

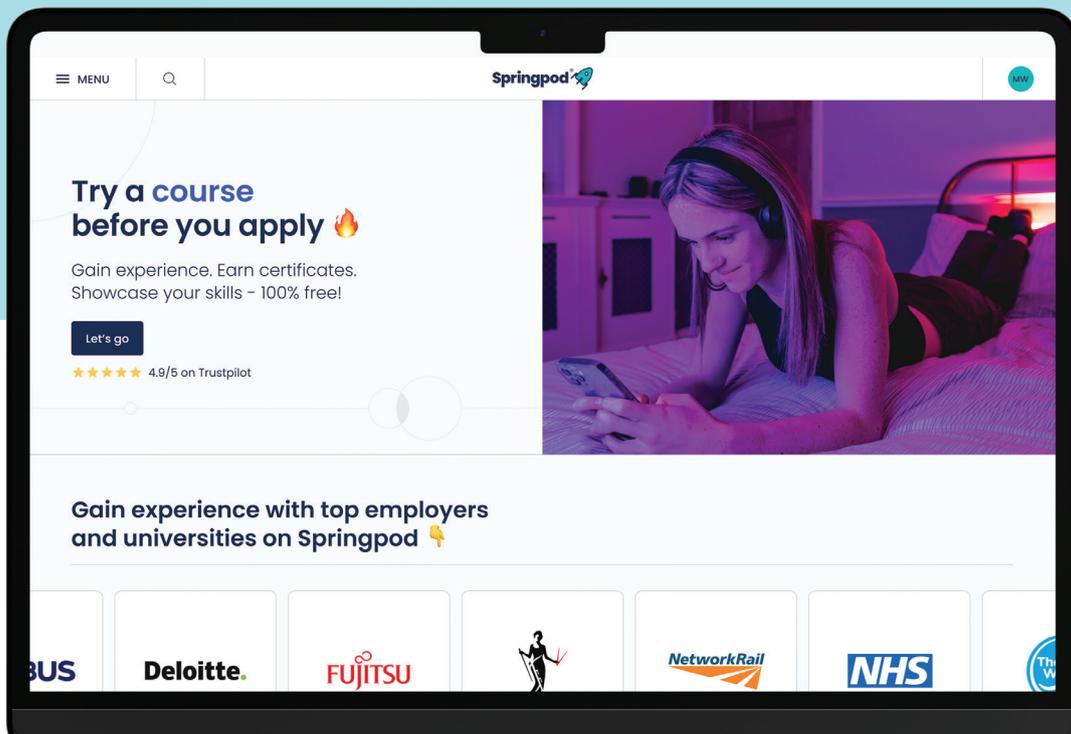


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Springpod & DfE Skills for Life and Industry Insight Programme

Measuring and Evidencing Impact



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Gatsby Benchmark Alignment

Springpod & DfE Skills for Life and Industry Insight Programme

This structured programme supports schools in delivering a sequenced and impactful careers offer aligned to the Gatsby Benchmarks. Through pathway exploration, employer-informed industry experiences and structured reflection, students build knowledge, confidence and actionable next steps.

The programme is designed to support measurable outcomes and can contribute to Compass+ reporting and whole-school careers strategy.

Benchmark 1 – A Stable Careers Programme

The programme provides a clearly sequenced structure:

- **Session 1:** Platform orientation and engagement
- **Session 2:** Post-16 and post-18 pathway exploration
- **Sessions 3–4:** Industry insight (Digital & AI, Construction)
- **Session 5:** Structured reflection and action planning

Students complete guided reflection tasks and identify personal next steps, supporting progression tracking.

Benchmark 2 – Learning from Career & Labour Market Information

Students:

- Explore nationally significant and growth sectors
- Identify emerging roles and skills trends
- Challenge misconceptions about industries
- Increase awareness of the breadth of opportunities within sectors

Reflection tasks capture shifts in understanding and industry awareness.

Benchmark 4 – Linking Curriculum Learning to Careers

Students:

- Identify transferable skills (problem-solving, teamwork, digital literacy, creativity, analytical thinking)
- Recognise subject links to real-world industry applications
- Reflect on how classroom learning connects to employer expectations

This strengthens curriculum-career integration.



Benchmark 5 – Encounters with Employers and Employees

Through employer-informed content and industry case studies, students:

- Gain insight into real workplace contexts
- Understand employer expectations and valued attributes
- Engage in “employer lens” reflection activities

This provides scalable employer engagement where live encounters are not feasible.

Benchmark 7 – Encounters with Further and Higher Education

Students explore:

- Apprenticeships
- T Levels
- Higher Technical Qualifications
- Other progression routes

They evaluate options, identify pros and cons, and develop further research questions.



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Benchmark Mapping Table (Quick Reference)

Programme Element	Gatsby Benchmark	Evidence Produced
Future Pathways session	BM2, BM7	Pathway comparisons, research questions
Digital & AI industry insight	BM2, BM4, BM5	Employer lens reflections, skill identification
Construction Industry Insights	BM2, BM4, BM5	Perception shift reflections, transferable skill links
Final reflection & action plan	BM1, BM2	Confidence scores, next-step commitments
Skills reflection exercises	BM4, BM5	Transferable skills mapping

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Benchmark Mapping Table (Quick Reference)

Suggested evidence uploads:

- Completed student reflection sheets
- Confidence before/after scores
- Student action plans
- Screenshots of completion data
- Teacher summary of delivery

Schools can record this programme under:

- Careers guidance activities (group session)
- Employer encounter (virtual/employer-informed)
- LMI-focused careers learning

For impact statements, schools may record:

Students demonstrated increased awareness of industry pathways and improved confidence in articulating next steps following structured sector exploration and reflection activities.



5**Ofsted-Ready Wording**

If referencing this programme during inspection:

The school delivers a structured careers programme aligned to the Gatsby Benchmarks. Through the Springpod & DfE Skills for Life and Industry Insight Programme, students explore growth sectors, engage with employer-informed content, and reflect on transferable skills and progression pathways.

Students complete structured reflection and action planning, enabling leaders to evidence impact on career confidence, labour market awareness and readiness for next steps.

If discussing intent–implementation–impact:

Intent:

To broaden student awareness of future pathways and growth industries while developing employability skills.

Implementation:

Sequenced sessions combining pathway research, employer-informed industry insight and structured reflection.

Impact:

Students demonstrate increased awareness of sector breadth, improved articulation of transferable skills, and clearer next-step planning.



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Executive Summary for SLT

Springpod & DfE Skills for Life and Industry Insight Programme

– SLT Overview

This programme supports delivery of Gatsby Benchmarks 1, 2, 4, 5 and 7 through structured, scalable careers education.

Students:

- Explore key UK industries (Digital & AI, Construction)
- Investigate post-16 and post-18 pathways
- Develop understanding of employer expectations
- Reflect on transferable skills
- Create personal action plans

The programme includes measurable reflection tasks, allowing schools to evidence improved career awareness and confidence.

It provides a cost-effective way to strengthen employer engagement, labour market education and pathway awareness within the wider careers strategy.

