

South Midlands Careers Hub 2025-26

Summer Term Kick Off



Spring term recap

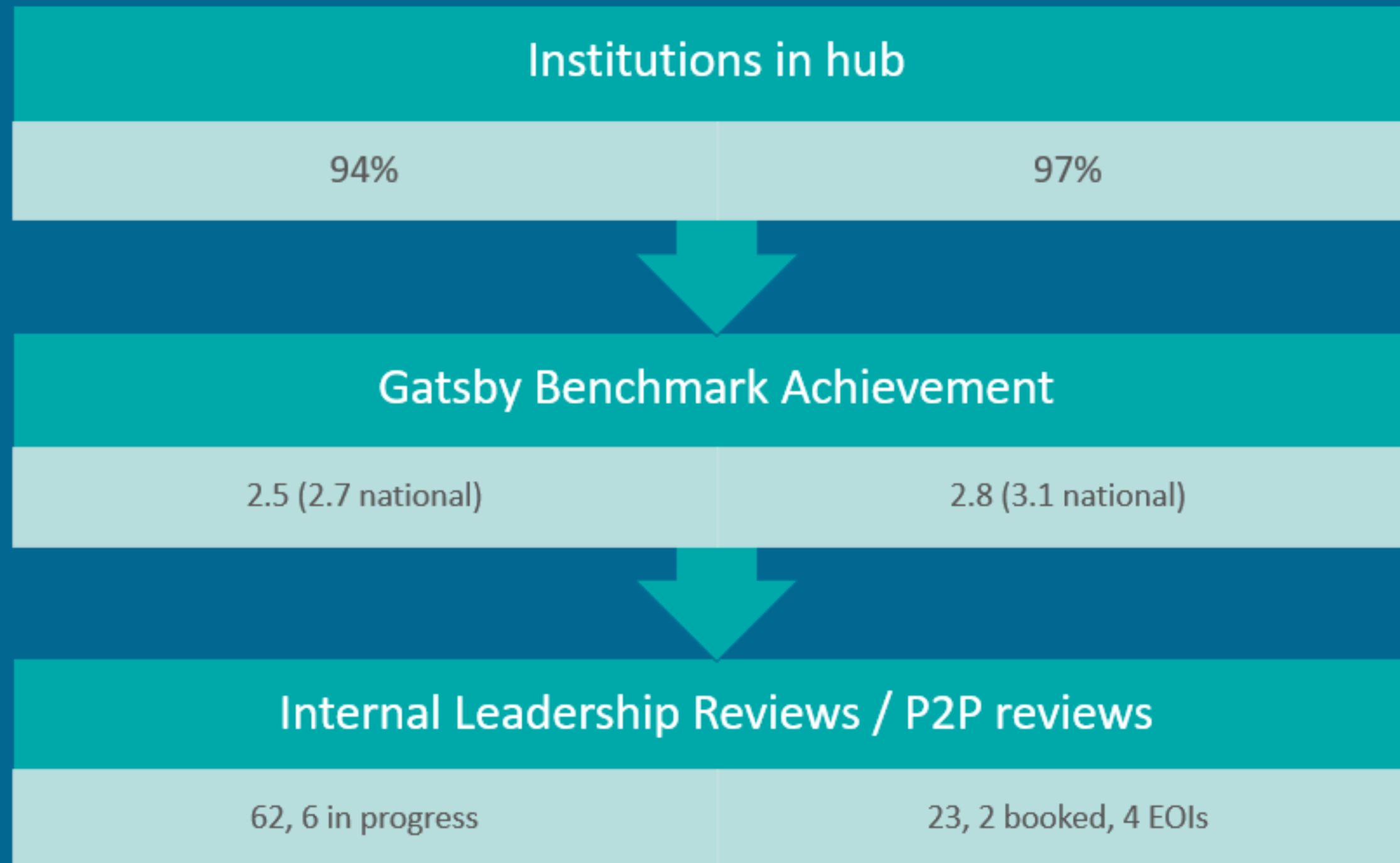
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- 123 compass evaluations
- 62 internal leadership reviews completed (6 in progress)
- 23 Peer-to-Peer reviews completed, 2 booked 4 EOIs
- 3 virtual CPD sessions
- 3 Communities of Practice (FE, Middle Schools & Inclusion)
- 3 Cornerstone Employer Group meetings
- 7 Career Leader network meetings 6 in person and 1 virtual
- 8 new Industry Partners
- 2 Gatsby Champions
- 18 Career Leaders completed funded CLT – local cohort



