

# The development of a tool to measure student progress in career readiness across secondary education in England

Education & Employers / Edge Foundation  
Conference, 2 July 2021

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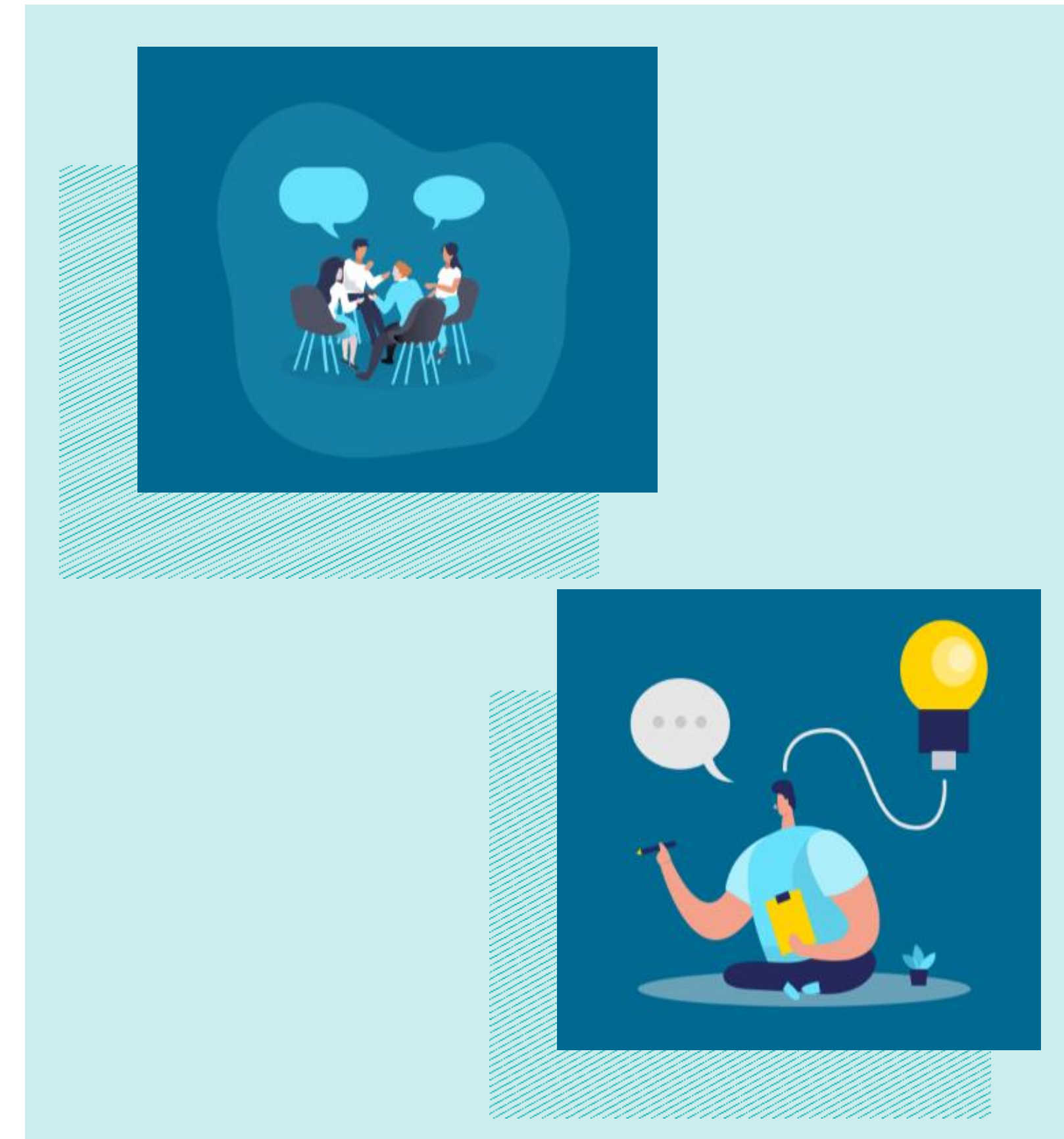
# The vision

- 1| Careers Leaders in schools and colleges use student data to plan careers programmes, maximise impact and tailor to need.
- 2| Data on career readiness elevates emphasis on skills and knowledge needed for success transitions and careers.
- 3| National data on career readiness builds evidence on effective practice and impact that improves provision and secures investment.

