

/YA B> , ~s-N } > , ~

/L^B# ~ ~ 5>~L^fl ~ 5pL^AL~LT"%oNz >"%A#  
. L-Bp} >y>Bp d CL} L~"N ~., %o HL%o-> , ~%o  
& ~H ~ 5pL ~ >LL^%o fl~"L^..S%o ~ , } ..>~#

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“~”^, HÿB , ~

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ž , £ Ĥ, Ž >“%A¥ Ę L~Bp} >^y%oo  
^L >“L~”, ~., %oo ~..>“p£ >¥%oo

ı : p>“~^L~“pL~ , Ÿ“B } L%Ń ~  
H%HC>~“>nLH%Ńp , , %oo

ž , £ Ĥ, ~%ŃL~“S“pS%oo ^L > , ~ L > , ~ L %oo ~	* 21
--	------

# About this report

5p9^dL... ^"~..L%o~"%fY>~ "> CL~>~> ¥%8%dl > ~n~"pL~LCL ~, NŹ >"%A¥  
Benchmark achievement reported by English schools in 2017/18 to  
"pL~LHŸB> , ~ L} .., ¥} L~" ~, ~"~^>S-S-nHL%o~> , ~%8%8%8S-LHA¥  
"pLs~<L>~ ~L>CL~%8Y^s-n ~"~Lx... ^L%8pL~L > , ~%8s.N ~  
schools across England as well as those with more disadvantaged  
%8HL~"~%8pL~L... ^"~B ~%8L~%8pL... sB¥>~HT~>~Bs Ź ..sB> , ~%o  
, Ns-CL%o~n's~ñ , HB>^LL~ñYŹB~BLN ~> %8HL~"~%o



# Summary

, ~L, N"pL">"nL", Y"B } L%oNš ... CLH%Bp, , LCL B>^LL^...; C\$%~  
S%ñ^L>"L^...; ...^, ~, N%YHL~"%s-%%s-LH...%o CL HL%o~> , ~%o  
s-LHYB> , ~ L} ... ¥} L~" , ^" ^>s-s-n fifi5 ~ %a>" , N5pL~ >^LL^%o  
fl~"L^...S%~ , } ..>~¥%o~n, s-nĒ, ^y", HLCL , ...>~HLCL-BL s%o  
š ...>B"} , HL ĒL s-CL%dn>"LH"pS%oY"B } L, ~>A, Y"~ %Bp, , %o

# 1 | Introduction

Benefits of Gatsby Benchmark achievement for post-16 destinations

3s-BL... "pL Z >"%A% L-Bp} >y%oNn, HB>LL~ nYst>-BL p>CL N>} LH"pL... , C%~ , NB>LL%o ... , n^>} } L%o fl-n>-H%op, , %o-HB LnL%The Lsp"AL-Bp} >y%oLBV>B Cs L%o> LH">"... , C%>-n %YHL-"%AI, } ~ YL>%E sp>BBL%%s-N^ } > , ~ >-H>HCBL L%L^d~BL%oNL-n>ns-nE spL } ... , YL%o >-HLHYB> , ~... , C%HL%o>-H..L%o-> nYst>-BL~, ~ ..L.>L"pL} N~"pLs~L%~%L.%o-HIV"YLB>LL%o ~ >LL%oL>HL%AI, } %op, , %o-HB LnL%oL B, ~%L~" Y%.. %o CL>A, Y"pL C>YL, N"pL N>} LE, ^y N^s .., Cs-n"pLs~... , n^>} } L%o

5pL~ , } ..>%% , E>%B'L>"LHA%5pL~ >LL^%o fl-"L^...%o , } ..>-Y>-HZ>"%A% p>S>AL, Y-H> , ~ " , L->AL%op, , %o-HB LnL%o , %o%opLs~... , C%~ >%a>" , N>%oN% .., CL} L~"... , BL%o %oN) >Bp ~ CL~ %op, , %o-HB LnL%o p>CL Y%H"pL", , " , " ^>By"pLs~... , C%~ ~ ~>%%N"pL ~ , } ..>%a>">A%5pL~ >LL^%o fl-"L^...%o , } ..>-Y HL} , ~%o>L%L>HY... , n^L%oB, %opL"AL-Bp} >y%o E sps~ .., CL} L~"%op , ^L... , ~, Y-BLH's~"pL%op, , %o >-HB LnL%o~ >LL^%o YA%o-H"pL E HL^fl-"L^...%o HCS%o\* L"E, ^y^4

