

**How to evaluate
the impact of
careers
programmes, with
a focus on the
Future Skills
Questionnaire
within Compass+**

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Evaluating through lens of student data



Types of evidence

Feedback

Tells us the initial reactions of participants about satisfaction, usefulness, enjoyment, perceived impact. Different perspectives.

Career knowledge & skills

Tells us about progress towards learning outcomes and preparedness for next steps. Can be used to identify gaps, target further support and monitor change.

Education engagement

Tells us about progress in engaging students at risk of poor outcomes and the impact of targeted activities.

Destinations data

Tells us about proportion making successful transition with detail on pathways for students according to cohort, disadvantage, gender, attainment.

Feedback

Key messages

- Light touch impact evidence
- Range of perspectives
- Vary method to avoid fatigue
- Real time info to make quick judgements; collate to review at year end
- Explore reasons for responses

Tools

- In person: Red/amber/green cards, physical movement
- Virtual: polls in Teams/Zoom, Mentimeter, reactions
- Surveys (examples on Resource Directory)
- Informal feedback, conversations

Career knowledge & skills

Key messages

- Captures learning outcomes – stepping stone to transitions
- Future Skills Questionnaire in Compass+ with data vis
- Use to track progress, explore alignment with local labour market, evaluate programme, identify trends

Tools

- Future Skills Questionnaire in Compass+
- FSQ questions for KS4 or 16-18 available to colleges outside of Compass+
- Skills Builder resources
- Other validated questionnaires for self-belief, self-esteem etc

Education engagement

Key messages

- Important stepping stone to positive transitions
- Useful to track for those at risk of disengagement
- Covers:
 - School or college attendance rates
 - End of unit / end of year assessment grades
 - Effort grades from teachers and staff
 - Student perceptions of learning, interest in subjects, and self-reported behaviours such as time spent on homework
 - Public examination results such as pass rates in GCSEs and Level 3 courses

Tools

- Attendance data
- Attainment data
- Effort/behaviour grades
- Well-established surveys

*Doesn't necessarily require new data collection!

Destinations data

Key messages

- Covers intended, actual, sustained, pathways
- Value of collecting individual student destinations
- Make use of published destinations data
- Use to track outcomes over time for student groups, sustained destination indicates good choice, check for appropriate stretch

Tools

- Compass+
- DfE sustained destinations measures and longer term destinations
- Unit for Future Skills

Future Skills Questionnaire in Compass+

Upgrade now to Compass+

Compass+ is our new tool to help you benchmark, manage, track and report on your school's careers programme.

You can find out more about the benefits of upgrading [here](#).

Schools can upgrade now by clicking on the button below:



Video: see what Careers Leaders are saying about Compass+. [\[Watch on youtube.com\]](#)

[READ MORE AND UPGRADE NOW](#)

Pre-upgrade tasks

It's simple to upgrade, though you can prevent hold-ups by completing the following tasks before you begin:

- Read the CEC T&Cs and Privacy Policy, and the Assembly/Groupcall T&Cs and Privacy Policy. (Note: these may need to be approved by your DPO/SLT)
- Find out the name of your Management Information System (MIS), eg SIMS.
- Have the name and email address of your IT Manager ready.
- Check your school's current list of Compass users and make sure it only includes users authorised to have access to student-level data.
- Please note that unless you complete your upgrade to Compass+ by Wednesday 27th April, you may need to re-start the process since we will be making changes to the onboarding process.

If you've any questions at this stage, see [How to upgrade to Compass+](#).

Ready to upgrade?

Once you've completed the above tasks, click on the button below and fill in the form:

[UPGRADE NOW](#)

Have you upgraded to Compass+ yet?

Once you upgrade you will have access to FSQ

COMPASS
CAREERS BENCHMARK TOOL

[GO TO DASHBOARD](#)

TRACKER
CAREERS PLANNING TOOL

[GO TO DASHBOARD](#)

FIND AN
ACTIVITY
PROVIDER

[GET STARTED](#)

CAREERS
PARTNERS
EMPLOYERS DATABASE TOOL

[GET STARTED](#)

CAREERS LEADER
TRAINING

[GET STARTED](#)

Versions of the Future Skills Questionnaire

There are 4 versions of the questionnaires tailored to key transition points:

1. Starting Secondary
2. Transitioning from KS3
3. GCSE years
4. 16-18 education

There is also a version designed for SEND students. This version is shorter and uses simpler language. It is intended to be used as a part of a careers conversation.



