

## Developing careers leaders

Preparing young people for success beyond school



**The Teach First Careers Leader Programme trains middle to senior leaders to improve the careers and employability provision in schools and ensure every child reaches a destination that matches their potential.**

### Why is careers provision important?

Applying a high-quality, embedded approach to careers and employability learning is linked to improved attainment, engagement and destinations of pupils.<sup>1</sup>

The government's Careers Strategy outlined that from September 2018, all schools should have a dedicated Careers Leader; a senior role accountable for ensuring the school has an excellent careers programme that meets the expectations set out in the Gatsby Career Benchmarks. This includes providing pupils with seven meaningful encounters with employers throughout their school life by 2020.<sup>2</sup>

While a number of schools in England are leading the way delivering excellent careers programmes, there is a growing need for training that enables all schools to develop a strategic, high-quality approach.<sup>3</sup>



**Improve the careers and employability provision in your school.**

### What impact does the programme have?

The programme develops a middle or senior leader as a specialist careers leader. It equips them to deliver sustainable, whole-school improvements by developing leadership skills and sector expertise. It has proven impact in helping schools to improve careers guidance and make progress towards the Gatsby Benchmarks. Schools from our first cohorts have seen improvements in their Ofsted evaluation of careers guidance following the programme.

<sup>1</sup> Schleicher & Kashefpakdel (2017) 'The impact of career development activities on PISA mathematics tests'

<sup>2</sup> Department for Education (2017) 'Careers strategy: making the most of everyone's skills and talents'

<sup>3</sup> Ofsted (2013) 'Career Guidance in schools is not working well enough'

## What does the programme offer?

Over 12 months, the careers leader will design, implement and evaluate a whole-school improvement strategy that ensures progress towards all eight Gatsby Career Benchmarks; a statutory requirement by 2020. It provides evidence towards the Quality in Careers Award. The programme is tailored to meet the needs of each school and provides a foundation for long-term improvement through blended learning modules including half-termly local training days, online resources and personalised support.



### Personalised support

One-to-one support from peers, programme alumni and a dedicated Teach First facilitator to tailor the programme to the needs of each school.



### Whole-school strategic focus

Access to materials that equip all staff to support careers-related learning and opportunities that have a proven impact on pupils. Careers leaders are supported to evaluate current provision and develop a school careers strategy. By working with a senior leader sponsor and providing guidance on how to equip all staff to deliver career-related learning, we ensure the programme impact extends beyond the careers leader's professional development.



### Learning modules

Face-to-face and online modules designed to develop career leadership skills and sector expertise. Modules are developed in collaboration with sector experts and cover a diverse range of themes from embedding careers in the curriculum to developing external partnerships. Training is delivered in small local groups of eight to twelve.



### School-to-school networking

Connect with a local and national network of over 150 schools and careers leaders prioritising improvements in careers and employability.



“I’ve developed the skills, knowledge and understanding to deliver a careers programme that prepares young people for the dynamic world ahead of them. Put simply, without Teach First this would not have happened.”

**Jake Armstrong**  
Addey and Stanhope School

## HOW TO APPLY

To find out more about the programme, including our eligibility criteria, please visit [www.teachfirst.org.uk/careerleadership](http://www.teachfirst.org.uk/careerleadership)