5pL} L>%L} L~", NZ>"%A% L-Bp} >y... , C%~ .., C%HL%>Y>AL L C%HL-BL, ~"pL %%b} Bp>-nL's~ B>LL^%bHYB> , ~Lj LB ~n%a... , ^"N, } 5pL~ >LL^%o fl-"L^...%o , } ..>-Y"s..Y"N, } L} ... , YL%o>-H"pL~

B, ~"sAY , ~, N} >-Y...>B , ~L%o-H, ^n>-%o , ~%o 7 } >"L Y%p, ELCL^"pL} L>%L, N%BL%o%o pL"pL~ %pLHY>s% , N... , C%op... , ^P%o f L%t

B>LL%o Lf

# Aims

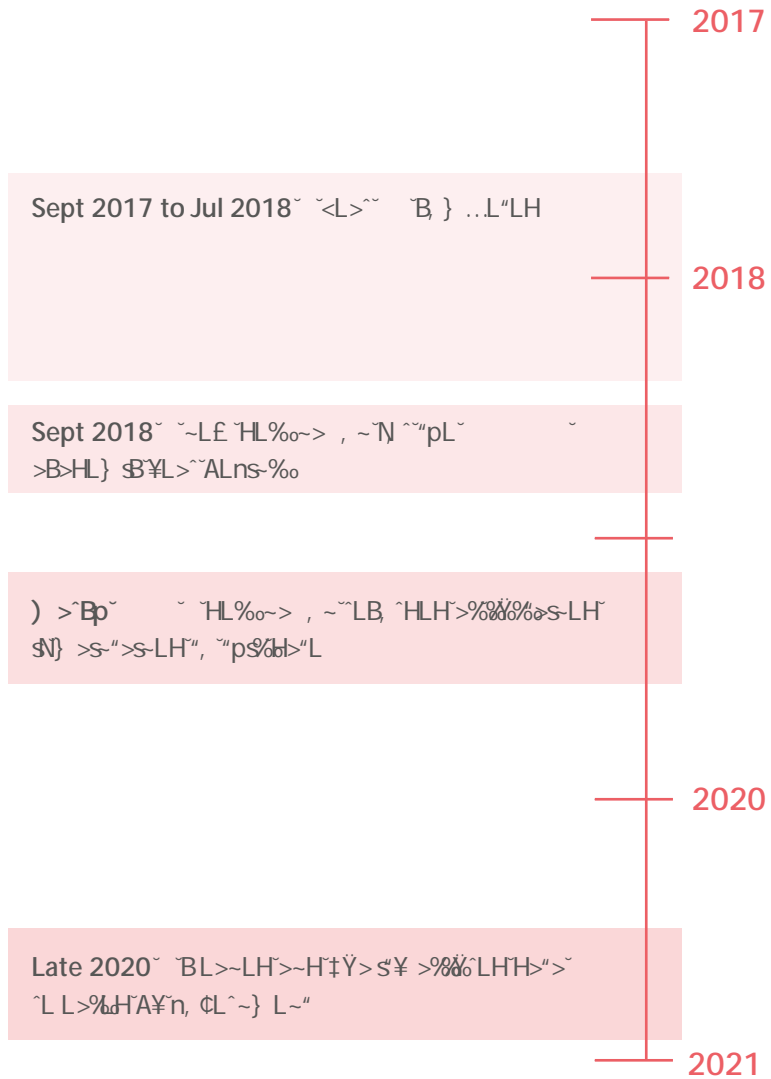


# 3 | Methodology

5pLB, ^L, N^pL} L^p, H, n^L%  
 s^B ~LB ~nZ^>^%L~Bp} >y  
 H>^N, } 5pL~ >^LL^%o fl~L^..%  
 ^, } ..>~%%, } ..>%bt>^A>%E s^p  
 ..YA s^n, CL^~} L~^H>^, ~%p, ,  
 LCL HL%o-> , ~%o