Welcome to the Future Skills Questionnaire

Eva Davies*

- Your responses will be viewed by your schools Careers Leader to help shape and evaluate your career programme and make sure that you are supported to make informed choices about your next steps after school or college.
- The questionnaire takes about 10 minutes to complete. There are no right or wrong answers so please answer the questions as honestly as you can.
- There are two sections to the questionnaire, the first on your career knowledge and skills and the second on essential skills for life and work.
- Your data will be processed in line with the Future Skills Questionnaire [privacy notice](#) which tells you why and how your personal information is processed.

Get Started >

QUESTION 3

Do you know what skills employers need?

Skills are personal qualities and things someone is able to do

No, not yet



Possibly, I'm not sure



Yes, to some extent



Yes, to a great extent



QUESTION 4

Do you know how to find out how much you could earn in different types of jobs?

No, not yet



Possibly, I'm not sure



Yes, to some extent



Yes, to a great extent



Do you know how to make a good impression if you want to be chosen for a position of responsibility?

At school, do you know who to go to for information and guidance about careers?



Have you learned about different careers other than those of your family or carers?

Careers Knowledge & Skills

Do you have ideas about what you might do for a job or career in the future?

Are you aware of some of the types of businesses or employers in your area of the country?



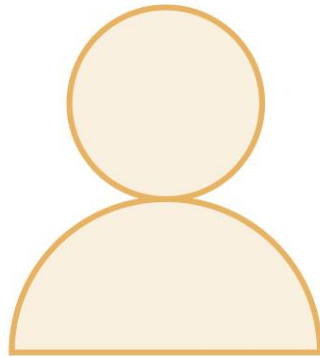
Essential Skills



Using FSQ results

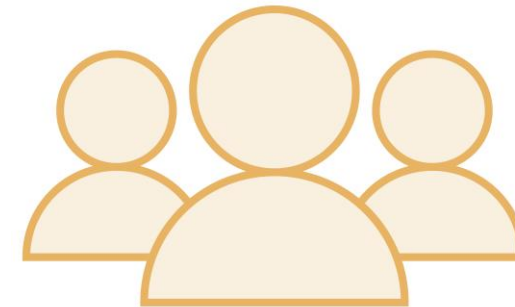
The value of the Future Skills Questionnaire

For Careers Leaders



Support the evaluation of careers programmes and targeting of support.

For students



Gives students the opportunity to reflect on their own knowledge and skills.

How might Careers Leaders use FSQ results?

- 1) Identify areas of strength and areas for improvement for your careers programme
- 2) Compare groups of students
- 3) Identify students in need of additional support

Questionnaire section

Careers knowledge and skills

Sort by

Positive responses

Select sort

Starting Secondary

Number of questionnaires completed



60%

Careers knowledge and skills

Year group

All

% negative		% positive
-37	Q.7	63
-37	Q.10b	63
-37	Q.10d	63
-40	Q.4	60
-47	Q.1	53
-47	Q.2	53
-47	Q.5	53
-47	Q.10a	53
-47	Q.10c	53
-47	Q.12	53
-50	Q.3	50
-53	Q.6	47
-57	Q.9	43
-60	Q.10e	40
-67	Q.8	33
-67	Q.11	22

Transition from KS3

Number of questionnaires completed



63%

Careers knowledge and skills

Year group

All

% negative		% positive
-37	Q.10e	63
-40	Q.2	60
-40	Q.7	60
-42	Q.4	58
-43	Q.10c	57
-45	Q.5	55
-47	Q.8	53
-47	Q.10d	53
-48	Q.3	52
-48	Q.9	52
-48	Q.10b	52
-50	Q.10a	50
-52	Q.12	48
-55	Q.1	45
-55	Q.6	45
-60	Q.11	40

