

Gatsby Benchmark 8: Personal Guidance

✓ What Good Looks Like

Every student should have access to **high-quality personal guidance** from a trained Careers Adviser. This guidance should be:

- **Timely** – available at key decision points (e.g. choosing GCSEs, post-16 options).
- **Inclusive** – expected for all students, tailored to individual needs.
- **Guaranteed** – at least one interview by age 16, and another by age 18.

✳ Please note, **Careers Advisers should be qualified to Level 6 or above in Careers Guidance.**

🔍 Careers Leader vs Careers Adviser – What’s the Difference?

Role	Focus	Qualification
Careers Leader	Strategic oversight of the whole careers programme	Not necessarily Level 6
Careers Adviser	One-to-one or group personal guidance	Must be Level 6+

⚠ In larger schools, combining these roles may not be realistic due to workload and expectations.

💡 Commissioning Independent Careers Guidance

If your school/college doesn’t have a qualified Careers Adviser, you can **commission external support**:

- 📄 CDI Guide to Best Practice & Commissioning ([CDI_120-Career_Guidance_in_Schools-2021-FINAL.pdf](#))
- 🔍 Find a Registered Career Development Professional ([Professional Register - Career Development Institute](#))

📁 Further Information on Benchmark 8

- 🔗 Gatsby Benchmark 8 – CEC Resource Directory
(<https://resources.careersandenterprise.co.uk/browse-category/gatsby-benchmarks/gatsby-benchmark-8>)
- 🇬🇧 Personal Guidance: What Works? – CEC Research
(<https://resources.careersandenterprise.co.uk/resources/personal-guidance-what-works>)
- 🌐 Local Careers Activity Provider Directory
(<https://find-activity-provider.careersandenterprise.co.uk/search>)