Continuous Improvement

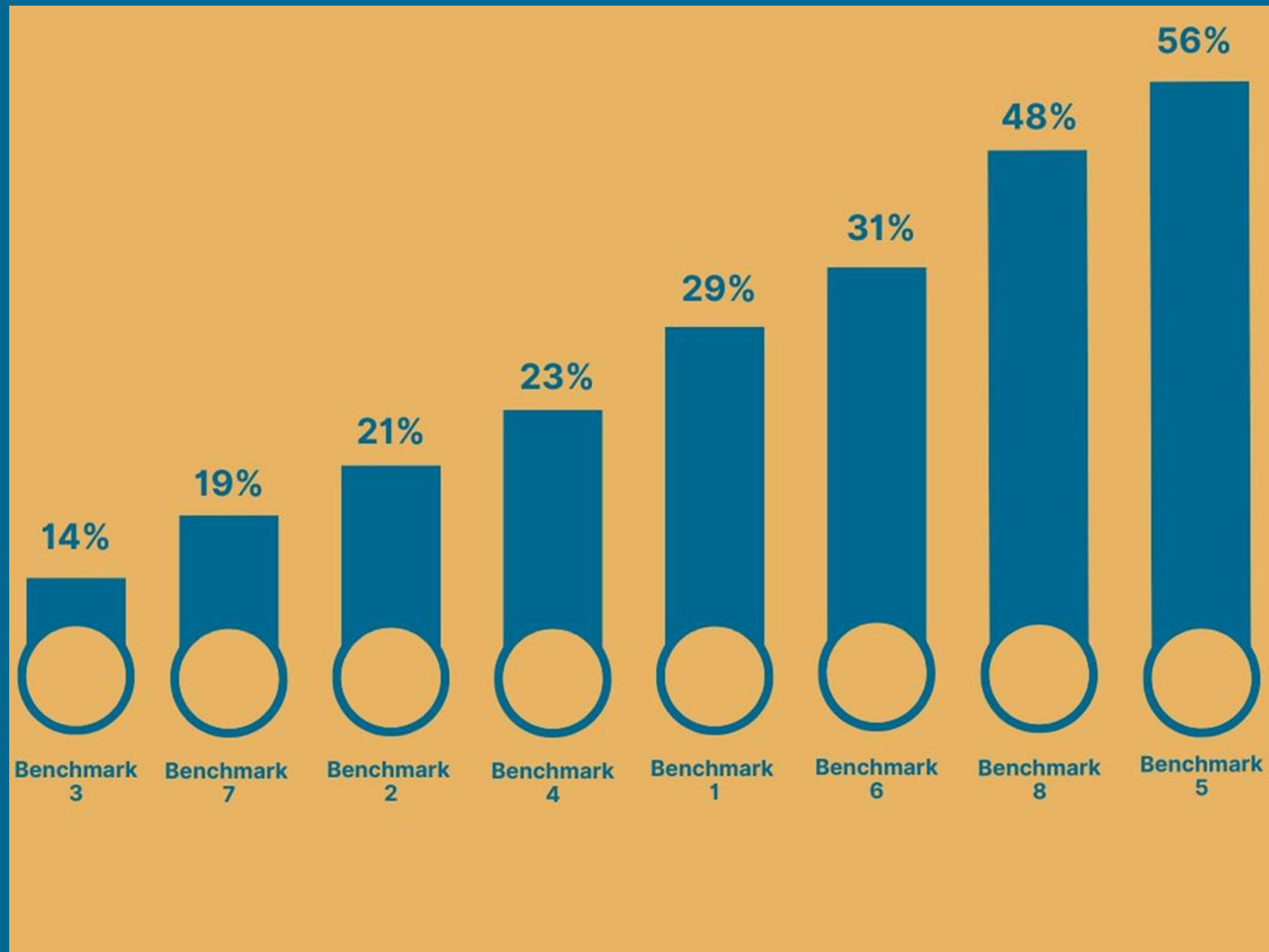


Continuous Improvement

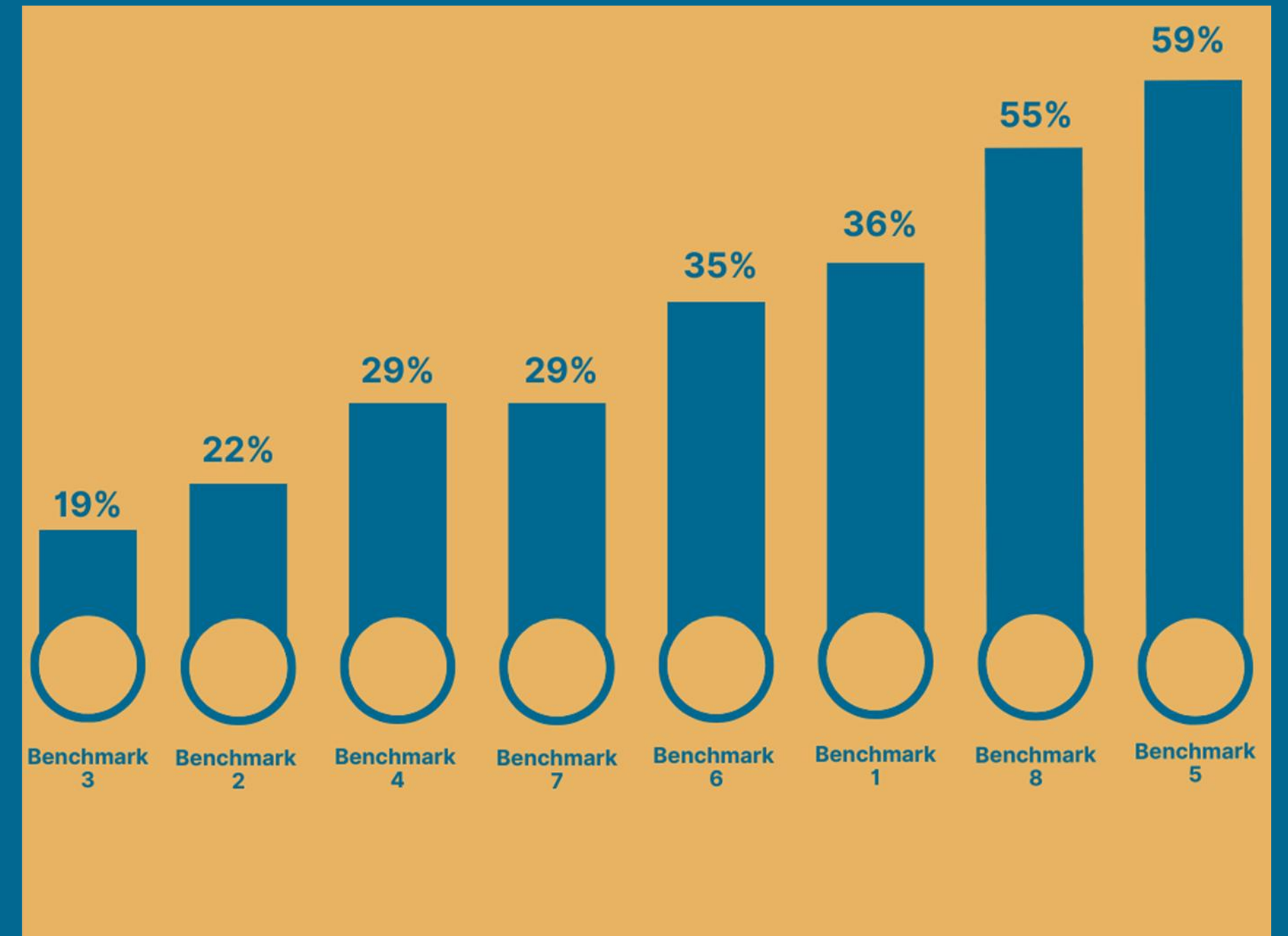
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Autumn 2025



Spring 2026



Modern Work Experience

Schools should be planning and, where able, reforming their work experience programmes according to the principals set out in the statutory guidance.

“DfE will set out more details of the work experience guarantee in due course, including:

- who is responsible and accountable for delivery*
- support available nationally and locally*
- delivery plans*
- implementation timelines”*



Share what you have tried/learned

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Submit a case study: [SMCH case study template](#)

👉 If it moved practice forward – even in small steps – it's worth sharing.

FSQ, Internal Leadership Review, Peer to Peer Reviews, activity tracking, Provider Access Legislation

1. Stable Careers Programme - What have you changed, introduced or embedded in your careers plan – and what did you learn from trying to make it stick?
2. Learning from Career & Labour Market Information - How have you helped students, staff or parents engage with labour market information in a new way – and what surprised you?
3. Addressing the Needs of Each Pupil - What have you tried to better tailor careers support, and what did it reveal about student needs?
4. Linking Curriculum Learning to Careers - Where have you worked with curriculum staff to make careers learning more visible – and what helped (or hindered) that?
5. Encounters with Employers & Employees - What did you change about employer encounters, and what did you learn about impact or logistics?
6. Experiences of Workplaces - What have you tested around work experience or workplace visits, and what would you redesign next time?
7. Encounters with Further & Higher Education - How have you strengthened encounters with providers, and what feedback changed your thinking?
8. Personal Guidance - What have you learned from delivering or organising personal guidance differently?