5pL}, %LBL~^%L>^N^E pSp^pL  
 n, CL^~} L~^p>%L L>%H^Y>s^%  
 >%LH^%p, , LCL HL%o-> , ~%o  
 H>^~LNL^%a ~L>CL^%M, } ~pL  
 ^>B>HL} s^%L>^ 5pL  
 B, ^L%a ~Hs~n, } ..>%bt>^A>%o  
 s^pL, ~L^Y%LH^s, Y^3>^L, N^pL  
 \* > , ~ ^L..^" ~ B, %pL  
 ^%p, %e~HB LnL%E p, %o  
 ^, } ..>%bt>^s~N^} %p>^L..^"  
 ^p>CL^%L^3">nL ~ .., C%o~  
 >~H^n, CL^~} L~^H>^, ~^pL flf15  
 , Y^B } L^M^~p, %E p, E L^L^s  
 <L>^ s~ ^N^E p, }  
 HL%o-> , ~%bt>^E L^L^L>%dH  
 s~>^L

/ >^ } L s-L^N^%YHL~^%L>C^s-n<L>^~ s~\$Y^



) >^Bps-n">yL%a>BL, ~^pL B ~L} .., ^>~L, Y%2\* ^, ^&^ ~ %p, , L%aA s^p} L~^~Y} AL^B ~%BL^s-n">%o~pL^..L^s Y%2\* %o nnLH^s~pL  
 ^, } ..>%bt>^%o%o %o} ..L, N^p, , ~>} L%a^L B } ..>LH>B, %pL } >^BpLH^H>^%o%o B ~T^} ~pL } >^Bp



/ L%o-> , ~%e^L~L.., ^"LH">%e~.L^BL~">nL^TnY^L  
N^~"pL^...^, .., ^ , ~, NL>Bp^n^>H^Y> ~n^B, p, ^"p>"  
%%%e^s-%hYB> , ~ L} ... , ¥) L~" , ^" ^>s-s-n^9^3Bp, , %o  
E s^p^%Bp^%o> ^B, p, ^" %p>" .L^BL~">nL%} snp^AL  
H^B, %eL, Ns-Hs^s^Y>%e^L^B^YHLHN, } ~"pL^H">%e^  
A^f^n, eL^~} L~" ^10^3s-BL^E L^>L^>~>¥%e^n^>.L^BL~">nL^  
, Y^B, } L^>~>...^, ...^s^L^>~>¥ B> ^"L^Bp~\$Y^L^%e^  
nL~L^>^%e^H^s-L>^} , HL ^11

5pL^f^Y>^s^¥, NB>LL^%a^, C^%e~^%d^... ^"LH^Y%e^n^"pL^  
Z^>^A^f^B, } ...L , ~%e^L^s^%Bp, , %e^%o^N^L^... ^"LH^  
^, } ..>%e^d^Y^~%e^> , E^N^~>n^>Y^>Y^HL^%e^Hs-n^  
, N.., C^%e~^"pL^..L^BL~">nL^B, } ...L , ~, NL>Bp^  
s-Hs^s^Y>^AL~Bp} >y^%e^ ^L^%e^eL^>nLH^>B^, %e^pL^  
Lsnp^AL~Bp} >y^%e^, ~L^%e^"s^>.L^BL~">nL^%e^L^  
"p>"^E Lsnp^%e^>Bp^, N^pL^AL~Bp} >y^%e^f^Y> ^>~H^  
s-B, ^.., ^>L^%e^pL^B, } ...L , ~, N> ^%e^A^AL~Bp} >y^  
%e^L^%e^