GCSE years

Number of questionnaires completed



63%

Careers knowledge and skills

Year group

All

% negative		% positive
-45	Q.3	55
-45	Q.13	55
-45	Q.15	55
-47	Q.1	53
-47	Q.6	53
-48	Q.9	52
-48	Q.11a	52
-49	Q.14	51
-50	Q.5	50
-50	Q.7	50
-50	Q.8	50
-50	Q.16	50
-51	Q.10	49
-51	Q.11d	49
-52	Q.4	48
-52	Q.11c	48

Post-16 study

Number of questionnaires completed



43%

Careers knowledge and skills

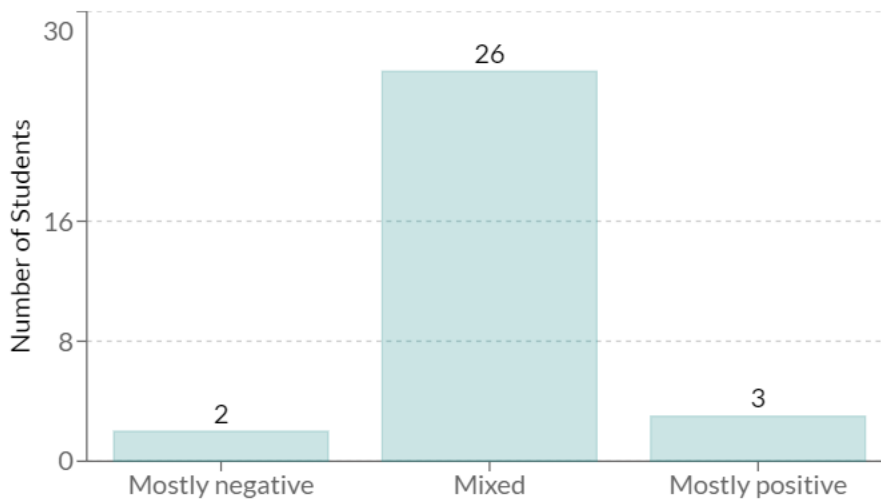
Year group

All

% negative		% positive
-35	Q.6	65
-35	Q.7	65
-42	Q.14	58
-45	Q.3	55
-45	Q.11c	55
-48	Q.5	52
-48	Q.11b	52
-52	Q.1	48
-52	Q.2	48
-52	Q.4	48
-52	Q.8	48
-52	Q.13	48
-52	Q.15	48
-55	Q.11a	45
-58	Q.9	42
-58	Q.10	42



