



NCS & THE GATSBY BENCHMARKS

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BY MAPPING THE NCS PROGRAMME AGAINST SEVERAL GATSBY BENCHMARKS WE HOPE TO
AID SCHOOL PROVISION TO EVALUATE, REFINE AND IMPROVE THEIR CAREERS PROGRAMMES

INTRODUCTION

This document is designed to provide schools with compelling and robust evidence of how the NCS programme supports the achievement of several Gatsby Benchmarks and student participation in the programme can help to showcase 'outstanding' careers provision. This will help to support your institution in highlighting effective careers provision/ opportunities and enable your school to be fully compliant with new School Information Regulations effective as of 1st September 2018.

NCS provides young people with a unique opportunity to build employability skills, engage with a wide range of businesses and professionals, develop leadership skills through social action and, through its graduate programme, have access to experiences that will enrich and support their transition to further education and the world of work.

This document is accompanied by a short form 'mapping aid' which outlines to your coordinators, teachers and wider community how NCS participation can form part of high-quality careers provision taking place. Within this we have given specific examples of activities that have taken places in Phases 1-3 of the NCS programme and NCS graduate opportunities that would both achieve the Gatsby Benchmark and link to the Ofsted School Inspection Framework (2015). We are very keen to support schools – alongside The Careers & Enterprise Company – to both showcase your excellent examples and help you provide powerful evidence of how NCS supports you in your statutory obligations to career provision.

In producing this guidance for schools, NCS has worked closely with The Careers & Enterprise Company to ensure that the information provided to you will help with your school's development, evaluation and action plans for careers provision in light of new guidance that took effect in September 2018.

We are very keen to emphasise that the NCS programme alone does not make up 'outstanding' careers provision. Rather, it can be utilised as a powerful and compelling example of a varied and comprehensive programme of provision that supports the widest range of learners in making informed decisions on their futures.

If you have any queries regarding this guidance, in the first instance speak to your Partner Manager. Alternatively, you can contact the team:

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NCS & THE GATSBY BENCHMARKS IN EFFECTIVE SCHOOL CAREERS PROVISION

With an increasingly rapid change in the expectation of young people in the world of work, it is vital that learners are equipped to enter the workforce with the tools, experiences and confidence to be successful.

The Gatsby Benchmarks are now at the heart of some of the most effective and sustainable careers provision put in place by schools and have helped to form the basis of stable, long-term, and highly-varied careers strategies in schools.

The NCS programme and graduate opportunities (available following completion of the programme) provide robust evidence of contributing to a highly effective careers strategy and more importantly helps learners to acquire and develop the key skills and experiences equipping them to make informed choices about their careers.

By mapping the NCS programme against several Gatsby Benchmarks we hope this will further underline the excellent provision put in place by schools using the Gatsby Benchmarks to inform their careers policy and evaluate, refine and improve upon their careers programmes.

Whilst Gatsby is not an accountability measurement for schools, we have also recognised that fulfilling these benchmarks can make up the basis of self-evaluation of careers and SMSC provision and have therefore further mapped the NCS programme against Ofsted school inspection guidance for leadership and management of careers and student welfare and SMSC.

Not all young people have an identical experience whilst on their NCS journey; the following examples are designed to provide a snapshot to schools of the varied ways in which participation in NCS aids learners to progress to their chosen academic and professional careers and support schools in meeting their statutory requirements in careers provision and evaluation.



BENCHMARK 1

A STABLE CAREERS PROGRAMME

Every school or college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.

The NCS programme supports young people in learning and developing skills that are becoming increasingly important in the modern working world. Whilst on NCS, young people are able to develop and hone their confidence, leadership and independence through a structured programme designed to promote these vital life skills.

NCS can therefore contribute to a whole school approach to Careers Provision and social action. Therefore we have illustrated the specific Gatsby Benchmarks that NCS helps to fulfill and can be incorporated as part of your institution's programme of provision.

We fully recognise that the NCS programme helps support schools in creating a Stable Careers programme and providing compelling evidence for success in this benchmark is designed to complement excellent provision already in place at your schools.

Whilst on the NCS programme, young people have been able to develop their independence, take part in leadership opportunities and engage with employers and companies in order to build new skills and contribute to career plans and their 'next stage' in their educational journey.

We have interviewed young people regarding their experiences and their feedback was extremely positive about the opportunities to demonstrate independence, meet new people and develop their 'next stage' strategies for university and employment when returning to school.



“WE FOCUSED ON RAISING AWARENESS FOR YOUNG PEOPLE’S MENTAL HEALTH. WE FOUND THE CHARITY WERE REALLY HAPPY TO HAVE OUR SUPPORT AND MANY PEOPLE DONATED MONEY BASED ON OUR WORK. I WAS REALLY PROUD OF WHAT MY TEAM ACHIEVED.”

Graduate Feedback, Gatsby Benchmark 5

“I WANT TO STUDY MEDICINE IN AMERICA AND MY GROUP LEADER WAS A SECOND YEAR MEDICINE STUDENT! I WAS ABLE TO ASK HIM A LOT OF QUESTIONS AND HE GAVE US GREAT ADVICE ON HOW TO MOVE OUR APPLICATIONS FORWARDS WHEN WE WENT BACK TO SCHOOL.”

Graduate Feedback, Gatsby Benchmark 7

BENCHMARK 5

ENCOUNTERS WITH EMPLOYERS & EMPLOYEES

Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace.

