colleges, apprentices/trainees/ 	<ul style="list-style-type: none"> ➤ Parents Evening: Career Choice with representatives from providers and careers specialists (GB3) (GB7) ➤ Work with local primary schools to provide a works experience mentoring opportunity for secondary students, to help with the development and use of 	



employees, entrepreneurs sharing their career stories. **(GB5) (GB7)**

employability skills. This will also act as a positive transition activity for KS2 pupils. **(GB5) (GB6)**

- Contact with young ambassadors e.g. alumni from; universities, colleges, sixth form, special schools and colleges. Apprentices, employees, entrepreneurs sharing their career stories. **(GB5) (GB7)**

Key Stage 4	
Year 10	Year 11
Essential	Essential
<ul style="list-style-type: none"> ➤ A visible and stable Careers Programme known by all pupils, parents and teachers at all levels, governors and employers. This will be available from the school website and general school literature. (GB1) ➤ Personal guidance e.g. contact with an impartial and qualified careers adviser/ conversations with employers, employees. Students are aware of where to get help with career /option choices. (GB2) (GB3) (GB8) ➤ Option choices e.g. a range of planned support for career destination routes. This may include assemblies, talks or projects to promote all progression route options available post 16 and how to access these progression routes. (GB2) (GB3) (GB7) (GB8) ➤ Students and Parents to have access to labour market intelligence/information e.g. use of resources for assessing labour market trends including salaries, competition for jobs and career opportunities. (GB2) (GB3) ➤ Create opportunities to learn about what work is like or what it takes to be successful in the workplace with employer/employee encounters e.g. guest speakers, 	<ul style="list-style-type: none"> ➤ A visible and stable Careers Programme known by all pupils, parents and teachers at all levels, governors and employers. This will be available from the school website and general school literature. (GB1) ➤ Personal guidance e.g. contact with an impartial and qualified careers adviser/ conversations with employers, employees. Students are aware of where to get help with career /option choices. (GB2) (GB3) (GB8) ➤ Option choices e.g. a range of planned support for career destination routes. This may include sector specific industries, occupational role guest speakers, visits to employers, WBL providers, colleges and universities to promote all progression route options available post 16 and how to access these progression routes.(GB2) (GB3) (GB7) (GB8) ➤ Students and Parents to have access to labour market intelligence/information e.g. use of resources for assessing labour market trends including salaries, competition for jobs and career opportunities. (GB2) (GB3) ➤ Create opportunities to learn about what work is like or what it takes to be successful in the workplace with

workplace visits/ site tours etc/ video resources. **(GB5) (GB6)**

- Works experience placement/ activity totalling a minimum of 30 hours. **(GB2) (GB3) (GB5) (GB6)**
- Work with local primary schools to provide a works experience mentoring opportunity for secondary students, to help with the development and use of employability skills. This will also act as a positive transition activity for KS2 pupils. **(GB2) (GB3) (GB5) (GB6)**
- Global Entrepreneurship Week and/or Enterprise Activities/ Competitions that cover: financial literacy and business awareness e.g. business enterprise challenges a business plan development, branding/ marketing. **(GB2) (GB3) (GB4) (GB5) (GB6)**
- Parents Evening: Option Choice with representatives from providers and careers specialists. **(GB3) (GB7)**
- Curriculum Vitae (CV) and or digital profile based on developing and recording work experience in formal and informal learning detailing key employability skills used and developed. **(GB2)(GB3) (GB5)**
- At the end of Yr 10 a Mock interview with employers/ employees, careers specialists including mentors, advisers, coaches, enterprise advisers etc. **(GB2) (GB3) (GB5)**
- Attend Skills Shows or Careers Fair e.g.

employer/employee encounters e.g. guest speakers, workplace visits/ site tours etc/ video resources. **(GB5) (GB6)**

- Global Entrepreneurship Week and/or Enterprise Activities/ Competitions that cover: financial literacy and business awareness e.g. business enterprise challenges a business plan development, branding/ marketing. **(GB2) (GB3) (GB4) (GB5) (GB6)**
- Parents Evening: Option Choice with representatives from providers and careers specialists. **(GB3) (GB7)**
- Up to date Curriculum Vitae (CV) and or digital profile based on developing and recording work experience in formal and informal learning detailing key employability skills used and developed. **(GB2) (GB3) (GB5)**
- Attend Skills Shows or Careers Fair e.g.
 - Tees Valley Skills Event
 - Tees Valley Big Bang
 - LA area Careers Events**(GB3) (GB5) (GB7) (GB8)**



<ul style="list-style-type: none"> • Tees Valley Skills Event • Tees Valley Big Bang • LA area Careers Events (GB3) (GB5) (GB7) (GB8) <p>➤ Achieve a Recognition Award e.g. School Award, Duke of Edinburgh Award, Warwick Enterprise Award etc. (GB3) (GB5) (GB6)</p>	
<p>Desirable</p>	<p>Desirable</p>
<p>➤ Contact with young ambassadors e.g. alumni from universities, colleges, sixth form, special schools and colleges, apprentices/trainees/ supported interns, employees, entrepreneurs sharing their career stories. (GB5) (GB7)</p>	<ul style="list-style-type: none"> ➤ At the end of the autumn term Yr 11 Mock interview with employers/ employees, careers specialists including mentors, advisers, coaches, enterprise advisers etc. (GB2) (GB3) (GB5) ➤ Work with local primary schools to provide a works experience mentoring opportunity for secondary students, to help with the development and use of employability skills. (GB2) (GB3)(GB5) (GB6) ➤ Works experience placement/ activity totalling a minimum of 30 hours.(GB2) (GB3)(GB5) (GB6) (GB5) (GB6) ➤ Contact with young ambassadors e.g. alumni from universities, colleges, sixth form, special schools and colleges, apprentices/trainees/ supported interns, employees, entrepreneurs sharing their career stories. (GB5) (GB7) ➤ Achieve a Recognition Award e.g. School Award, Duke of Edinburgh Award, Warwick Enterprise Award etc.(GB3) (GB5) (GB6)

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Resources

Local Resources

- Tees Valley Enterprise Advisor Network
<https://teesvalley-ca.gov.uk/teesvalleyskills/2098-2/the-careers-and-enterprise-company/>
- Tees Valley Skills Portal
<https://teesvalley-ca.gov.uk/teesvalleyskills/>
- MFC Foundation
<http://www.mfcfoundation.co.uk/our-programmes.php>
- Tees Valley Learning Provider Network <http://www.tvwbl.net/>
- High Tide Foundation <http://www.hightidefoundation.co.uk/our-programmes/>
- Darlington Foundation for Jobs (*Darlington Schools*)
<http://www.foundationforjobs.co.uk/>
- Redcar Foundation for Jobs (*Redcar Schools*)
<http://ffjobs.co.uk>
- Inspire 2 Learn <http://inspire2learnblog.com/>
- Big Bang North East
<https://nearme.thebigbangfair.co.uk/Search/?r=700>

National Resources

- The Warwick Enterprise Award
www.rotherhamready.org.uk/young-people/links/
- The Duke of Edinburgh Award
<http://www.dofe.org/take-part>
- Global Entrepreneurship Week
<http://uk.gew.co/>
- Young Enterprise
<http://www.young-enterprise.org.uk/about-us/young-enterprise-by-region/north-east/>
- Career Ready <https://careerready.org.uk/>
- National Careers Service
<https://nationalcareersservice.direct.gov.uk/Pages/Home.aspx>
- Careers & Enterprise Company Investment Fund Providers
<http://www.careersandenterprise.co.uk/careers-enterprise-fund-grant-recipients>



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