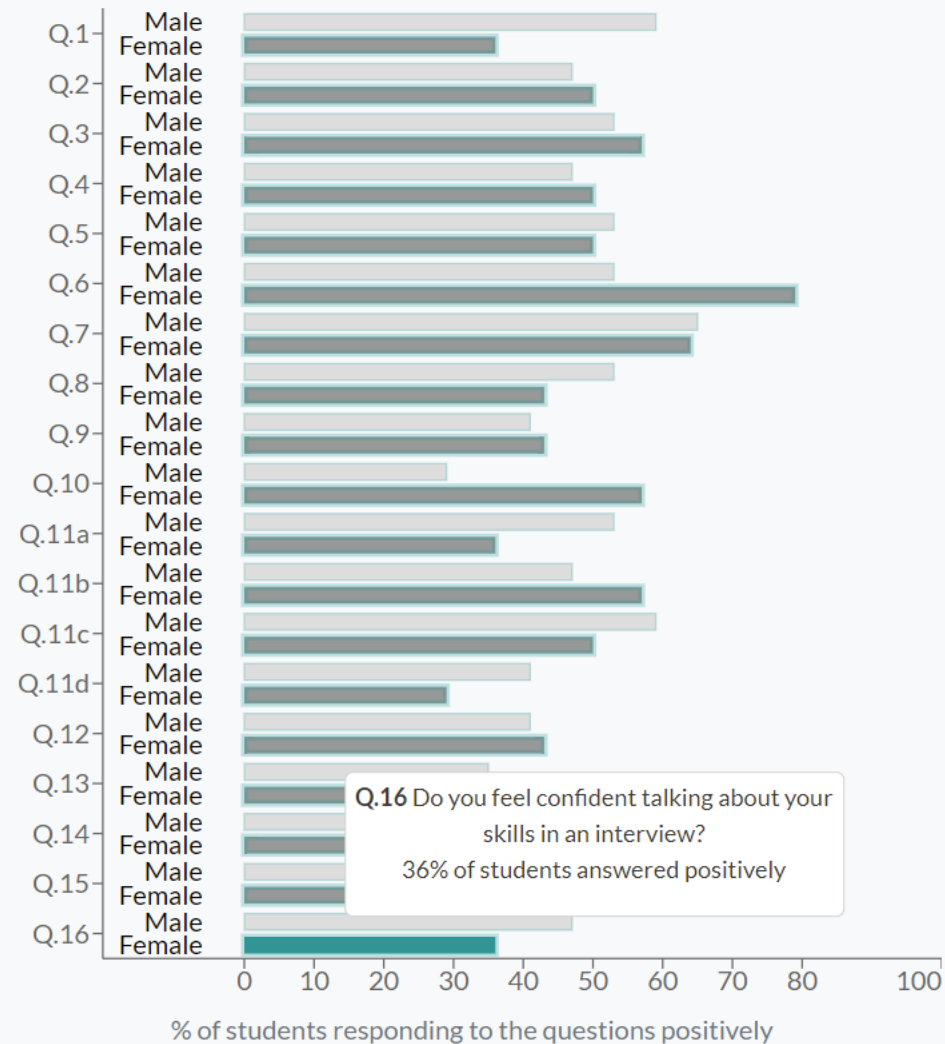
Click on the bar to show student names.



Student drill down

Last Name	First Name	Gender	Tutor Group	Pupil Premium	SEN
Cook	Jessica	F	Form 12x	Y	N
Ellis	Tina	F	Form 12y	N	N
Carter	Sabrina	F	Form 12y	N	N
Hughes	Caitlin	F	Form 12y	N	N

Highlight questions Compare groups Filter
 None ▼ Gender ▼ None ▼



Guidance



Future Skills Questionnaire

What is the Future Skills Questionnaire?

How has the Future Skills Questionnaire been developed?

Careers Leader implementation guide

How to generate questionnaire links

How to download questionnaire links

How to send questionnaire links to students

How to delete questionnaire links

Visualisations

How to use the Future Skills Questionnaire

Student guide

SEND guide

Parent guide

The screenshot shows the Compass+ web application interface. A help menu is open, displaying a search bar with the text "future skills questionnaire" and a list of top results. The main content area shows "evaluation results" with a "Generate Report" button and a table of performance data.

by Benchmark	% achieved in latest evaluation	% achieved	% achieved in previous evaluation	Indicator
stable careers programme	82%	82%	-%	⇒
Learning from career and			-%	→

Coming next!



- Adding the following functionality to the tool in September 2022:
 - Sending links via student email addresses
 - Data visualisations to year on year progress
- Additional support articles, webinars and new training modules (Autumn 2022)
- Analysis of national and local 2021/22 academic year data (Autumn 2022)