SMCH Insight Briefing: Career Readiness 2024-25

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Spotlight: What the 2024/25 Future Skills Questionnaire tells us – and how your school can use its own insights

- 12,418 learners across 51 schools took part in 2024/25,
- The regional trends continue to show:
 - Career readiness improves with age, rising from 48% in Year 7 to 59% by Year 11.
 - Understanding of apprenticeships more than doubles from Year 7 to Year 11 (37% → 78%).
 - Essential skills develop unevenly, with creativity and problem-solving strengthening over time, but teamwork, leadership and listening dipping in KS3–KS4.
 - Aspirations change significantly post-16, with large increases in interest in research/science, health, finance and professional services.
 - A notable proportion of learners still select “none of the above,” signalling the need for continued exposure to diverse pathways.

SMCH Insight Briefing: Career Readiness 2024-25

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While the regional analysis provides helpful context, it's your individual FSQ data that can directly shape meaningful improvements in your school. Here are some practical ways to use your dashboards:

1. Identify where career readiness dips or accelerates Look at patterns across year groups to target support where it's needed most.
2. Understand how essential skills are developing FSQ provides clear insight into Skills Builder competencies.
3. Align aspirations with local growth sectors. Compare your learners' top job/sector interests with the South Midlands priority sectors. Where sectors show lower interest, you can plan targeted encounters, curriculum links or employer engagements.
4. Tailor your support to key groups -use filters for SEND, pupil premium or individual year groups to spot patterns. The report shows SEND learners consistently below national benchmarks, so personalised support may be particularly valuable.
5. Use FSQ as evidence to strengthen your strategic careers plan.

Gatsby Champions

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Featuring Sandy Secondary School

The Gatsby Benchmarks: building
futures, reducing NEET

Watch this short film to find out how
senior leaders are using the Gatsby
Benchmarks to reduce NEET and meet
institutional priorities.



Sandy Secondary School

[Kelsey's story](#): school improvement in action

“Our student, Kelsey, who’s in Year 10, is a great example of how a good careers programme, underpinned by the Gatsby Benchmarks, can change the life of a student,” says Sandy Secondary School Executive Principal, Karen Hayward.

Northampton International Academy

[Careers education was the catalyst that turned our school around](#)

Geraldine Tandoh, Assistant Headteacher at Northampton International Academy, explains how making good career guidance a strategic priority is reducing NEET numbers and boosting attendance figures.

Daubeney Academy

Coming soon!

Distributed leadership of careers

Support for Schools

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- Education newsletter (monthly)
- Virtual CPD sessions
- Careers & Enterprise Academy
- Compass webinars and shorts
- Small group workshops,
- Inclusion, FE and Middle School CoPs
- Career Leader network meetings
- Support with Internal leadership review
- Opportunity to attend peer to peer review
- Career leader training - self fund or CEC funded training waiting list
- Themed CPD with a Gatsby Benchmark focus
- New Career Leader Induction



You are welcome to participate in as many sessions as you find useful. We won't assign you to specific activities – instead, we encourage you to be proactive in identifying which areas of support will be most beneficial to your school and careers programme

South Midlands Careers Hub Inclusion Conference – 01/07/26

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We will be hosting our second Inclusion Conference on 1st July 2026 at King's House, Bedford. With inclusion and impact for every young person embedded throughout the Gatsby Benchmarks, the conference will focus on what effective inclusive practice looks like across our settings.

We will also explore the Department for Education's "Every Child Thriving and Achieving" White Paper and consider its implications for Careers Education and Preparation for Adulthood.

The conference is open to Careers Leaders in SEND and AP settings, SENCo's from mainstream settings, FE SEND Departments and employers. Careers Leaders from mainstream are welcome to join their SENCo as a plus one if they wish.

