

Impact

Monitoring, reviewing, evaluating
and continuously improving





- Assistant Headteacher and Careers Lead
 - Wigston Academy (11-16)
 - Wigston College (16-18)
- 14 years at the Trust – 6 years responsible for Careers
- Part of Careers Hub in Leicester and Leicestershire for last 3 years

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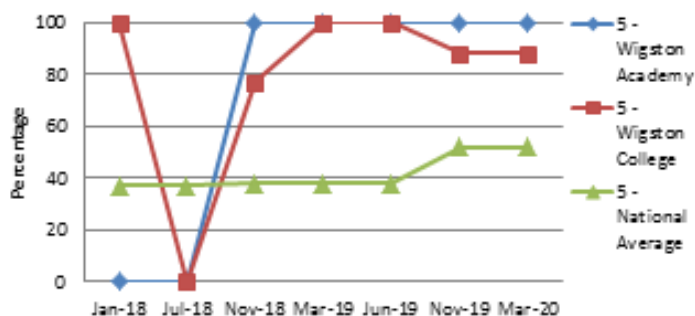


Monitoring

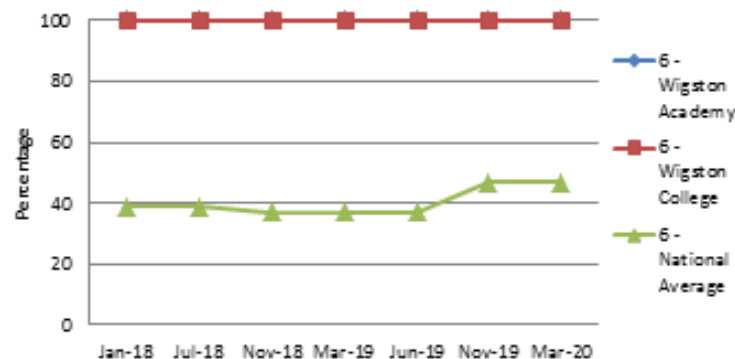
- Internal tracker
 - Moving over to Compass +
- Monitor how many encounters each student has had and the range of encounters are
 - Encounters with world of work
 - Careers Talks – range of sectors
 - Careers Interviews
 - Careers lessons (CV/Interview Prep/LMI etc)
 - FE/HE encounters
- Use Compass Benchmarks to monitor whole CEIAG programme

Compass Benchmarks

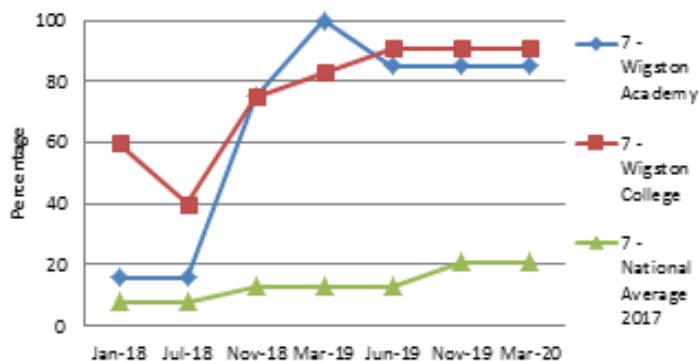
BM5 - Encounters with employers and employees



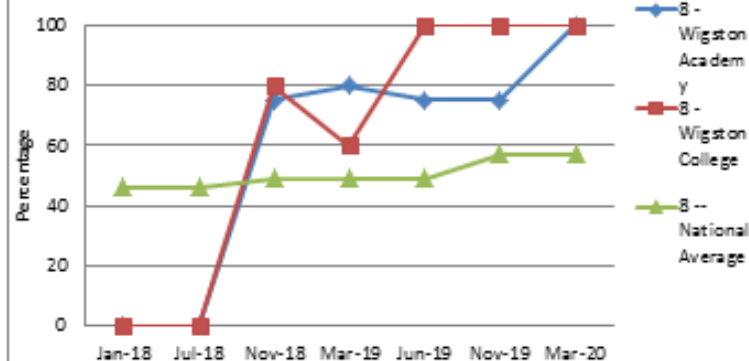
BM6 - Experiences of the work place



BM7 - Encounters with HE and FE



BM8 - Personal Guidance



Reviewing

- Review each event
 - How have students perceived the event?
 - What have they learnt?
 - Impact on school day/wider curriculum
 - Is it worth repeating? Cost vs Benefit
- Regularly collect Intentions and Destinations information (Yr 10, Yr 11, Yr 12, Yr 13 and results days).
 - This year tracking students who have left and where they are now.
- Review the CEIAG programme
 - Compass Benchmarks – as a starting point
 - PSHCE lessons
 - Student voice – what else would they like to cover?

