



## Report of the Cabinet Member for Education and Learning

### Education Scrutiny Performance Panel – 14 November 2024

#### Career Advice in Swansea Schools

<b>Purpose:</b>	To update the Scrutiny Panel on careers advice, information and guidance across schools in Swansea.
<b>Content:</b>	The role of Careers Wales Careers Advisers, Business Engagement Advisers and Careers Curriculum teams.
<b>Councillors are being asked to:</b>	Consider the information provided and give views.
<b>Lead Councillor:</b>	Councillor Robert Smith, Cabinet Member for Education and Learning
<b>Lead Officer &amp; Report Author:</b>	David Bawden, Strategic Skills Co-ordinator <a href="mailto:David.Bawden@swansea.gov.uk">David.Bawden@swansea.gov.uk</a>

#### 1. Background

- 1.1 Careers Wales delivers a remit set by Welsh Ministers which provides the all-age, independent, impartial and bilingual guidance and coaching service as well as Careers and Work-Related experiences (CWRE) service in Wales. This offer is presented as a partnership agreement made between Careers Wales and secondary schools and settings.
- 1.2 In Swansea, every secondary school and setting has a signed partnership agreement, and every secondary school or setting makes full use of the services provided by Careers Wales.
- 1.3 Careers Wales has a broad range of expertise available to deliver the services offered to schools. Every Swansea school has access to:
  - a careers adviser
  - a business engagement adviser
  - a curriculum support team for CWRE
- 1.4 There is strong partnership working between schools, the Local Authority and Careers Wales to offer high quality advice, information and guidance to our young people. These partnerships have had a positive impact in supporting

progression pathways; with 97.4% of school leavers in 2023 going on to a positive destination in 2024, according to Careers Wales destination data.

## 2. Careers Advice, Information and Guidance in Swansea

### Careers Advisers

- 2.1 Every Swansea secondary school has a professionally trained careers adviser who works within the school. Careers Wales' professional standards for advisers require them to achieve QCF Level 6 in Career Guidance and Development or the equivalent and register with the Career Development Institute's (CDI) UK Register of Career Development Professionals. They provide impartial and professional support to individuals and co-ordinate the range of services of the Careers Wales team for individual schools.
- 2.2 Careers advisers focus on the short and long-term needs of learners. This supports learners to broaden their horizons and raise awareness of the skills required in the modern labour market. Careers advisers support learners to develop skills for career planning and give crucial support at key transition points for pupils who need it.
- 2.3 From September 2024, all pupils in year 10 or 11 will be offered a guidance interview before leaving school, with ongoing support which will be differentiated to meet individual need, as below:
  - **Universal support** - offer of a guidance interview and additional support based on the Careers Advisers professional judgement.
  - **Career Check support** - one to one support for those young people identified from Career Check as in need of guidance and coaching support.
  - **Targeted support** for those young people whose individual characteristics can lead to them not being in Education, Employment or Training post compulsory education.
  - **Additional Learning Needs Support** - one to one support for those young people identified as having additional learning needs (ALN).
- 2.4 At post-16, careers advice and guidance is focused primarily on learners identified as at risk of not completing their post 16 course of learning and those who self-refer. For those who decide to leave education at 16 and enter a job or training, support will be available via the Working Wales service.
- 2.5 The Strategic Coordinator of Education Skills meets regularly with the Careers Wales Swansea team manager to discuss local needs and challenges of the careers advisory service. For the academic year 2023/24, the number of one-to-one interactions across Swansea schools was 5,108. 296 group sessions were delivered.
- 2.6 In 2023, the Education Directorate carried out a learner voice survey to sixth form learners across the city. This exercise highlighted that the key people to give careers advice, information and guidance to young people were Careers Wales careers advisors based in secondary schools.

- 2.7 In March 2024, in partnership with Gower College Swansea, an event was organised to inform Careers Wales advisors on areas of regional economic growth. This took place at Swansea Arena and included updates on Pentre Awel, Campuses, Pembrokeshire Dock Marine and Apprenticeships. Advisers impact school learners through informed decision-making regarding pathway choices at post-16. A similar event is planned for December 2024, organised by the Regional Learning and Skills Partnership.