/ L%o-> , ~, Y^B, } L%e~HB>^LL^~nY^H>~BL^p>eL^  
>~>nL^, N.., %e^AL^B, ~N^Y^Hs-n^N^B^, ^%e^Bp^>%o  
>B>HL} s^>Bp^eL^} L~" ^>~H^B, p, ^" ^Bp>^>B^L^%e^B^%d^, ~  
s-%e~BL^%e^, , %e^s^p^eL^f^psnp^>B>HL} s^>Bp^eL^} L~" ^  
E pL^L^"pL^C^>%e^} >w^s^¥, N^%e^Y^HL~"%a^, n^L^%e^%e^ psnpL^  
LH^YB> , ~.., %o ^s^L^¥>Bp^eL^eL^f^psnp^... %o f^f^f^5^

^Ln>HL^%o^N^pL^s^B>LL^%a^, C^%e~^"~^%Bp^%Bp, , %o  
B>LL^%a^, C^%e~^} >¥^AL^} , ^L^N^B^Y^%e^H^, ~, "pL^  
>%d^B^%e^Bp^>%o, %o ^B, Y^%e^Bp, s^L^%e^} , C> , ~  
Y^HL^%e^Hs-n^N^"Y^L^B>LL^%e^~H^..L..>^s-n^N^... %o  
^>...s^> , ~%e^Bp, , %e^psnp^¥^H^%e^H^>~>nLH^>L>%e^  
E p^Bp^, l L~p>eL^psnp^>H^Y^"Y^L} ... , ¥) L~" ^>~H^, E^  
s^L^nL~L^> , ~>..>^ Bs.> , ~s^LH^YB> , ~ } >¥^s^eL^%e^  
, ^L^s^B>LL^%a^, C^%e~^%d^B^f^B> ^>^nL^LH^>, Y^H^  
.., %o ^L~n>nL} L~" ^1, ^"pL^%e^L>%o~%e^L^s^B^YHL^>  
^>~nL^, NB, ~^, C^>s^AL^%e^s^B^L>%e^B, ~HL~BL^"p>"  
E L^>L^s^HL~ N^s-n^>~>eL^>nL^Y^HL^¥s-n^L^> , ~%e^s^.  
>B^, %e^Bp, , %e^s^>~s^"L^} %o^N^N^B^, ^%e^Bp^>%d^eL^  
, N^H^%e^H^>~>nL^>B>HL} s^f^n^>HL^%e^%e^L^"¥..L^, B> , ~  
>~H^, N^%e^H^in^>HL^5pL^N^"Y^%e^, NB, ~^, C^>s^AL^%e^%o  
%e^H^s^~"pL^...L~Hs^

L^s^s^AL^%e^, , %e^>eL^"pL^N^"Y^%e^, NB, ~^, ^  
C^>s^AL^H^>^>C>s^AL^N^"pL^...^} >¥, Y^B, } L^C^>s^AL^  
, eL^> ^%e^%e^s^LH^f^f^f^5^E s^p^%e^} L^LH^YB , ~%e^%e^} ...L^  
%e^L^N^"Y^B, } , ~, Y^L^%e^Bp^>%e^...L~ BL^%e^%e^%o  
E pL^L^"pL^%e^> .L^BL~">nL^C^>Y^L^%e^ ^, Y^L^Y^..>yL^  
>L^... "L~ > ¥^H^%e^, %e^L^>~H^%e^...L^L^%e^H^A^¥^"pL^  
/ L..>^} L~"N^"f^H^YB> , ~s^"pL^s^..Y^A^s^%e^ %e^B^%o

f^, ^} , ^L^HL^>s^%e~"pL^%e^, , L^eL^HL^%e-> , ~%e^>^>C>s^AL^s^f^l~n>~H^..L>%e^%e^L^/L^B^f^~ 5 } s^%e~) ^ z^Y^HHL^%e~ / ^ 5pL^  
L~H, N^pL^, >H^~^s^f^Y^s-n^"pL^~>%e^L~" ^L^H, N^%e^B^H>¥^LH^YB> , ~" ^>~%e^, ~H>^> \$^Y^>~^, N^f^H^YB> , ~>~H^: , ^y^ ~ ~ 7 , " ^

^, ~BL^E L^L^B^YHL^...C^>L^%e^, %e^p, %e^, Y^%e^ >~"p, E s^, , > , < "E s ~B ... 1 S

