

Careers guidance and access for education and training providers, May 2025

Summary of the 'Musts', Expectations' and 'Strong Recommendations!'

All students in school from year 7 to year 13; All students in college up to and including the age of 18; Students aged up to 25 with a current education, health and care plan in place		
"Careers guidance" means the full range of activity delivered under the eight Gatsby Benchmarks. There are further requirements listed in the guidance which providers should follow unless there is a good reason not to.		
Target Group or Key Category	Must: This is a legal requirement defined in the guidance. We have also included 'strongly recommend', 'required' and 'expected'	Review – Red/Amber/Green
Senior Leadership Teams and Governors	✓ P.7 DfE expects all institutions to use the updated Gatsby Benchmarks ✓ P.10 with the right level of support, the benchmarks represent a demanding but achievable standard the DfE expects all schools and colleges to meet ✓ P.7 DfE expects headteachers, principles and governing bodies to support their careers team, especially their careers leader and invest in personal guidance provided by a qualified careers adviser ✓ P.6 Schools, colleges and ITPs must ensure that young people have the careers education, information and guidance to follow a pathway that is right for them and aligns with employment opportunities. ✓ P.18 DfE expects careers guidance to have the support of senior leaders in every institution.	
The Governing Body	✓ P.15 Must make sure that independent careers guidance is provided to all learners throughout their secondary education (11-to- 18-year-olds), learners aged upto 25 with an EHCP. Careers guidance should • Be impartial showing no bias or favouritism towards a particular institution, education or work option • includes information on the range of education or training options, including apprenticeships and technical education routes. • Consider the best interests of the students to whom it is given. ✓ P.14 Expected to/should (unclear) provide clear advice and guidance to the school or college leader on which they can base a strategic careers plan which meets the legal or contractual requirements of the school or college.	
Careers Leaders	✓ P.18 Every institution should appoint an appropriately trained Careers Leader to develop and direct the careers programme, in line with the Gatsby Benchmarks. The Careers Leader should have the skills, commitment and support from SLT. They should be given protected time and sufficient budget to carry out the role effectively. ✓ P.19 DfE strongly recommends that schools, colleges and ITPs engage with DfE's funded flexible, careers training offer	
Ofsted	✓ P.12 Must comment on careers learning in every Ofsted Report (FE Colleges 16-18 and EHCP learners) ✓ P.12 Expects that schools or colleges will prepare all students for future success in education, employment or training, provide unbiased information about potential next steps and provide high quality, meaningful opportunities for encounters with the world of work.	

Work Experience and DBS	✓ P.40 we expect that work experience placements in years 10 and 11 be in person, but acknowledge that in exceptional circumstances meaningful hybrid or virtual approaches may be impactful... ✓ P.41 Schools and colleges must decide whether adults working with pre -16 work experience learners need to obtain a DBS certificate... ✓ P.41 schools and colleges or other organising placements need to check the employer has the risk management arrangements in place. ✓ P.42 Industry placements are a mandatory and critical part of every t Level ...	
Raising the participation age	✓ P.43 all young people in England are required to continue in education or training until at least their 18th birthday.	
Careers/Personal Guidance	✓ P.48 the should (Personal guidance meetings) be expected for all learners, but should be scheduled to meet their individual needs. ✓ P.48 Every learner should have at least one personal guidance meeting with a careers adviser by the age of 16 and a further meeting by the age of 18. ✓ P.49 DfE recommends that schools and colleges view the UK Register of Career Development Professionals held by the CDI, to search for an appropriately trained careers adviser who can deliver a particular service or activity such as personal guidance. ✓ P.49 the careers leader qualifications do not qualify an individual to offer personal guidance.	
Supporting tools and frameworks	✓ P.10 DfE strongly recommends that schools use the FSQ as an evaluation tool for their careers programmes. ✓ P.13 we strongly recommend the use of the Careers Impact System ✓ P.14 It is strongly recommended that all schools and colleges work towards the national Quality in Careers Standard award to support the development of their programme	
Colleges Matrix Standard	✓ P.14 we require colleges to hold the <u>Matrix Standard</u> if they are in receipt of funding from the DfE adult skills budget.	
SEND	✓ P.30 learners with EHCPs - annual reviews must include a focus on preparing for adulthood, including employment ✓ P.30 Planning must centre around the individual, their aspirations and abilities when they leave post 18 education or training ✓ P.30 transition planning must be built into revised EHCPs with clear, agreed outcomes that are ambitious, stretching and will prepare children and young people for adulthood.	
Destinations/NEET/Local authorities	✓ p.31 Schools and colleges (including academies and other state funded institutions) must notify local authorities whenever a 16- or 17-year-old leaves an education or training programme before completion ✓ p.27 we recommend that schools work with local authorities on Risk of NEET Indicators (RONI)n to improve NEET prevention and support effective post 16 transition. ✓ P.30 schools and colleges have a statutory duty to provide information to local authority services so that they can carry out relevant duties and track and maintain contact with these young people.	
The Careers Programme	✓ P.19 Maintained schools must (academies and colleges should) publish information about their careers programmes online including: • Name and contact details of the Careers Leader	

	• details of how students, parents, teachers and employers may access information about the Careers Programme • How the institution measures and assesses the programme's impact on learners • The date by which the institution will review information	
Provider Access Legislation: 'Baker Clause' Section 42B of the Education Act 1997 Skills and Post-16 Education Act 2022,	✓ P.6 Schools and colleges must meet their statutory or contractual requirements to provide independent careers guidance, acting impartially and not showing any bias towards any route. ✓ P.14 & 15 – Governing body must make sure learners in years 8 to 13 receive at least 6 encounters with a provider of technical education or apprenticeships (2 in year 8/9, 2 in year 10/11 and 2 in years 12/13). ✓ P.46 within the same phase (key stage) schools must always provide meaningful encounters with two different providers to meet the legal requirements ✓ P.46 It would not be acceptable for schools to restrict invitations to selected groups of pupils or hold events outside of normal school hours. ✓ P.15 All six encounters must happen for a reasonable period of time during the standard school day ✓ P.16 Schools must prepare and publish a policy statement setting out the circumstances in which education and training providers will be given access to pupils. The policy statement must include: ✓ any procedural requirements about requests for access, grounds for granting or refusing requests, details of premises or facilities available to a person who is given access, the times access can be given and how they will meet the legal requirement to put on 6 provider encounters. ✓ P.43 Institutions must explain technical and academic pathways without any bias or favouritism towards a particular route.	

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