Christ the King
Catholic Voluntary Academy

Measuring and Assessing the Impact of the Careers Programme on Students

At Christ the King Catholic Voluntary Academy, we believe it is very important to regularly measure and assess the impact of our careers programme on students. This helps us to understand what is working well, identify areas for improvement and make sure our careers provision supports students from Year 7 to Year 13.

Our careers programme is designed to help students make informed choices about their future education, training and employment. We assess the impact of the programme in a number of ways.

Tracking Student Destinations

We track the destinations of our school leavers and record the pathways students move on to after leaving Christ the King.

For **Year 11 students**, we identify and analyse whether students:

- Continue in education, including sixth form, college or another post-16 provider.
- Study A Levels, T Levels, BTECs, vocational courses or other qualifications.
- Move on to an apprenticeship and the level of apprenticeship.
- Enter employment with training.
- Are at risk of becoming NEET: not in education, employment or training.

For **Year 13 students**, we identify and analyse whether students:

- Move on to higher education, including the universities or colleges attended and the courses being studied.
- Move on to an apprenticeship, including whether it is Intermediate, Advanced, Higher or Degree level.
- Begin employment.
- Take a gap year.
- Access another education, training or employment pathway.

This destination information helps us to review whether students are making positive and appropriate next steps.

Student Feedback

We value the views of students and use their feedback to help improve the careers programme.

Students are asked for feedback on key elements of careers education, information, advice and guidance. This may include feedback after:

- Careers lessons and tutor activities
- Employer encounters
- Workplace visits
- College, apprenticeship, sixth form and university talks

- Mock interviews
- Careers fairs
- Work experience
- Post-16 and post-18 events
- One-to-one careers guidance interviews

We also gather student views at key points during their time at school, where appropriate. This helps us to measure whether students' knowledge of careers, pathways and future options has improved over time.

Student feedback allows us to understand what students found useful, what they would like more support with and how confident they feel about making decisions about their future.

Compass+ and Careers Tracking

Christ the King uses careers tracking systems, including Compass+ where appropriate, to monitor student engagement with careers activities.

This helps us to:

- Record student participation in careers events and encounters.
- Identify students who may need further support.
- Monitor progress against the Gatsby Benchmarks.
- Review whether students are receiving a broad and balanced careers programme.
- Track encounters with employers, further education providers, higher education providers and apprenticeship providers.

This information is used to strengthen our careers programme and ensure students receive meaningful careers education throughout their time at Christ the King.

Student Voice

Student voice is an important part of how we evaluate the careers programme.

Representative groups of students may be asked to share their views on careers provision. This may include discussions with the Careers Lead, senior leaders, tutors, teachers, Enterprise Advisers or external partners.

Students may be asked:

- What careers activities they found most useful.
- What helped them understand their future options.
- Whether they feel confident about their next steps.
- What further information or support they would like.
- How careers could be linked more clearly to subjects and the curriculum.

This feedback helps us to make careers education more relevant and useful for students.

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Parent and Carer Feedback

We value the views of parents and carers because they play an important role in supporting students with future choices.

Parents and carers may be asked for feedback after careers events, information evenings or through online surveys. This helps us to understand how well we have supported families to help students make informed decisions.

Parent and carer feedback helps us to review:

- Whether information about future pathways is clear and accessible.
- Whether parents feel informed about post-16 and post-18 options.
- Whether events and communication are useful.
- What further support families may need.

Employer and Provider Feedback

We ask employers, education providers and training providers for feedback after careers events and activities.

This may include feedback from:

- Employers
- Apprenticeship providers
- Further education colleges
- Sixth form providers
- Universities
- Training providers
- Volunteers supporting mock interviews, careers talks or work experience

Feedback is gathered after events such as careers fairs, employer talks, mock interviews, workplace visits, work experience and curriculum-linked careers activities.

This helps us to evaluate whether events were well organised, whether students engaged positively and how future careers activities could be improved.

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Enterprise Adviser Feedback

Christ the King works with Enterprise Advisers and external partners to review the quality and impact of careers provision.

Enterprise Advisers may support the school by:

- Reviewing the careers programme from an employer perspective.
- Supporting links with local employers and providers.
- Gathering feedback from business volunteers.
- Helping the school identify gaps in provision.
- Advising on how students can better understand the world of work.

This business viewpoint helps ensure that our careers programme remains relevant to the skills, knowledge and experiences students need for the future.

Reviewing Gatsby Benchmark Progress

The careers programme is reviewed against the Gatsby Benchmarks. This helps us to assess whether students are receiving a high-quality careers education.

We use this review process to consider:

- Whether students have access to a stable careers programme.
- Whether careers learning is informed by labour market information.
- Whether careers provision meets the needs of all students.
- Whether careers is linked to curriculum learning.
- Whether students have meaningful encounters with employers and employees.
- Whether students have experiences of workplaces.
- Whether students have encounters with further and higher education.
- Whether students receive personal guidance.

The results of this review inform our careers priorities and improvement planning.

Using Evidence to Improve the Careers Programme

The information we collect is used to improve the careers programme each year.

Evidence may include:

- Student destination data
- Student surveys
- Parent and carer surveys
- Employer and provider feedback
- Enterprise Adviser feedback

- Compass+ records
- Gatsby Benchmark reviews
- Feedback from staff and tutors
- Attendance at careers events
- Work experience evaluations
- Careers guidance records

This evidence helps us to identify strengths, address gaps and ensure careers provision continues to meet the needs of our students.

Overall Impact

The impact of the Christ the King careers programme is measured by how well it helps students to:

- Understand a wide range of future pathways.
- Make informed and realistic decisions.
- Raise their aspirations.
- Develop employability skills.
- Understand the world of work.
- Access meaningful encounters with employers and providers.
- Move successfully into education, employment or training.
- Feel confident about their future.

The careers programme is reviewed regularly to ensure it continues to support all students in making successful next steps.