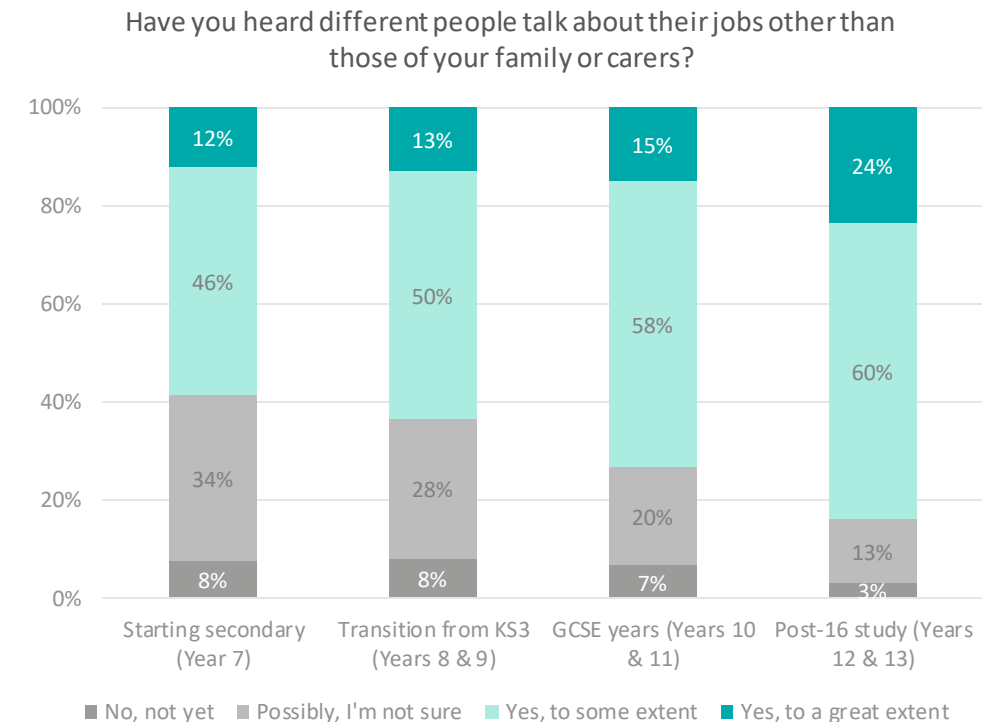
What is the FSQ telling us so far?

Most young people are positive about their understanding of careers as they start secondary school, and this increases markedly with age

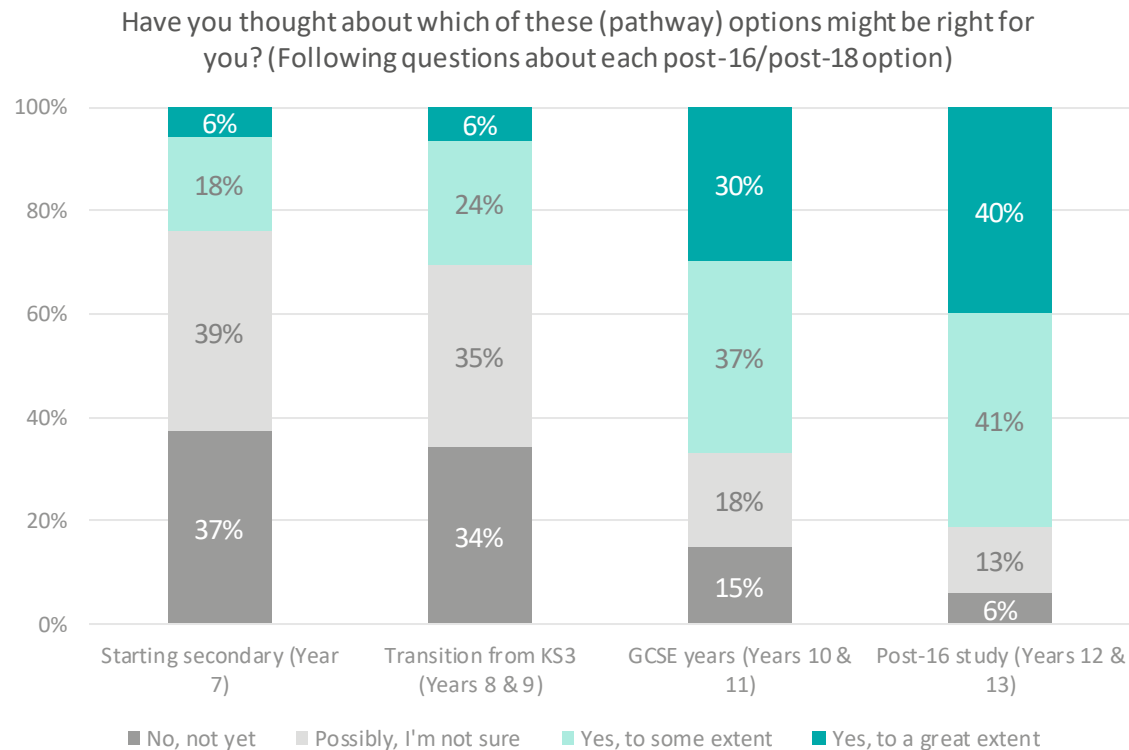
58% of young people started secondary saying they had learned about careers other than those of their family and carers. For students at the point of choosing GCSE subjects, this had increased to 63%, rising to 73% in Key Stage 4 (KS4) and 84% in Key Stage (KS5).

