**Building a Strategic Careers Plan**

**The aim of a strategic careers plan is to enable the Careers Leader to implement a progressive career programme, which:**

* is aligned to school, special school or college priorities
* meets the needs of ‘each & every’ student
* tracks the impact of careers provision

The Strategic Careers Plan, first conceptualised by Teach First in 2017, will be your ‘manual’ for how to achieve your strategic objectives. It will include timeframes, responsibilities, and evaluation plans. It will contain all the information needed to lead improvements in careers provision so that if you as Careers Leader were to leave, it could form a comprehensive handover document for any successor.

**This format follows the Teach First Strategic Careers Plan concept and includes:**

* Vision
* Current state
* Key strategic objectives (student-centred and measurable)
* Action plan to achieve objectives’

**Vision**

A concise, ambitious, and inspiring statement that articulates the wider vision of what the school’s careers provision aims to achieve for students. This should reflect ‘who you ultimately want students to be’. This vision should make reference to school’s vision statement. If your school has an Enterprise Adviser, please involve them and the link governor in the process of shaping and clarifying the vision for your careers provision.

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| --- | --- | --- |
| **SLT Comments:** | **Link Governor Comments:** | **Enterprise Adviser Comments** |
| **Parent Voice Comments:** | **Student Voice Comments:** | **Staff Voice Comments:** |
| School, Special School or College Vision Statement/Values: |
|  |
| Vision for Careers Provision **Ideas**: |
|  |
| Vision for Careers Provision **Statement**: |
|  |

**Reviewing Current Provision**

**Review the current provision of your school, special school, or college’s careers provision through:**

* Completing Compass.
* Carrying out a SOAR analysis (looking at its existing Strengths, Opportunities, Aspirations and Results).
* Local context: LMI, growth sectors, FE/HE provision, etc.
* Collecting and Reviewing Evidence, including Feedback, Careers Knowledge & Skills, Education Engagement and Destinations Data.

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| Compass - Current Compass Score: |  |
| Compass - Priority Benchmarks: |  |
| LMI - Local and Regional Context: |  |

**Strength of Careers Provision SOAR**

**Consider:**

* Time/Resource of Careers Leader, Role of EA/Link Governor, Parental Engagement, SLT Buy-in, Staff CPD, Whole School Responsibility for Careers.
* Benchmark progress: LMI, Tracking at Student Level, Careers within Subject Areas, Employer Engagement, Experiences of the World of Work, Encounters with FE/HE, 1:1 guidance.
* Reviewing Evidence: Feedback, Careers Skills & Knowledge, Education Engagement and Destinations Data.

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| **Strengths**  | **Opportunities** |
| **Aspirations**  | **Results** |
| **Key priority/action areas from SOAR:**  |

**Key strategic objectives**

* Identify between 3-5 priorities for your Strategic Careers Plan.
* We recommend that you identify objectives, which relate to the development of careers provision in your school, special school, or college and that you identify at least one ‘whole school, special school, or college’s objective.

**Development of Careers Provision Objectives: Key Prompts**

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| **Vision:*** Should objectives be set around development/sharing of a vision?

**Current State:*** Should objectives be driven by review of evidence (including Destinations Data) from SOAR analysis?
* Should objectives be driven by key priority benchmarks or by sub benchmarks at a student level?
* Should objectives be driven by key SEND/vulnerable groups in your school, special school, or college?

**Whole School/College Objectives: Key Prompts:*** What issues is your school, special school, or college ‘trying to solve’? Consider how Careers provision can add capacity and can be ‘part of the solution’
* Key issues for the school, special school, or college from the development plan
* Key areas for improvement from Ofsted
* Key thematic areas for the school, special school, or college (i.e., parental engagement, stakeholder voice, literacy, oracy, etc.)
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| **Key Strategic Objectives** |
| 1 |  |
| 2 |  |
| 3 |  |
| 4 |  |
| 5 |  |

**Example Action plan**

This will highlight HOW to achieve your strategic objectives. It will include timeframes, responsibilities, and evaluation plans.

**(School, Special School or College Name) Strategic Careers Plan**

Vision Statement**: XXX**

Date of last review: XXX

Date of next review: XXX

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| --- |
| **School Name: Key Strategic Objectives** |
| 1 |  |
| 2 |  |
| 3 |  |
| 4 |  |
| 5 |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **School, Special School or College Name:****Career Leader Name:** | **Date Strategic Careers Plan Created**: | **Date approved by SLT:** | **Date approved by Governors:** | **Proposed Review Date:** |
|  | **Strategic Careers Plan - Academic Year: XXXX** |
| **Objectives***“What are the problems you are trying to solve?”* | **Actions, including CPD***“What would solve the problem?”* | **Responsible***“Who is responsible for each action?”* | **Time****“***When do you aim to have this completed by?”* | **Outcomes***“What would success look like?”* | **Progress** |