

‘Careers guidance and  
access for education  
and training providers  
Updated 8 May 2025 .’

Senior Leader Briefing

South Midlands  
CAREERS HUB

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# Welcome

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- **Aim:** To provide an overview of the updated statutory guidance and its implications for Senior Leaders.
- **Outcome:** Leaders understand their responsibilities and next steps for compliance and improvement.



- From September 25 implement the revised Gatsby Benchmarks
- Begin PLANNING implementation of Government's 2-week work experience guarantee. *(1week KS3, 1week KS4)*
- Stronger emphasis on **leadership, equity, inclusion, use of data, parental engagement & developing young peoples' career readiness and skills.**
- Enhanced accountability via Ofsted and destination tracking.
- No legislative changes (update expected spring 2026 earliest)

## Independent Careers Guidance:

- Must be impartial and cover all routes (*academic, technical, apprenticeships*).
- Required from Year 7 to Year 13 and for learners with EHCPs up to age 25.

## Provider Access Legislation

- Minimum of 6 provider encounters across Years 8–13.
- Must be during the school day and documented in a published policy.

*‘Headteachers, principals & those in governance roles should all be actively engaged in setting the direction for a whole institution approach to careers guidance’*

## Senior Leaders:

- Appoint and support a trained Careers Leader.
- Ensure careers is part of strategic planning and school improvement – from mission statement down.

## Governors:

- Oversee compliance (especially in PAL) and impact.
- Designate a governor with careers oversight

8 benchmarks remain with revised summary & criteria

- **Leadership & Strategy:** Careers embedded in school vision and improvement plans.
- **Inclusion & Personalisation:** Tailored support for SEND and disadvantaged learners.
- **Meaningful Encounters:** With employers, workplaces, and education providers.
- **Data & Impact:** Use of Compass+, FSQ, and destination data to evaluate and improve.

*Link to our SL briefing on Updated Gatsby Benchmarks [here](#)*

*Link to 45 min self paced course [here](#)*

*Link to making it meaningful checklists [here](#) (p6, 7 & 8)*



# Immediate Actions

## Strategic

- Review and update your careers strategy (ILR) and provider access policy
- Compass + your strategic tools (*ILR, P2P review, FSQ, employer database, RONI tool*)
- Plan for implementation of updated Gatsby Benchmarks by Sept 2025.
- Governor engagement & staff CPD
- Begin planning for implementation of 2 weeks WEX (leadership, staffing, model, budget)



# Meeting PAL (Provider Access Legislation)

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	Autumn Term	Spring Term	Summer Term
Year 8	<b>Event for University Technical College</b>	Employer event for pupils, parents – market stall event giving overview of local, regional and national opportunities and skills requirement	Technical/vocational tasters at local college/s, training providers
Year 9	Meeting with careers adviser	<b>KS4 options event – Y college and Z apprenticeship provider attending to give presentations to pupils</b>	<i>No encounters – legislation requires encounters to take place by 28 February if in year 9</i>
Year 10	<b>Post 16 technical education options assembly with General Further Education College</b> Life Skills – work experience preparation sessions	Technical/vocational tasters at local college/s, training providers	Technical/vocational tasters at local college/s, training providers
Year 11	Post 16 provider open evenings. <b>Post 16 apprenticeships assembly</b> Meetings with careers adviser Post 16 applications	Post-16 interviews	<i>No encounters – legislation requires encounters to take place by 28 February if in year 11</i> Confirmation of post-16 education and training destinations for all pupils

Example Provider  
Access template [here](#)



# Immediate Actions

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## Operational

- What is working well?
- What needs to be adapted to meet the 5 themes, updated benchmarks & the meaningful checklists?
- What is your operational plan for 2025/26.
- Reform existing work experience programmes & identify gaps
- Unifrog/other platforms – operational support/individual tracking.



# Support & Resources

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- SMCH FAQ padlet access [here](#) (& add to your favorites)
- Request a [SMCH Hub Buddy](#)
- SMCH [career leader planning tool](#)
- [Careers & Enterprise Academy](#) – free online training for CL, SLT, governors, teachers
- Careers & Enterprise Company [funded training courses](#).
- [Talking Futures](#) for parental engagement.
- CEC [resources and tools](#)

# Support & Resources

South Midlands careers Hub + 3 • 5d

## FAQ Board

South Midlands Careers Hub's answers to frequently asked questions about implementing the careers guidance and access for education and training providers, updated 8 May 2025. Have a question add a team at our next meeting and agree a consistent answer, which we will add as a comment. (new posts are moderated)


### Statutory Guidance & resources

### Benchmark 1



### Modern Work Experience BM5 & 6


### PAL & Benchmark 7

### Benchmarks 2, 3, 4 & 8


 Vikki  
4 days ago


**When and how will the Compass + questions change?**

 0  1



 South Midlands careers Hub  
4 days ago


The compass questions will change from September 2025 to reflect the updated statutory guidance. Summer term compass evaluations will be against the current compass questions

 Add comment

 Fabulous Iguana  
4 days ago

**Will there be Careers Leader training offered as a local cohort in 25/26?**

 0  1

 South Midlands careers Hub  
4 days ago

Yes - the CEC have updated the CLT course spec to align with the updated guidance and are just procuring providers. We are waiting for confirmation of who the providers will be and hope to get dates for our next local cohort confirmed before the end of term


 South Midlands careers Hub  
5 days ago

**Do I have to implement the 2 weeks worth of work experience for KS 3 & 4 from September 2025?**



 


[careersandenterprise.co.uk](https://careersandenterprise.co.uk)

Modern Work Experience


 sarahlatimer  
4 days ago

**Does my Careers Policy and Provider Access Policy need to be written as two separate policies, or can they be included in one?**

 0  1

 South Midlands careers Hub  
4 days ago

That's a good question one for the next team meeting - my thoughts are as long as it can be found via search? (MG)

 South Midlands careers Hub  
5 days ago

**Can having a trainee careers adviser meet benchmark 8?**

The updated guidance retains the focus on personal careers guidance needing to be delivered by qualified careers advisers. It still references the career development level 6 and level 7 qualifications. South Midlands Careers hub's approach to trainee careers advisers is - providing the person delivering personal



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thank you,  
Optional Q & A

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