## Future Skills Questionnaire

- A student self-completion tool that tracks progress in career readiness across secondary education.
- Short, widely accessible, consistently interpreted, and a positive experience.
- Meeting the needs of Careers Leaders and therefore widely used.

# Future Skills Questionnaire development



# Questionnaire design considerations

1. Neutrality and satisficing
2. Sensitivity and variation
3. Allowing don't know or missing responses
4. Number of response categories
5. Maximising engagement
6. Scoring

FSQ development and pilot detailed in [this report](#).



# Pilot and cognitive testing

## What we did

- In depth interviews with **20 Careers Leaders** from secondary schools, post-16 colleges and special schools to explore scope of questions, implementation, student engagement and potential uses.
- Completion of FSQ by **3,500 students** to check for range of responses, engagement, student views.
- Cognitive testing with **40 students** to explore understanding, interpretation, age appropriacy and implementation.

## What we learned

- Careers Leaders agreed with scope of questions and direct question approach & response options.
- Student engagement was positive and supported by inclusion of open questions.
- Careers Leaders welcomed the SEND version.
- Interpretation of some questions was variable and subsequently simplified.
- Some younger students found some of the terminology complex. Changes have been made to improve accessibility.

# Features of revised FSQ

## 4 versions tailored to transition points

Start of secondary

age 11: new school

Transition from Key Stage 3

age 13: choosing GCSE subjects

GCSE years

age 15-16: making post-16 choices

Post-16 study

age 17-18, making post-18 choices

**SEND version** for any point across 11-18+ study

Up to **25 questions**: 17 on **career knowledge and skills**, 8 on **essential skills**

## Response options:

no, not yet

possibly, I'm not sure

yes, to some extent


yes, to a great extent

## Career knowledge and skills – topics and questions

Labour market awareness	Have you learned about different careers other than those of your family or carers?
	Are you aware of some of the types of businesses or employers in your area of the country?
	Do you know what skills employers need?
	Do you know how to find out how much you could earn in different types of jobs?
	Have you thought about how jobs and careers may change in the future?
Seeking advice & guidance	Do you have support to help you make education and career choices?
	Do you know any trustworthy websites that can help you decide what to do in the future?
	Have you made contact with people who work in jobs that interest you?
Planning and choosing	Do you have ideas about which jobs or careers fit your interests and skills? What are your thoughts at the moment?
	Do you have a plan for... GCSE subjects/your next step after Year 11/after school or college?
	Do you understand these options after Year 11: apprenticeships, A Levels, traineeships, T Levels, other vocational routes such as BTEC / when you're 18: intermediate/advanced apprenticeship, higher education, employment?
	Have you thought about which of these options might be right for you? [If yes] Which of these options do you think you will probably take, and why? [open text]
	Do you understand the short and long term impacts of your education and career choices?
Transition skills	Do you know about different types of recruitment and selection processes, including interviews and assessment centres?
	Do you know how to make a good impression when applying for a course or job?
	Do you feel confident talking about your skills in an interview?

# Essential skills

8 domains, each with progressive age-related steps.

