

Gatsby Benchmarks

Benchmark	Description
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.
2. Learning from career and labour market information	Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
3. Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. Encounters with employers and employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
6. Experiences of workplaces	Every pupil should have first-hand experiences* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.
7. Encounters with further and higher education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
8. Personal guidance	Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

Career Development Framework (CDI Framework)

The CDI's Career Development Framework describes the six career development skills that people need to have positive careers.

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Grow Throughout Life 	Grow throughout life by learning and reflecting on yourself, your background, and your strengths.
Explore Possibilities 	Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.
Manage Career 	Manage your career actively, make the most of opportunities and learn from setbacks.
Create Opportunities 	Create opportunities by being proactive and building positive relationships with others.
Balance Life and Work 	Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.
See the Big Picture 	See the big picture by paying attention to how the economy, politics and society connect with your own life and career.