Registration for Careers Leaders in SEND and AP, FE SEND Departments and employers – [South Midlands Careers Hub Inclusion Conference Registration Form](#)

Registration link for Mainstream SENCo's – [South Midlands Careers Hub Inclusion Conference Registration Form for Mainstream SENCo's](#)

Key Dates – Summer Term

April

21/04/26	FSQ for SEND	15.30	
29/04/26	Work Experience Showcase	15.30	
30/04/26	15.00 T-levels what are they? Sign up via link		<u>(In-house: T Levels: What are they and who are they for? South Midlands Careers Hub - 30 Apr – Fill in form)</u>

May

12/05/26	Opportunities on your doorstep, Bedfordshire & MK	17.30 – 19.00	
14/05/26	Evaluating FSQ data	15.30	
19/05/26	Creating an alumni network for SEND	15.30	
20/05/26	Summer provider showcase	12.30	

June

16/06/26	Equalex and Work Experience	12.30	
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Local resources – Benchmark 3

Navigating DfE Destination Data	How to find and use KS4 and 16-18 performance tables to evaluate your careers programme	Video
Navigating DfE Destination Data	How to find, create and use sustained and longer-term destinations data to evaluate your careers programme	Video
Using destinations data to evaluate your careers programme	Reflective questions to consider when using destinations data to evaluate your careers programme	Resource

[Modern work experience – for employers](#)

[Hub CPD and Masterclasses - South Midlands Careers Hub](#)

[Request a volunteer](#)

Live Webinars

- [The Future Skills Questionnaire - 5 steps to success](#)
Thursday 23rd April 2026, 3.30pm - 4.30pm
- [Using Compass+ effectively to support Careers Impact Internal Leadership Reviews](#)
Thursday 30th April 2026, 3.30pm - 4.30pm
- [Using Compass+ effectively to support vulnerable groups](#)
Thursday 7th May 2026, 3.30pm - 4.30pm
- [Compass+ data and reporting](#)
Thursday 14th May 2026, 3.30pm - 4.30pm
- [Supercharge careers with Compass+](#)
Thursday 4th June 2026, 3.30pm - 4.30pm

OnTrack+

[OnTrack+ in Compass+](#)

Thursday 11th June 2026, 3.30pm - 4.30pm

OnTrack+ is a new tool in Compass +, designed to help educators identify emerging support needs for learners in Years 7-11.

- Understand why OnTrack+ was developed
- Learn where to access the feature in Compass+ and how to use key functionality
- Explore OnTrack+ data and reporting
- Know where to access further support and guidance.

Keen to explore OnTrack+ now? Take a look at our supporting resources before the webinar - [OnTrack+](#)



National Resources

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- [Curriculum audit tool](#) BM4 individual subject audit
- [How to Guides](#)
- [The Careers & Enterprise Academy](#)
 - New! Career Related Learning in PSHE Education: Key Stage 1 -2
 - New! Getting Started with Career-related Learning in Primary
 - New! SENCO: Engaging Parents to Empower SEND Futures
 - All practitioners: Compass+
 - Careers Leaders and EC's: Future Skills Questionnaire
 - Careers Leaders: Induction
 - Careers Leaders: Parental Engagement
 - Updated! Education Leaders: Embedding Careers in Strategic Improvement
 - Governors: Introduction to careers
 - Updated! ITPs: Introduction to Careers Leadership for Independent Training Providers
 - Preparing for meaningful achievement of the updated Gatsby Benchmarks
 - SENCO: Understanding Pathways and Career Opportunities
 - Teachers: Careers in the Curriculum Awareness
 - Teachers: Understanding Career Pathways
 - Understanding the Careers Impact internal leadership review
 - Understanding the updates to the Gatsby Benchmarks
 - Wider Education Workforce: Careers Conversations
 - Working with Alumni



Learning and development

Careers and Enterprise Academy


<https://academy.careersandenterprise.co.uk/learning> - log in with your Compass log in, or anyone can register!

Funded Career Leader Training
Register for a place

The Academy | THE CAREERS & ENTERPRISE COMPANY




My Development

In Progress

 **Future Skills Questionnaire (FSQ) Part 1: Mastering the Essentials** Started: 19/03/2025 Due: 27/03/2025 Overdue

You have started this course.

Recommended for you

-  **Career Related Learning in PSHE Education: Key Stage 1 -2**
Welcome to the Career-Related Learning in PSHE Education: Key Stage 1 -2 course....
-  **Careers Leader: Induction**
Welcome to the Careers Leader Induction! Throughout this course, you'll find signposts to specific...
-  **Getting Started with Career-related Learning in Primary**
Welcome to the Getting Started with Career-related Learning in Primary course....

Thank you for joining us - any questions?

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