	Start of secondary	Transition from Key Stage 3	GCSE years	Post-16 study
	Working well with others by respecting different opinions	Taking part in group decision making	Helping to resolve disagreements in a team	Suggesting improvements to a team to change the way they do things

Response options

- I don't know what this means
- I'm not able to do this yet
- I know what this is, but I'm not sure if I can do it
- I can do this quite well but could develop further
- I can do this really well





# FSQ administration in Compass+

The screenshot shows the Compass+ interface for FSQ administration. The top navigation bar includes the Compass+ logo, user information for Anna McLeod (Admin), and a school name. A left-hand sidebar contains navigation options: DASHBOARD, EVALUATIONS, PLANS, PUPIL, Current, Left, Questionnaires (highlighted), CAREERS PARTNERS, TRAINING AND RESOURCES, and SUPPORT. The main content area is titled 'Questionnaires' and includes an introductory paragraph about the Future Skills Questionnaire. Below this is a section for 'Generate and manage questionnaire links' with three numbered steps: 1. Select year group (with a dropdown menu set to 'Year 7'), 2. Generate new questionnaire links for your students (with a 'Generate new links' button), and 3. Manage questionnaire links and responses. A table below lists individual students with columns for Last name, First name, SEN Status, Questionnaire type, Questionnaire link, and Questionnaire status. A 'Support' button is visible in the top right of the main content area.

**COMPASS +**

Anna McLeod Admin  
Assembly Demo School / School

### Questionnaires

The Future Skills Questionnaire is designed so that student views can help shape and evaluate your careers programme to ensure that they are supported to make informed choices about their next steps after school or college.

You can find out more about the questionnaires [here](#). You can preview the different questionnaires here: [Year 7](#), [Year 9](#), [Key Stage 4](#), [Key Stage 5](#) and [SEND](#).

#### Generate and manage questionnaire links

Here you can generate and manage questionnaire links for each of your students.

1 Select year group

Year 7

Support

2 Generate new questionnaire links for your students

Generate new links

3 Manage questionnaire links and responses

Here you can review, delete or download your questionnaire links in order to share these with students. Once your students have completed the questionnaire you will also be able to review their responses.

Filter by form or teaching group

Select a group Search name or UPN Reset Filters Actions

Last name	First name	SEN Status	Questionnaire type	Questionnaire link	Questionnaire status
Abdullah	Tamwar	Y	Year 7	170-099-439-25	Not submitted
Adeyemi	Abegunde	N	Year 7	190-517-333-89	<a href="#">View responses</a>
Allen	Louie	Y	Year 9	035-474-200-70	Not submitted
Allen	Elsie	N	Year 7	084-753-510-83	Not submitted
Allen	Bathany	N	Year 7	064-628-714-07	Not submitted
Alsop	Sophia	N	Year 7	804-862-544-62	Not submitted

The screenshot shows a student's response screen for 'SKILL 1'. The title is 'Using your own ideas, in schoolwork and things you do outside of school'. There are five radio button options, each with a corresponding emoji icon: 1. 'I don't know what this means' (confused face), 2. 'I'm not able to do this yet' (neutral face), 3. 'I know what this is, but I'm not sure if I can do it' (thinking face), 4. 'I can do this quite well but could develop further' (smiling face), and 5. 'I can do this really well' (happy face). The first option is selected. At the bottom, there are 'Previous' and 'Next' navigation buttons, and a progress indicator showing the current question is highlighted.