One of the defining features of the NCS programme is the fact that young people have the opportunities to engage with employers and employees during the course of their summer or autumn programme. NCS participants are building towards a social action project that is intended to raise awareness and, where possible, money for local charities and good causes. Whilst in the course of their Phase 2 activities, young people will gain experiences and training in public speaking and will often pitch their ideas to a panel of employers and dignitaries in a 'Dragon's Den' style event.

Whilst on the NCS programme, young people may take part in CV-building workshops, interview preparation sessions and engage with local employers. Additionally, graduates of the programme who commit to further

engagement are able to take advantage of opportunities such as:

- Bespoke work experience opportunities with Santander in a variety of areas within the banking sector
- EY (Ernst and Young) delivered 'Leadership' sessions to NCS graduates
- Networking sessions with NCS Trust staff to develop understanding of how to enter into a range of job roles
- Meetings with employers to discuss the skills needed for employment in specialised industries
- Sessions led by EY on leadership skills needed for graduate employment

BENCHMARK 6

EXPERIENCES OF WORKPLACES

Every student 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.

The NCS programme goes beyond the summer or autumn experiences for young people. NCS has developed a comprehensive Extension programme whereby graduates have the opportunity to continue their engagement with NCS and participate in a wide variety of events to widen their understanding and experience of the workplace.

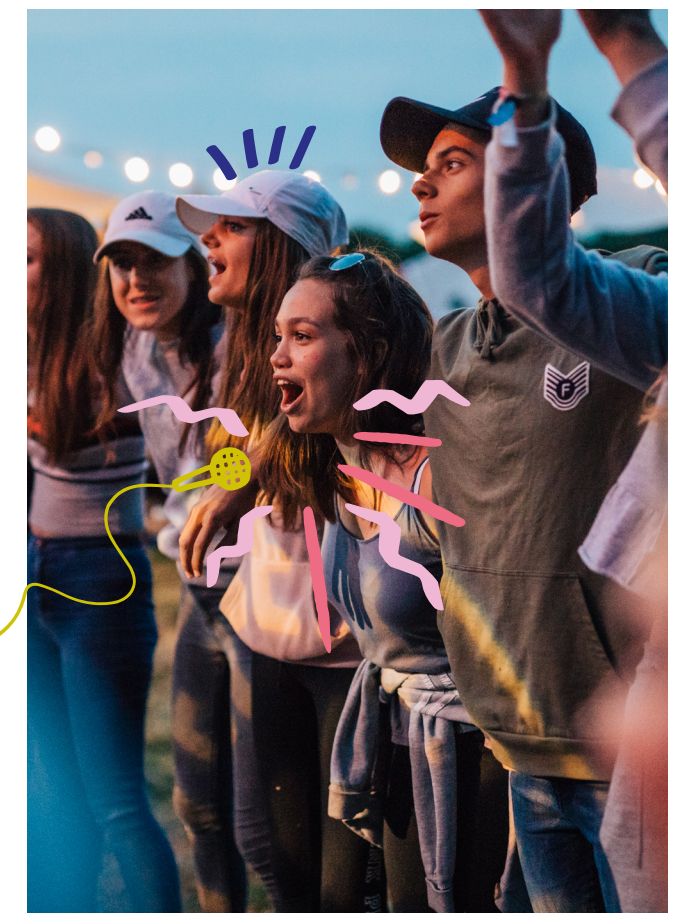
Young people who take up graduate opportunities have a plethora of options available to them. These can be through our Regional and National Youth Boards, political advocacy and engagement, participation in national events such as the commemoration of World War I in 2017 and 2018 and of course extensive experience of workplaces.

Examples of this are extremely varied across the country, but we have selected some below which we feel best illustrate the extensive opportunities available to NCS graduates:

- 87.5% of participants pitched their social action plans to a panel of experts in Phase 3 of the NCS programme
- Work placements with Santander and Her Majesty's Treasury available to NCS graduates
- NCS provides access to the Opportunity Hub, an exclusive platform that allows young people to search for volunteering and work placement roles

The NCS Opportunity Hub has in the recent past offered graduates the following:

- National and Regional Youth Boards
Benchmark 6
- Social Action Star Awards
Benchmark 6
- Opportunity to work with world-renowned industries through apprenticeships and potential progression to degree level courses
Benchmark 6 & Benchmark 7



BENCHMARK 7

ENCOUNTERS WITH FURTHER & HIGHER EDUCATION

All students should understand the full range of learning opportunities that are available to them. This includes academic and vocational routes and learning in schools, colleges, universities and the workplace.

Whilst on the NCS programme, young people have the opportunity to experience independent living – often through staying in university accommodation, learning to cook, budget and take responsibility for themselves.

Alongside the Extension programme, NCS graduates have comprehensive opportunities to encounter further and higher education through university outreach programmes.

The power and importance of these encounters are illustrated by the fact that:

- Entry rates for NCS graduates into higher education are 12% higher than non-graduates
- The impact and value of NCS participation is significantly higher for young people living in areas of low and medium entry into higher education
- Graduates experience university accommodation on the Leaders programme, a residential that aims to equip national representatives of NCS to develop graduates as skilled ambassadors for NCS



To find out more about how you can deliver NCS into schools & colleges, please get in touch with us on education@ncstrust.co.uk and we will connect you with your local NCS Delivery Team.