61% of students reported that they knew what skills employers need early on in secondary school, which rose steadily at each transition point to 84% in KS5.

Knowing about earnings in different types of jobs increased from 48% at the start of secondary to 71% in KS5



Most young people are positive about their understanding of careers as they start secondary school, and this increases markedly with age



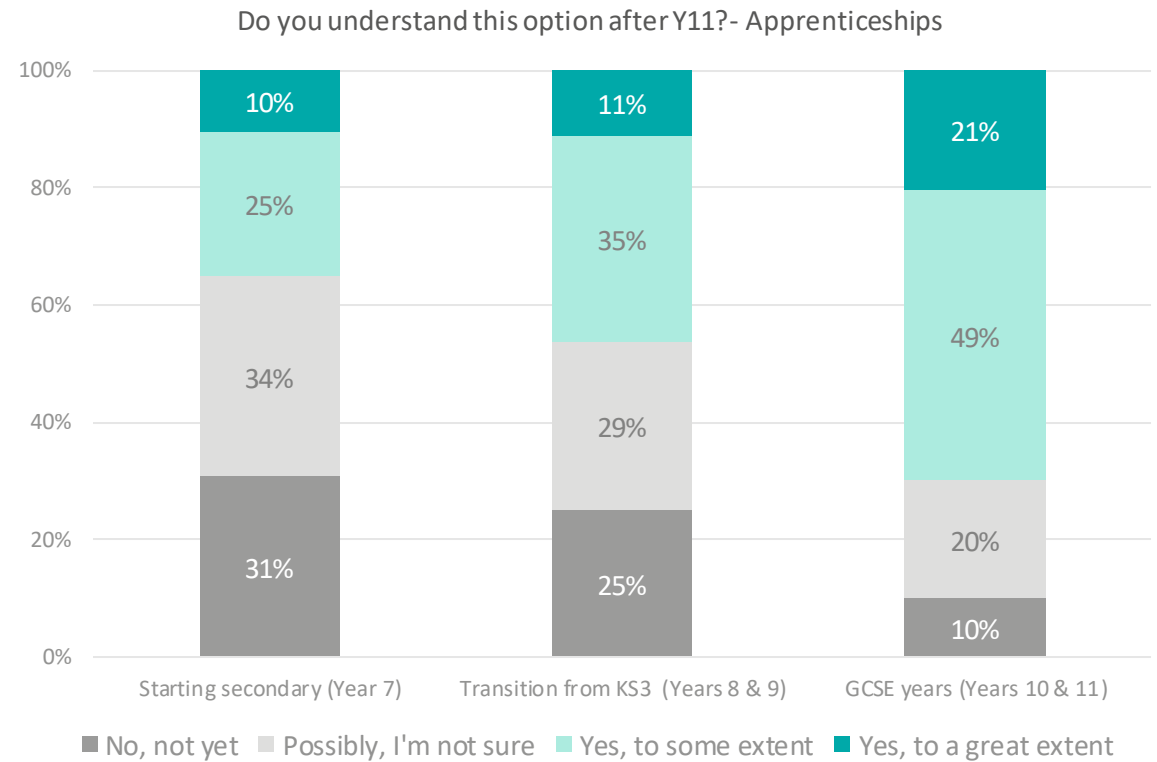
Although the majority of young people said they have ideas about what they might want to do for a job or career from early on (73% in Year 7), a much smaller proportion had thought about their next step after school at this stage (24%). This increases as students progress through school and learn about potential pathways, which is in line with Trends for Education.