THE CAREERS &  
ENTERPRISE  
COMPANY

### SKILL 1

#### Using your own ideas, in schoolwork and things you do outside of school

I don't know what this means

I'm not able to do this yet

I know what this is, but I'm not sure if I can do it

I can do this quite well but could develop further

I can do this really well

← Previous

Next →

# Using the results

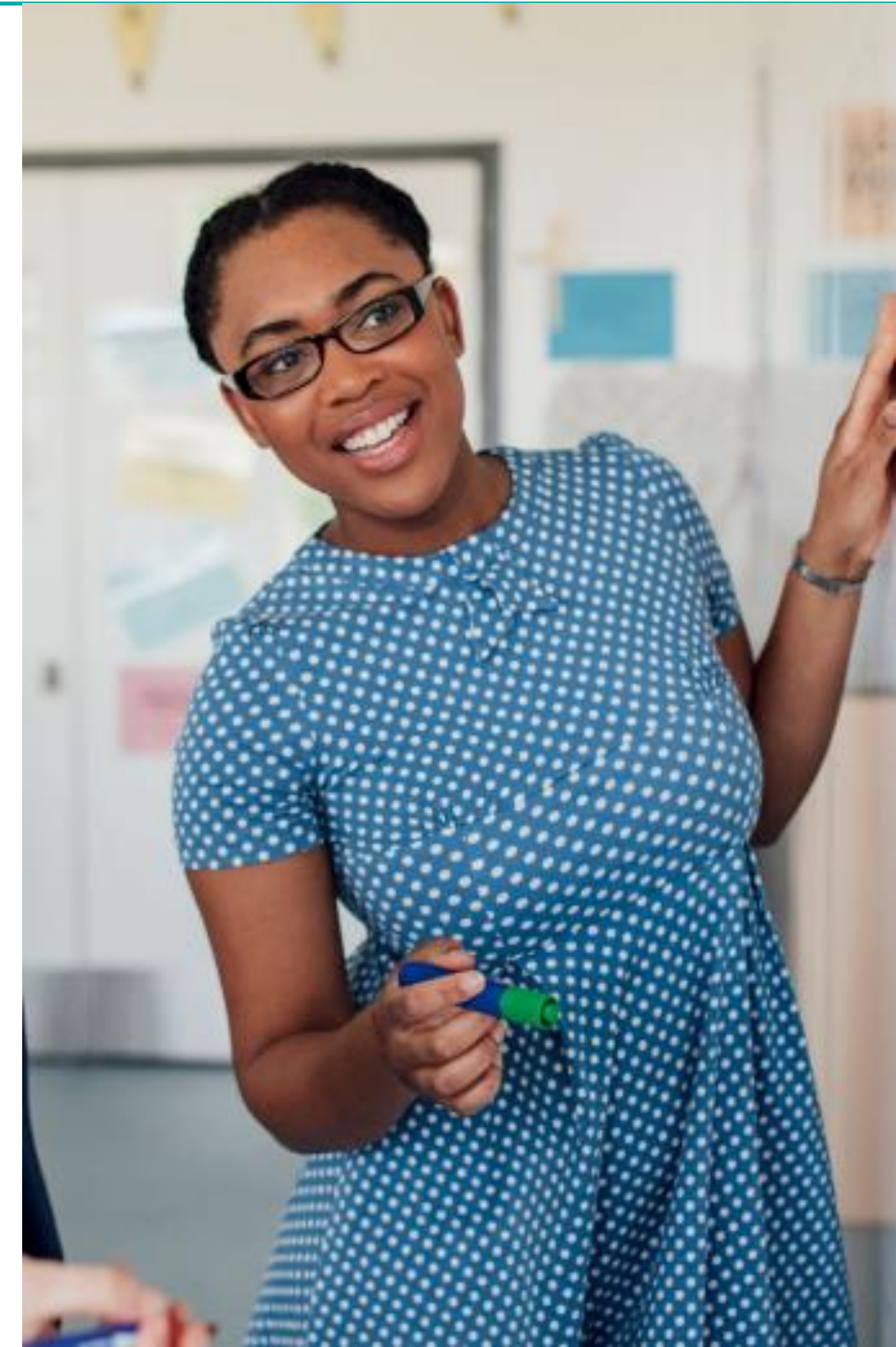
Visualisations will present student-level and group-level data focusing on items with a positive response (% 'achieved').

Linked to Compass+ detail on industry interests, intended destinations, student characteristics.

Accessible to students and careers staff.

Uses identified by Careers Leaders:

- Tailoring support to need (including 1-1 guidance)
- Evaluating careers programmes and identifying gaps
- Embedding careers across school



**For more information:**

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