### **Business Engagement Advisers**

- 2.8 Careers Wales has well established links with local and national employers to support its approach to employer engagement. There is a national team of Business Engagements Advisers (BEAs), experienced in working with employers and expert in their knowledge of national and regional labour market trends.
- 2.9 Three BEAs support schools and settings in Swansea. The supportive team facilitates links between business and Education via a range of activities and programmes, including:
- visits to employer premises.
  - employer talks in schools.
  - digital employer presentations and virtual CWRE activities.
  - World of Work days / carousel events.
  - employer challenges and curriculum related content.
  - support to develop alumni networks and strategic links with employers.
- 2.10 All Swansea secondary schools and settings are part of Careers Wales Valued Partner programme. This initiative gives recognition to employers who support individual schools through Careers Wales employer engagement activities. Through the initiative, Careers Wales identifies employers who have an ongoing relationship and who regularly support activities in these schools (a minimum of three activities per year).
- 2.11 In 2023/2024, Careers Wales facilitated 132 employer engagement activities across Swansea schools and settings, these were attended by 5182 young people.
- 2.12 One such example is Kier Construction and Ysgol Gyfun Gymraeg Bryn Tawe, who collaborated on a project called 'The Big Build'. 43 pupils from across the school, in years 9 to 11, worked closely with the Kier team across a week, learning about the construction processes. Working together as a team with help from local contractors Ian Williams Carpentry and HD carpentry, they took part in the construction of an outdoor learning space. All labour and materials costs were covered by Kier Construction. Learners followed plans and drawings and carried out basic civil engineering checks along with initial groundworks, carpentry and paving jobs. Pupils were able to speak with employees who held different roles within the organisation such as labourer, site manager, surveyor and carpenter. This raised aspirations and has motivated young people to continue to study and pursue a career in

construction. <https://careerswales.gov.wales/news/pupils-build-outdoor-classroom-with-kier-and-careers-wales>.

See also <https://x.com/i/status/1790741316642423060>

- 2.13 In another example, Morganstone became a School Valued Partner of Cefn Hengoed School for the duration of the construction of the new 3G pitch and barn. The whole school had assembly talks where learners got to know about what was happening at the school, introducing many of their apprentices who shared their career stories. Pupil voice was consulted early on and from what the pupils said they wanted from Morganstone a programme of employer engagement activities was drawn up which lasted for the build duration of 18 months.

### **Careers Curriculum Team**

- 2.14 Careers advice, information and guidance is included within Careers and Work-Related Experiences (CWRE), which is one of five cross cutting themes within the Curriculum for Wales for learners aged 3 to 16. Effective CWRE consists of careers education embedded across areas of learning which is supported by a range of work-related experiences. The Local Authority has worked closely with Careers Wales curriculum team to help implement CWRE by building the skills, knowledge and confidence of education professionals to deliver an effective careers programme.
- 2.15 From the age of three, CWRE should inspire learners to,
- develop an understanding of the purpose of work in life for themselves and society.
  - become increasingly aware of the range of opportunities available to them.
  - develop the attitudes and behaviours required to overcome barriers to employability, career management and lifelong learning.
  - explore opportunities through a variety of meaningful experiences in learning, work and entrepreneurship.
  - develop resilience and the ability to be adaptable in response to challenges, choices and responsibilities of work and life.
- 2.16 Working alongside Careers Wales, the Local Authority has established a network of school teachers, careers advisors and other stakeholders to support with implementing and embedding CWRE as part of Curriculum for Wales. This has included the use of the Careers Wales CWRE toolkit to design, implement and evaluate CWRE provision.  
<https://careerswales.gov.wales/education-and-teaching-professionals/careers-in-the-curriculum/toolkit>
- 2.17 Themes covered from Swansea CWRE network include:
- creating a CWRE policy.
  - planning, reviewing and evaluating CWRE in the curriculum.
  - auditing CWRE in the curriculum.

- embedding CWRE in Areas of Learning.
- enterprise and Entrepreneurship.
- the Careers Wales website and resources.
- stakeholder engagement.

2.18 Swansea's successful partnership and networking opportunities has been used as good practice across Wales for developing strong relationships between stakeholders to realise CWRE in the curriculum. A case study of this work will feature in a Careers Wales brochure of good practice.

### **Engaging with Parents and Carers**

2.19 The Local Authority fully supports Careers Wales' parent strategy to help young people make more informed decisions at key transition points. Careers Wales recognises that, for many young people, parents are key influencers who have an important role to play in shaping and guiding decisions.

2.20 Careers Wales parent strategy sets out how they will empower parents to be suitably prepared to support their child in their career planning through four key goals:

- engage parents earlier on in their child's academic life.
- engage with parents in targeted groups as set out in brighter futures.
- improve reach to all parents, particularly via digital means.
- better engage parents in influencing and shaping development of our services.

### **Summary**

2.21 Swansea's ongoing partnership between schools, the Local Authority and Careers Wales provides high quality, impartial careers support that makes a positive impact on individuals' education, economic and wellbeing outcomes. Careers advice, information and guidance has been successful in raising aspirations, broaden horizons and raising awareness of all the opportunities and pathways available to them.

### **3. Legal implications**

3.1 There are no legal implications.

### **4. Finance Implications**

4.1 There are no finance implications.

### **5. Integrated Assessment Implications**

5.1 An IIA is not required as this report is for information only.