



Baroness Barran

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Lord Aberdare
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Dear Alastair,

Thank you for your contribution to the debates on the Skills and Post-16 Education Bill. I am writing to give further details following your question about workforce development for careers professionals at the second Report Stage debate. I will place a copy of this letter in the House of Lords Library.

The Department for Education works closely with the Career Development Institute (CDI). The CDI is the single UK-wide professional body for careers professionals. They are doing excellent work to put in place programmes to train and upskill careers professionals, including a new focus on digital skills. To join the CDI's UK Register of Career Development Professionals, members must be professionally qualified in a career development subject to a minimum of level 6, undertake 25 hours of continuing professional development (CPD) each year and follow the CDI Code of Ethics. This ensures the highest standards of professional behaviours are adhered to by all CDI career professionals.

DfE supports this work by recommending in careers statutory guidance that schools and colleges consult the UK Register when buying in a careers professional. As of February 2021, there are approximately 1600 people on the register. DfE also funds the National Careers Service which employs more than 870 careers advisers to provide free, up to date, impartial information, advice and guidance on careers, skills and the labour market to people of all ages.

Between 2018 and 2021, DfE invested £2.5 million in a Personal Guidance Fund, administered by the Careers & Enterprise Company (CEC) to support the development of new, cost-effective models of personal guidance to showcase the successful delivery of Gatsby benchmark 8 for personal guidance. The fund evaluation highlights the importance of training and CPD for careers professionals to the achievement of Gatsby benchmark 8. This best practice is being shared and embedded so that more schools and colleges can benefit:¹

¹ <https://www.careersandenterprise.co.uk/our-evidence/evidence-and-reports/personal-guidance-fund-evaluation/>

- Through Phase 1 and 2 of the programmes, 84 practitioners undertook level 6 training, 48 undertook other careers adviser training/ CPD and 3410 school and college staff received CPD.
- Practitioners were funded to undertake the Qualification and Credit Framework (QCF) level 6 in career guidance and development or the Level 7 Qualification in Career Development. Many practitioners were given the opportunity to upskill from the Level 3 or 4 to the Level 6 award.
- Advisers who received training talked of developing a professional identity and being more able to reach a wider range of students. School and college staff had increased understanding of careers and personal guidance and the profile of careers was raised in those institutions.²
- Several projects introduced coaching as an advancement for experienced Level 6 qualified guidance practitioners. Coaching skills were identified as an area that would add increased impact to the delivery of personal guidance. This allowed careers advisers to focus on empowering young people to take responsibility for their career related activities.

In the Skills for Jobs: Lifelong Learning for Opportunity and Growth white paper, we set out our commitment to the continued expansion of careers infrastructure, including Careers Hubs, Careers Leader training, Enterprise Advisers and digital support that is proven to accelerate school and college performance against all eight Gatsby Benchmarks, including personal guidance. Between 2018 and 2020, we invested £5.5 million to fund 1,300 Careers Leader training bursaries, and an additional £2.8 million to fund a further 650 training bursaries in 2020/21. Through investing in Careers Leaders, we want to support schools and colleges to become better commissioners of careers professionals

I hope this information is helpful, and I would like to thank you again for your contributions to the Bill's debates.

Yours sincerely,



BARONESS BARRAN
PARLIAMENTARY UNDER-SECRETARY OF STATE

² [Personal Guidance Fund Evaluation | The Careers and Enterprise Company](#) pg. 58