Examples of feedback sheets

Evaluation of the week

At each activity?

	Excellent	Good	OK	Not OK	Didn't attend
Challenge players					
Work (LEBC)					
Work (Friday)					
Work (Saturday)					
Production (Tues)					

I've learnt during this week – to help me get employment when I've finished school

Employability skills

Rate the table again and identify where you have used the skill during this week.

Confidence scale (very confident) 10

Employability skill	1 (not confident)	10 (very confident)	Give an example of where you have used this skill this week
Communication	←	→	
Problem solving	←	→	
Teamwork	←	→	
Initiative and enterprise	←	→	
Planning and organisation	←	→	
Self-management	←	→	
Technology	←	→	
Learning	←	→	
Drive	←	→	
Flexibility	←	→	

Year 11 Mock Interview Feedback sheet

Student Name: _____ Tutor Group: _____

Volunteer Name: _____ Company: _____



Personal Statement/CV (eg. layout, content)	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement
First Impressions (eg. personal presentation, impact)	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement
Confidence (eg. nervous, awareness of CV)	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement
Attitude (eg. positive, enthusiastic, hard)	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement
Body Language (eg. standing, eye contact)	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement
Communication Skills (eg. clarity, length of answers, tone of voice in speaking)	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement
Answering Questions (eg. detailed answers, examples, evidence of skills and achievement)	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement
Asking Questions (eg. did not ask questions, appropriate)	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement
Overall Performance	☐ Excellent	☐ Good	☐ Acceptable	☐ Needs improvement

Please comment on any strengths the candidate could make more of and any areas of further development (with specific examples or suggestions).

PSHCE

The ultimate careers speed network

Action Plan

Name and Tutor Group: _____ School: **Wigston Academy**

The top five people I spoke to:
You may want to include their name, job role and the company they worked for.

- _____
- _____
- _____
- _____
- _____

What I learned today:
Did you learn anything you didn't expect? Did you like or dislike something you didn't expect to?

What I'd like to learn more about:
Do you still have questions? Did you find out about a new career you'd never thought about?

My Action Plan
Based on your experiences, what will you now do to learn more about a different career or industry? What if you now do to take one step closer on your journey to entering a specific career?

Following the Speed Networking Event I will...

Student evaluation

- After each event (CSN, Work Exp, Mock Interviews) students complete an evaluation:
 - What have they learnt?
 - Confidence check
 - How it will help with their decision making
 - Final question ‘what will *you* do as a result of this event?’

Employer - evaluation

- Organisation and how to improve
- How students have got on – any similar gaps in their behaviour/knowledge
- If there is anything that they feel they would like to follow up with the school/college
- Thanks for time (including from Headteacher)
- What other activities they'd be able to get involved in
- Exploring ways to work together in future

Impact on students

- An increase in number of encounters with the world of work
- Anecdotal evidence students feel more confident
- Feedback from employers that students are more confident talking to them – some really positive feedback that is shared in the community
- Increase in number of students successfully gaining apprenticeships at 16+ and 18+

Impacts on the school/college

- Events are well received in the school and wider community
- Central to the annual calendar
- PSHCE calendar revolves around key events
- The CEIAG feeds into the school development plan – supporting students' development of employability and transferable skills, more than just exam results

CEIAG integral part of the school

- Monitoring and evaluation shows impact CEIAG programme
- Has a clear benefit to students
- Students see how they might fit in the world of work
- Links the curriculum to the real world and students get to experience it

Thank you

- Any questions?
- If you'd like more details about anything please contact me

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