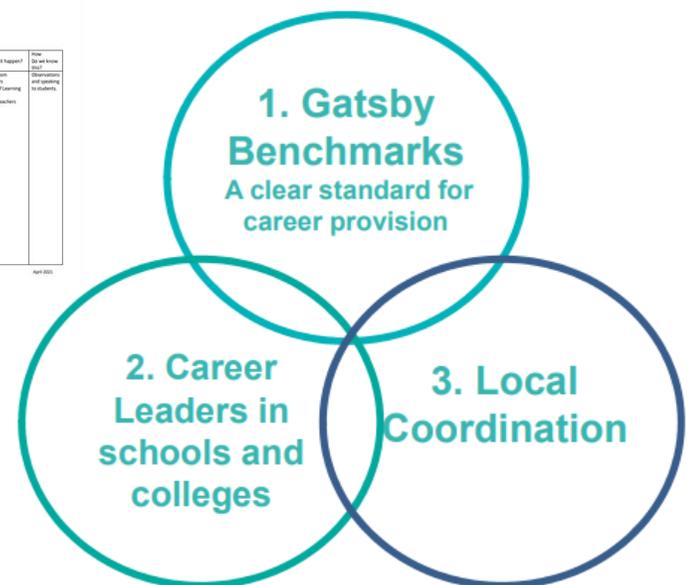


# Case Study: St Edward's Academy and Local London Careers Hub, East

The eight Gatsby benchmarks of Good Career Guidance are integral to a good careers education and guidance programme in schools.

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

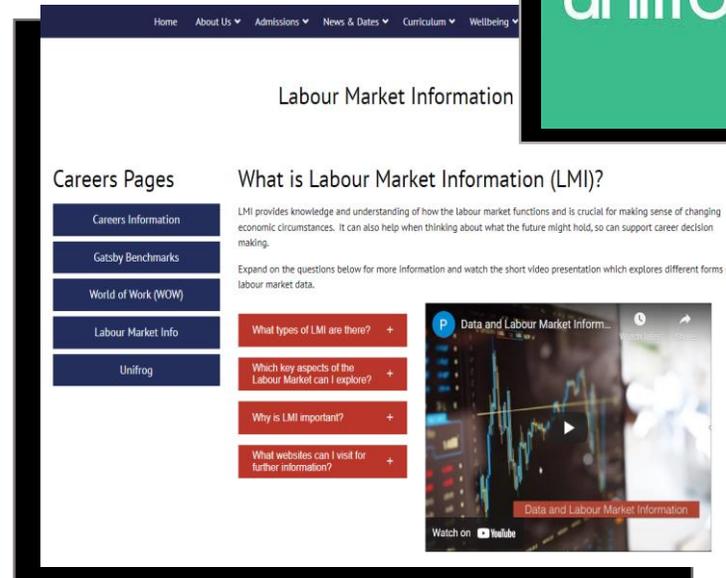




# GBM2 Learning from LMI

St Edward's uses many routes to assist its learning for local and national Labour Market Information. These are used through

- School association to Unifrog
- Local London Hub & Start profile Havering pages
- Local Authority information
- Enterprise Adviser through meetings and student engagement sessions
- Industry and sector providers and partners eg Lower Thames Crossing Contractor
- Websites and research tools

Labour Market Information

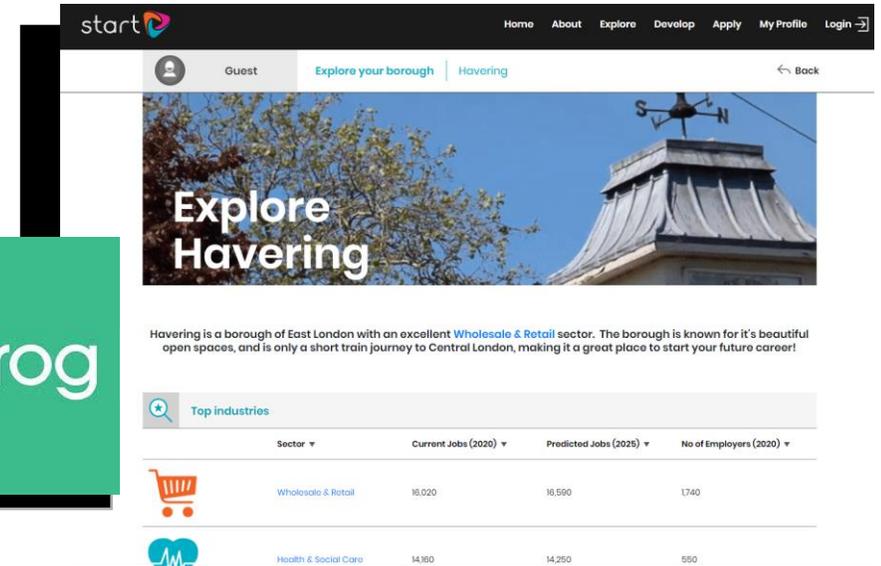
What is Labour Market Information (LMI)?