# 4 | Results

## 4.1 How do Gatsby Benchmarks relate to post-16 pathways?

5p%dl > , ~%ps.%%%> %oB> ¥%aa~sTB>~">~"pL~ ~LCL 5p%dlCL ~, N%aa~sTB>~BL~sHB>"L%ap>" nsCL~"pL%q} ..L~ %pL~>~H~LCL ~, Nc>^s , ~s~"pL~L > , ~%ps.~>B, %%s-HsH> %ap, , %EL~>L~>...^, as >"L ¥ B, ~THL~"~"p>~"pL~ , A%oCLH^L > , ~%ps.ALS-n~., %oCL %s, "H^L", Bp>~BL c>^s , ~s~"pL^H">^>, ~L ~"~"p%bt">%o EL^B>~AL~ B, ~THL~"~"pL^L %s~., %oCL ~, ~ |L^, AL~LT^N, } B^LL~...^, c%o~N ^fifl5, Y^B } L%o HH%dj LB"%pL...^, A>Ass¥, NALS-n~fifl5HsHLHAY~"pL~...^, A>Ass¥, NALS-n~, ~ fifl5

5>AL~ ~ <L>~ ~ , p, ~"/ L%o-> , ~%o

Red Header Row		
Red Separator Row		

f1x> } s-s-n~s-Ht>Y>~, Y"L%£L~HL~ N"p>"pL~  
.., %¢L~L > , ~%ps.%£ sp~fif15, Y"B } L%¢L^H~¢L~  
, %¢A¥}, ^L~%YHL~"%¢L, s-n~>...L~ BL%ps.%¢~H~  
L~"L^s-n~¢p, , %¢"p^N^} %¢>%¢...%¢H", 1 fl, ~  
%¢"p^N^} B, LnL%¢>~H^A¥>~LHYB, ~s~Y~"~>BLH~  
%YHL~"%£ sp~Y~y~, £ ~HL%¢~> , ~%¢>B>Ln, ^¥  
, l L~B ~%¢L^LH", ^AL^>"psnp~S%¢, N\* fif15"~HLLH~  
%¢p, , %£ sp~psnpL~..^, ..^ , ~%¢N.., %¢ ~%YHL~"%¢~  
Y~y~, £ ~HL%¢~> , ~%£L^L^>%¢~¥..B> ¥%¢p, , %£ sp~  
psnpL~..^, ..^ , ~%¢N%YHL~"%£ p, £L^L^B ~T^} LH~  
\* fif15 N^L>Bp~..L^BL~>nL~.., s~", N"pL^B p, ^ 5"

## 4.2. What are the outcomes for disadvantaged schools?

5pL...%o cL~L > , ~%ps:AL"É LL~L... ^"LHŽ >"%A% L~Bp} >^y... c%~>~Hfifif5, Ÿ"B } L%o%o, ~nL~  
s~%Bp, , %E s~p } , ^LH%HC>~">nLH's">yL%b>AL ~ 1, ^s~%~BL B ~%bL^s~n~pL } , %dH%HC>~">nLH  
‡Ÿ>"L~, N%Bp, , %o

ž, € B ~%#b~"š%ps%dl > , ~%ps.ž, €L~ } L

5pL~L%~%~HB>L~"p>~>~s-B'L>~%~N, ~L~N~  
AL~Bp} >y~ALS-n~B } ..L~LHL~fY>~L%~>~"~%~.~B>~  
s-B'L>~%~s~"pL, HH%~N>~"~nsfL~"~%~YHL~"~ALS-n~s~  
%~%~%~s-LH~fifl5, N ~>B, %~%~%~"pL%~%~ ..L~  
%~%~%~%~B> ~%~%~s~fB>~"~>~"pL~ ~LCL~ ~f, ~s~%~%~BL~  
"pL~L~.~LB~LH~"~, ~ flifl5~>~L~N~"~>~%~p, , ~E~sp~;~L~  
AL~Bp} >y%~%~Y~HAL~ ~, ~"ps~%~%~>~%~%~B } ..>~LH~  
", ~ ~N~"~>~, "pL~E~%~%~%~s>~"p, , ~E~sp~ ~  
AL~Bp} >y%~%~