Young people have a similar level of understanding about apprenticeships by KS4 as they do of A-Levels

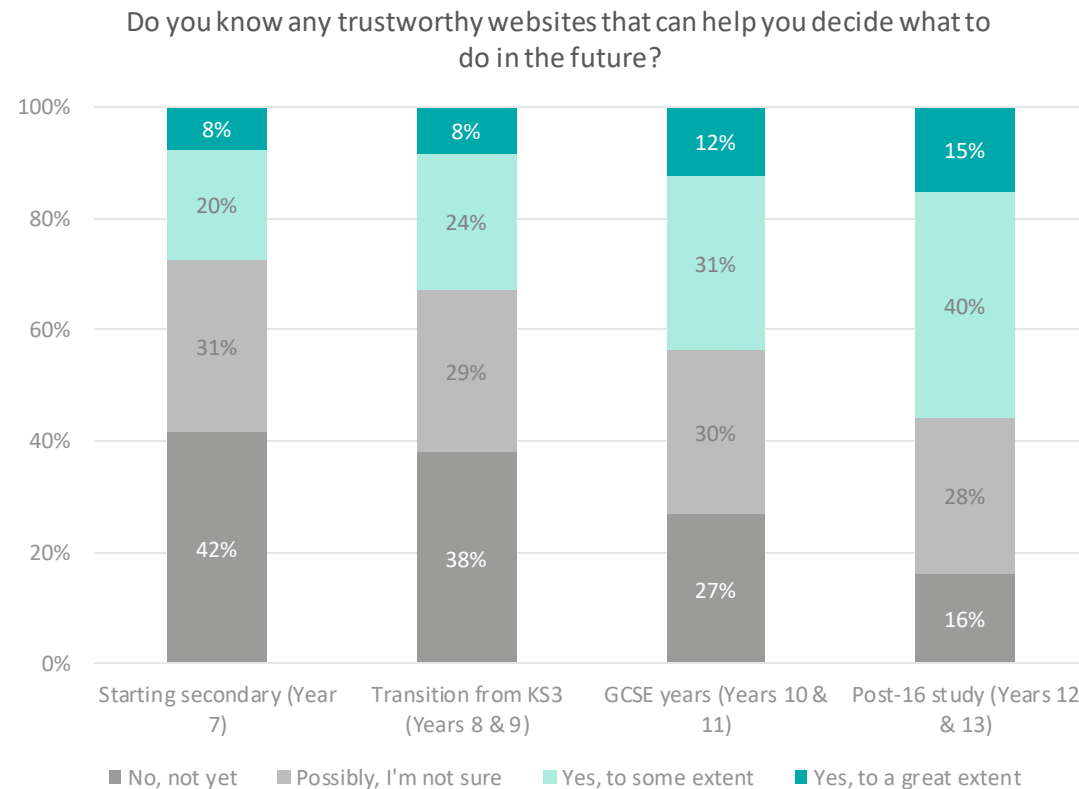
By KS4, 70% of students reported that they understood apprenticeships with a further 20% saying ‘possibly’. This compares to 35% understanding the pathway as they join secondary school and 46% later in KS3.

In line with other [recent research](#), by KS5, the vast majority of students (93%) understood the range of higher education options, including higher and degree apprenticeships.

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There is a need for more signposting to careers support for younger students



