

HOW WE MEASURE AND ASSESS THE IMPACT OF THE CAREERS PROGRAMME

At **Worthing High School**, we use the **8 Gatsby Benchmarks** as a foundation when planning and delivering our Careers programme. These benchmarks ensure that our careers education is comprehensive and aligned with best practices, providing students with high-quality career guidance and opportunities.

We work closely with the **West Sussex, Brighton & Hove Careers Hub**, part of the Economic Growth Team within **West Sussex County Council**, which supports us in developing and strengthening our careers education strategy across the school. This partnership is integral to ensuring that our careers provision is continuously improving and tailored to the needs of our students.

To measure the effectiveness of our programme, we collect quantitative data that provides measurable evidence of its impact:

Participation Rates in Career Events and Activities: We track the number of students engaging in career-related events, workshops, and activities to assess overall involvement in the programme.

Number of Employer Engagements: We monitor the number of employers participating in our events, helping us gauge the level of external support and opportunities available to students.

Student Attendance at Career-Related Sessions: Attendance data is collected for career guidance sessions, fairs, and other relevant activities, offering insight into student engagement and interest in their career development.

Additionally, we gather qualitative feedback to understand the personal impact of the programme:

Surveys or Questionnaires: We regularly collect student feedback on career events to understand their experiences and the value they derive from participating in such activities.

Focus Groups or Interviews: These are conducted with students and staff to gather more detailed insights into how the Careers Programme is impacting students' career decisions and future aspirations.

Testimonials from Students: We collect feedback from students who have benefited from the programme, providing real-life examples of how the careers education has positively influenced their future choices.

Our provision is reviewed **termly** by the **West Sussex Careers Hub** and the **Careers and Enterprise Company** using the **Compass Plus Tool**. This tool allows us to analyse and evaluate our careers activities against the eight Gatsby Benchmarks, ensuring our Careers Strategy remains dynamic and effective.

The programme is also evaluated annually by key stakeholders—students, employers, and teachers. We gather feedback through questionnaires and surveys throughout the year, using this information to identify areas of improvement and adjust the programme accordingly. This ongoing feedback loop ensures continuous development and refinement of our careers education.

In addition, we collect **Destinations Data** annually, provided by **West Sussex County Council**, which details the institutions and qualifications to which students have progressed. This data offers insights into the effectiveness of the Careers Programme in helping students understand and access post-16 options. While academic outcomes influence destinations, this data reflects how well our Careers Programme has broadened students' understanding of potential pathways.

We also track **long-term outcomes** for students by conducting **follow-up surveys** with current students, as well as maintaining contact with our **alumni** who are often invited back in to discuss their career pathways with current cohorts. This allows us to assess the long-term effectiveness of the Careers Programme by gathering feedback from former students regarding how their career decisions and education were influenced by the support and guidance provided during their time at the school.

By integrating both quantitative data and qualitative feedback, we ensure our Careers Programme remains effective, responsive to students' needs, and aligned with the latest best practices in careers education. This comprehensive approach allows us to continuously improve and tailor our strategy to maximise its impact, while also assessing its long-term value to students.