LMI provides knowledge and understanding of how the labour market functions and is crucial for making sense of changing economic circumstances. It can also help when thinking about what the future might hold, so can support career decision making.

Expand on the questions below for more information and watch the short video presentation which explores different forms of labour market data.

- What types of LMI are there? +
- Which key aspects of the Labour Market can I explore? +
- Why is LMI important? +
- What websites can I visit for further information? +

Watch on YouTube



start

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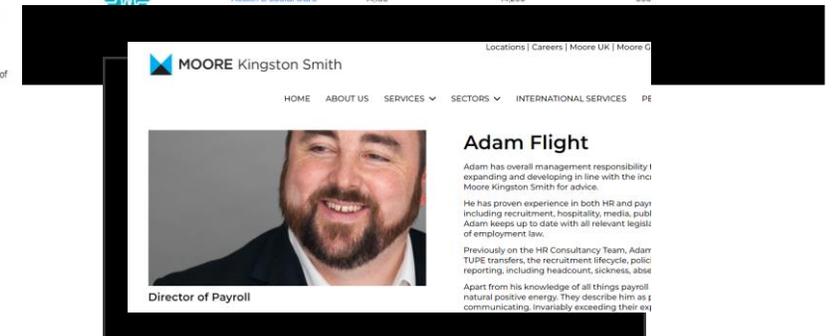
Guest Explore your borough Havering

## Explore Havering

Havering is a borough of East London with an excellent Wholesale & Retail sector. The borough is known for its beautiful open spaces, and is only a short train journey to Central London, making it a great place to start your future career!

Top industries

Sector	Current Jobs (2020)	Predicted Jobs (2025)	No of Employers (2020)
Wholesale & Retail	16,020	16,590	1,740
Health & Social Care	14,350	14,250	650



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### Adam Flight

Adam has overall management responsibility in expanding and developing in line with the Inci Moore Kingston Smith for advice.

He has proven experience in both HR and pay including recruitment, hospitality, media, public Adam keeps up to date with all relevant legislation of employment law.

Previously on the HR Consultancy Team, Adam TURF transfers, the recruitment lifecycle, public reporting, including headcount, sickness, absence

Apart from his knowledge of all things payroll natural positive energy. They describe him as communicating, invariably exceeding their key

Director of Payroll

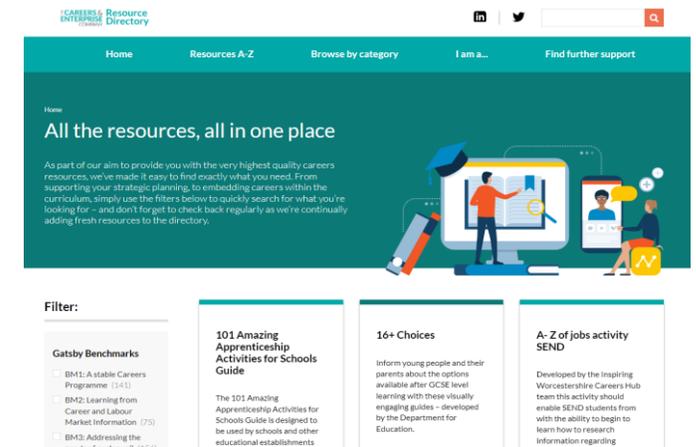
St. Edwards website, Start, Unifrog & their EA, Adam Flight

# GBM3 Addressing the needs of each pupil

Tools for Careers Leaders to track Pupil experiences and ensure their programme address the needs of each pupil:

## COMPASS CAREERS BENCHMARK TOOL

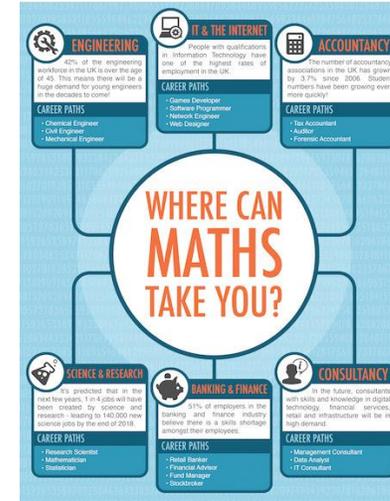
- Keeping accurate records of Destinations data
- Assessing termly via Compass+ enables progression across all areas and means the programme is continually reviewed
- Sharing information with curriculum staff and incorporating the full range of careers experiences available in the school
- Using a variety of industry providers and employers ensures stereo typical thinking around industry areas is challenged
- The keeping of systematic records via tools like Unifrog captures individual student experience