5pL~.., s~"~L%~%~>~L, N~"pL~LQLB~"~%~L~%~%~nL~s~"pL~  
~B~p, ~"~, N~%~p, , %~p>~"pL~ ~B~p, ~"~  
, N~%~p, , %~%~ psl~"ps~%~%~>~Lj~LB~"pL%~%~>~%~%~ ..L~  
%~%~L~s~ ~s~>~%~%~>~%~%~pL~.., %~%~%~%~"p>~"pL~  
.., %~%~CL~L> , ~%~%~.~AL~"~ELL~"~L.., ~LH~AL~Bp} >y~  
%~%~L~%~%~H~fifl5, Y~B } L~%~%~%~LBs-LH, CL~ ~ } L~Z, E~LCL~  
"pL~>~>~%~%~B>~"~, "B, ~B~Y~%~%~L~%~HL } , ~%~%~>~L~>~"~%~

%~%~p~HLBs-L ~>~%~%~%~%~%~%~H, ~, ~%~%~E, "H>~.., s~"~%~  
>~%~%~pL~L } >~%~AL, "pL~"~%~%~Y~B~Y~>~"~QL~L~BL%~AL~"~ELL~  
"pL~B>L~H>~%~L>~%~%~%~H~>~%~pL~LCL, N~%~%~s, ~s~  
H>~>~%~%~%~%~%~, ~>~nL", "H>~E~%~%~, ~n~B, ~B~Y~%~%~%~%~, } ~  
"pL~Bp>~nL~

5pL~L> , ~%~%~.~AL~"~ELL~"~L.., ~LH~Z>~"~%~%~.., %~%~%~  
>~H~fifl5, Y~B } L~%~%~%~Y~HB, ~ ~Y~L~AL } , ~s, ~LH~s~  
N~"~Y~L~%~L>~%~%~, ~n~%~%~L, ~n, s~n, ..L~> , ~>~B~%~%~  
", ~L~%~%~L~"p>~Z>~"~%~%~.~L~Bp} >y%~%~L } >s~LQLB~CL~  
} L>~%~%~L~%~%~N~Y~HL~%~s~n~B>~LL~"~.., %~%~%~>~>~HB~ ~ ~Y~L~  
", ~%~%~CL~>~%~%~B>~%~%~B", , ~N~"~%~p, , %~%~%~.., CL } L~"~  
\* , ~L~"pL~L~%~%~%~"ps~%~%~s~"~"pL~L~>~L } >~L~s~  
%~%~%~%~B> ~%~%~%~s~fB>~"~.., %~%~CL~T~Hs~n~%~%~HL~ TLH~  
s~"~E, %~%~%~%~%~Y~L~"~%~L>~%~%~.~s~ ~n~%~%~, ~n~%~%~", "pL~  
.., A>~AL~C>~Y~L, NB>~LL~"~.., %~%~%~





# 5 | Implications

5pL%~L% "%~L...B>"LH">B', %%E, ~>~Y>`B, p, ~"%oN  
<L>~ ~L>CL^%ð%nnL%~pL^L`S%~... %o CL~>%dBs> , ~

5>AL ~ f%o} > ~n~pLT%> ~c> ŸL, NHQL~L~"~LdL %oNB>LL~nŸd~BL...; c%~s~fi~n>~H

<b>Scenario</b> <i>(all scenarios are relative to scores of zero Gatsby Benchmarks in all schools)</i>	<b>Average benchmark achievement</b> <sup>20</sup>	<b>Sample of schools in-scope</b>	<b>Increased post-16 EET students p.a. vs. zero benchmarks</b>	<b>Estimated savings p.a.</b>
<b>1. Provision in the 2017/18 Schools Analysed in this Paper</b> (Detailed description of scenario 1)	(Average benchmark achievement data for scenario 1)	(Sample of schools in-scope for scenario 1)	c. 1,400	(Estimated savings p.a. for scenario 1)
<b>2. Provision in the Schools with Compass Scores for March 2020</b> (Detailed description of scenario 2)				