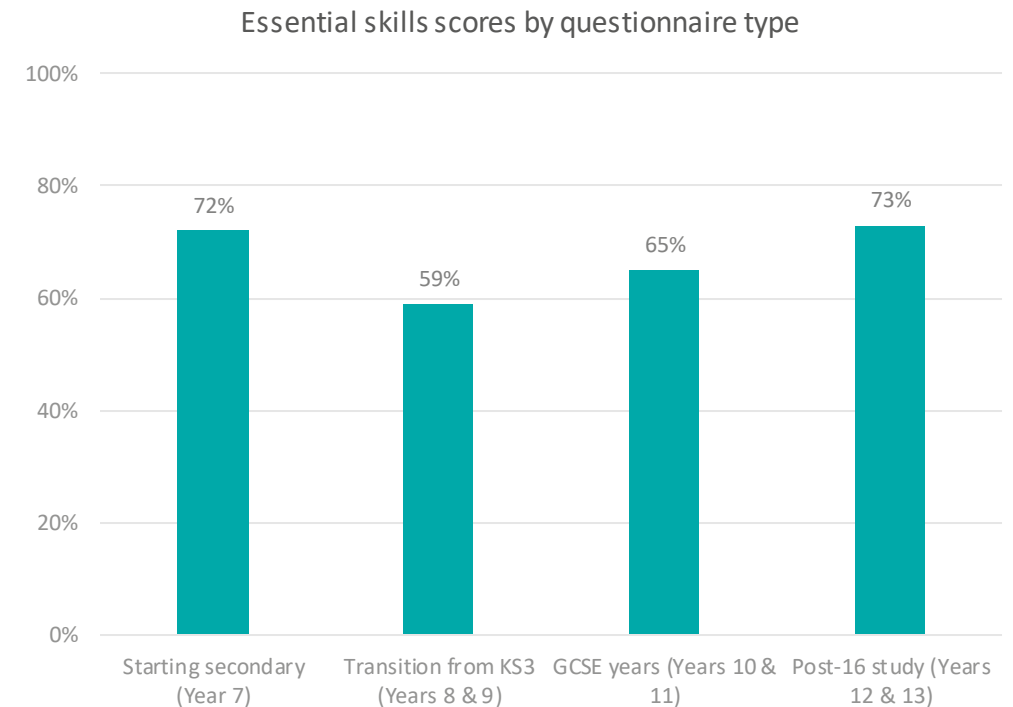
By KS4 and KS5, the majority of students said they had support to make education and career choices either to some extent or a great extent. However, the findings showed that there is a need for more signposting to careers support for younger students.

Similarly, students who knew of trustworthy websites that can help them decide what to do in the future were in the minority during KS3. In KS4 and KS5, there was still a sizeable group (30%, 28%) who were uncertain, but by post 16 study over half (55%) were confident that knew where to go online.

Across the 8 essential skills, on average two thirds of students are confident in their ability

The FSQ also asks questions about essential skills, mapped onto the steps in the [Skills Builder](#) universal framework for essential skills. Across the 8 essential skills, on average two-thirds of students reported confidence in their ability. Scores were higher at the start of secondary (72%), dipped in Key Stage 3 (59%) and rose steadily through KS4 (65%) and KS5 (73%).

Overall, students rated their skills most strongly in the areas of teamwork, staying positive and listening. The areas of lowest confidence were problem solving and leadership.



The mid-year data indicates a link between a school's careers provision and the career knowledge and skills reported by students

Initial analysis indicates that Gatsby Benchmark scores (based on Compass data from the end of the previous academic year) have a link with self-reported career readiness across a range of areas including access to information and guidance on careers, awareness of local businesses and employers, and understanding of pathways. The total score across the career readiness domains was associated with the number of Gatsby Benchmarks achieved by the school at the start of the academic year.

The end of year FSQ data will be analysed more deeply with further consideration of scoring, student and school context and the timing of completion within the academic year.

Technical Note

The analysis is based on 15,385 students who completed the FSQ between September 2021 and 18th February 2022. The students were 55% female, 45% male. 20% were eligible for Free School Meals.

The FSQ is tailored to points of transition with an accessible version for students with SEND. The numbers completing each version were:

- Starting secondary (Year 7) – 3,358
- Transition from Key Stage 3 (Years 8/9) - 6,068
- GCSE years (Years 10/11) - 3,925
- Post-16 study (Years 12/13) - 1,513
- SEND (all ages) – 521

The students covered 100 schools: 91 mainstream secondary, 7 special schools and 2 Alternative Provision. The school sample is fairly representative of schools nationally in terms of percentage of students on FSM (22% compared to 20% for mainstream secondary), proportion of mainstream schools with a sixth form (50% compared to 60%) and region.

The number of responses per school ranged from 10 to 880 with a mean average of 154.

As of mid-May 2022, approximately 27,000 students had completed the questionnaires. In summer 2022, this analysis will be re-run with data from the full 2021/22 academic year.