

## Information, Advice and Guidance. IAG

### Personal guidance (Gatsby Benchmark 8)

Government Guidance: Every student should have opportunities for guidance meetings with a career adviser, who could be internal (a member of school or college staff) or external, provided they are trained to an appropriate level. These should be available for all students whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.

Every student should have at least one such interview by the age of 16, and the opportunity for a further interview by the age of 18, by the end of their study programme.

Personal guidance is the opportunity for students to make sense of the careers activities they have experienced across the other benchmarks and reflect on what this means for their career plans, with the assistance of a qualified careers adviser. Careers advisers can help students to identify ambitious education, training and career options, and progression routes, by exploring potential opportunities with the student, supporting them in assessing their abilities, interests and achievements, enabling them to reach an informed career decision and empowering them to move forward. Students can gain self-development and careers management skills, develop plans for the future and set goals to achieve them.

IAG at NLS: NLS outsources its IAG provision by employing a Level 6 Careers Adviser through a local careers company, Careers Seekers Direct (CSD.)

CSD has achieved the Matrix Standard (Department for Education's *standard for ensuring the delivery of high-quality information, advice and guidance*) which meets the government guidelines.

All Careers Advisors employed by CSD:

- Undertake regular CPD and their delivery is quality assured
- Are professional and supportive
- Are passionate about career guidance

All guidance sessions are evaluated by the students and all students receive a personalised career action plan.

A quality assurance review of provision is carried out periodically using the CDI (Career Development Framework – nationally recognised) by a more experienced IAG Adviser from CSD.

In 2021, CSD were also awarded an initial Licence by the Quality in Careers Consortium to assess and accredit schools for the national Quality in Careers Standard. NLS is currently committed to working collaboratively with CSD to achieve this award.

We currently have a single careers advisor contracted to us and this means we can provide continuity between careers meetings. The independent and impartial one to one careers guidance sessions are designed to facilitate the skilled process of helping a young person know themselves (self-awareness), engaging with their career hopes and aspirations, and supporting them in assessing realistic options and creating a meaningful future. This involves considering the full range of educational and training options. It encompasses engagement with the world of work, helping young people to cope with disappointment, the management of relationships, and for some, concerns at having no idea what they want to be – because of course everyone else does.

Follow up interviews may then be arranged either with the CSD advisor or with Mrs O'Donnell, NLS Careers Coordinator, and can include parents/carers as appropriate.