# GBM4 Linking Curriculum to Careers

St Edward's has focused on simple ways in order to gain the biggest gains within this benchmark

- Simple ways such as infographics, discussions,
- Empower staff by requesting opinions and ideas to identify plans for the following year and employers that may support careers in the curriculum
- Clear information/resources which teachers can simply and easily use in classroom
- Utilise their EA for ideas to illustrate how firms use skills learnt in school in day to day life.
- Their EA has also utilised their network to assist in this area



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**Adam Flight**

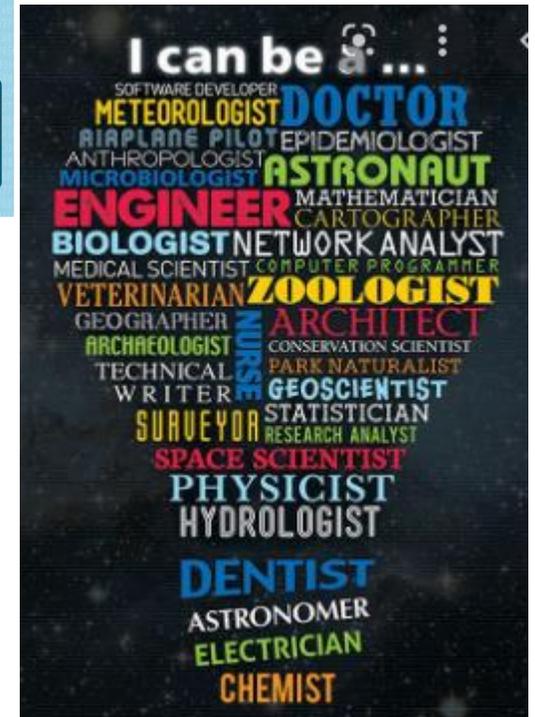
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# GBM5 Employer Engagement



St Edward's uses multiple areas to augment employer engagement at every opportunity.

- Regular meetings with their Enterprise Coordinator and their Enterprise Adviser, Adam Flight, Director at MKS elicits new ideas and networking opportunities
  - Adam suggests sessions he can personally lead and advises of contacts through his professional network that can provide support
  - Perry Lynch has utilised offers from Local London Careers Hub for Digital Week, Construction Week and shortly Creative Week
- Links into local business groups such as ELBA have resulted in brilliant engagement sessions and access to programmes for socially disadvantaged pupils
- Local business projects:
  - Lower Thames Crossing
  - Matrix-SCM, Recruitment specialist running x3 business skills sessions in Online Interviewing, Money Management and Role Searching specifically for Havering students

Employers the school has worked with recently:

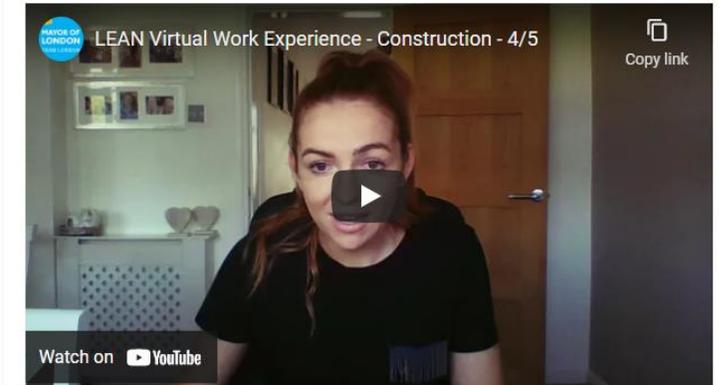


Planned 2022 Careers Hub employer events



# GBM6 Experiences of the Workplace

- Virtual VWEX opportunities
  - The Careers Hub support the [GLA offerings](#) by organising employer contribution
- Raising employer interactions through virtual and physical talks
  - Maintaining this connection regardless of covid restrictions and encouraging ongoing student/employer conversation
- Varied and cross sector opportunities used
  - E&Y financial workshop through ELBA
  - Kidovation / Investment 20:20 workshops, Speakers for Schools, Springpod



# GBM 7 and 8: Encounters with FE & Personal Guidance

## Encounters with FE

- Raising the Participation Age Event, October 2021
- Careers Hub Steps2Success Programme
- Havering Sixth Form college
- New City College campus
- AccessHE activities
- Cambridge University talks and a trip for 40 students planned
- UCAS offerings and University and Apprenticeship specialists



## Personal Guidance

- Prospects for guidance meetings
- Havering LA to support students identified at risk of NEET
- Keeps accurate records of individual student careers experiences and performance
- Uses up to date guidance through Staff CPD