5pLšHL~ TLH^L > , ~%ps.A>%dH, ~  
H>~>%ännL%%p>~"pL~>CL^>nL>Hhs , ~>~Y} AL~  
, N%ŸHL~"%%~L^s-nB, -T^} LH %%%s-LHfif15~  
HL%o-> , ~%a, %o s%A, Ÿ" .L^ŸL>^nsCL~"pL~  
LCL , NB>LL~nŸst>-BL^... , C%o~%p, , %d... ^LH's~  
) >Bp~ B } ..>^LH", sN%p, , %a, C%HLH~, B>LL~  
nŸst>-BL>%p L>%LHAŸ"pL Ž >"%AŸ L-Bp} >y%o  
3BL->^s ~ N, } 5>AL~ 5pL%oB LB CL1Q, ~%o  
>B, %%pL%B", ^E, ŸHAL E, ^"p>... , sŸ >"L Ÿ } ~  
s->~Y> T% %cs-n%dl, } ~sN } L\* fif15B %%%, -L~  
~, ~n"p>"n, HB>LL~nŸst>-BL B~%dBŸ^L } >~Ÿ  
, "pL^AL-LT"%dl ^%dB "Ÿ>-HN ^"pL^LB ~, } Ÿ

~>"L^~> CLB } ..>S%o~... s" S%o Lx>} s-L~"pL~  
Lx.LB^LH's ... , CL} L~"s-fif15, Ÿ"B } L%dl, } "pL~  
^L... ^LHŽ >"%AŸ L-Bp} >y..L^N^ } >-BL, N%p, , %s~  
B } ..>^LH", %p, , %oL... ^LH..L^N^ } >-BL~  
s-) >Bp~ 5ps%aL%dB CLšHL~ TL%o~  
L%o} >LHL†Ÿst>L~", NB ~>Hhs , ~>%ŸHL~"%%o  
s~... %o fif15..L^ŸL>~"pL~L%o", NŸ ... , CLHB>LL~  
nŸst>-BL, CL~"pL~>%p^LLŸL>%N , E s-nL~, ^} , Ÿ%o  
LQ, ^"s~s-HCšŸ> %p, , %o-H"pLs~, B> L} ... , ŸL~  
B } } Ÿ-s L%o%... ^LHAŸ"pL / L..>^"} L~"N^  
fihŸB> , ~ 5pL~ >LL%o fl~"L...S%o, } ..>~Ÿ>-H^  
, "pL^%dB", ^%oyLp, HL^%o

~"L~" > CL~, "L~, NB>Ÿ , ~S%o>S%dH's~"pL~>~>Ÿ%o%o  
%oN^s~"p>"pL~L > , ~%ps.AL^E LL~Ž >"%AŸ  
, L-Bp} >y%o-Hfif15, Ÿ"B } L%o%L>yL~s~

· .....L~Hsα / L%B̂s.. ϕL %'ϑ %oB%o

5pL B, ^L %"̂, NB, ~"̂, ϕ>^sAL%N̂~"pL̂      ~L>ϕL^~>->¥%ϑ% } , %¥H>E ~N, } ~  
£££ B, } ..>^L %ϑ, , ..L^N̂ } >~BL %ϑϕBL n, ϕYŷ £L̂L

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Table 1: Summary of variables used in the analysis

Variable	Mean	Standard Deviation	Min	Max
Age at start of post-16 education				
Number of Gatsby benchmarks met	0.24			4.41
Number of destinations visited				
Number of destinations visited (excluding university)				
Number of destinations visited (excluding university and apprenticeships)			0.00	
Number of destinations visited (excluding university, apprenticeships and work experience)				1.90
Number of destinations visited (excluding university, apprenticeships, work experience and voluntary work)				
Number of destinations visited (excluding university, apprenticeships, work experience, voluntary work and placements)				
Number of destinations visited (excluding university, apprenticeships, work experience, voluntary work, placements and work shadowing)				



