

## Careers Programme

We embed careers activity into our programmes as well as provide specialist and wider personal development activities in college.

**Curriculum Led** **Wider Personal Development** **Specialist Support**

	Target Groups	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Gatsby Benchmark
<b>Cross College</b>														
College welcome days	All students													2,3,4,7
Initial college programme assessments	All students													1,2,3,4
College open events /taster days	All students													2,3,4,7,8
1:1 Careers guidance meetings booked	All students													2,3, 8
Employability skills workshops	All student													3
Careers clinics drop in sessions – CV / job searching support	All students													2,3,8
Apprenticeship awareness workshops	All students													2,3,4,5
Curriculum area employer visits / talks	All students													3,4,5
Industry placement / Work Experience preparation workshops / 1:1	All students													3,5,6
Industry Placement / Work Experience	All students													3,5,6
Progression planning	All students													2,3,4,8

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EMPOWER –Tutorials / workshops	All students													3
<b>Progression to HE</b>														
Choosing an HE course Information sessions	All L3 Students													3,4,7
Creating an effective personal statement	All L3 Students													3,7,8
Visits to Progression /HE events	All L3 students													3,7,8
Student finance Information sessions	All L3 Students													3,4,7
1:1 personal statement support	All L3 Students													3,8
HE Mock interviews 1:1	All L3 Students													3,8
Course information drop in sessions	All students													2,3,7

	Target Groups	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Gatsby Benchmark
<b>Progression Pathway</b>														
Careers Programme Sessions to prepare for guidance activities	All PP students													3,8
Work Placement preparation & placement	All PP students													3,5,6
Employability skills workshops – Future planning Jobs / volunteering	All PP students													2,3,8
Curriculum area employer visits / talks	All PP Students													3,4,5

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Next steps – Transition events	All PP students													3,4,7,8
1:1 Careers meetings	All PP/ EHCP /HN students													3,8
<b>Awareness / Celebration days / weeks</b>														
National Careers Week	All students													2,3,4,5,8
National Apprenticeship Week	All students													2,3,4,5,8
Green Careers Week	All students													2,3,4,5,8
International Women's Day	All students													3
T Level week	All students													3
Black History Month	All students													3
Pride Month	All students													3
Employability Day	All students													2,3, 4,5,8

# EMPOWER

SHAPE YOUR OWN FUTURE

Our EMPOWER personal development programme helps individuals to think about the range of skills they are developing for their future as well as have the opportunity to learn about future education and career plans.

This was developed based on input from staff, students and the skills employers\* want

(\*information provided by the Careers and Enterprise Company Careers Hubs)

**E**

## **Employability and Skills for the Future**

Developing skills, attitudes and experience for the workplace.

**M**

## **Motivation**

Finding personal incentives and inspiration to achieve goals and develop interests.

**P**

## **Progression and Aspiration**

Identifying future education and career options, and setting goals to get there.

**O**

## **Ownership and Responsibility including sustainability**

Being an active part in society and taking responsibility for individual actions. Developing life skills.

**W**

## **Wellbeing and Safety including mental health and resilience**

Knowledge, support and strategies to be safe and physically and mentally healthy.

**E**

## **Equity, Diversity and Inclusion**

Working together to understand and celebrate our differences and ensure everyone can participate and play their role in all our communities (including education, the workplace, local areas and beyond!)

**R**

## **Relationships including personal, community, professional**

Identifying and recognising how we work together in different ways while keeping safe and professional in a range of situations.



## The eight Gatsby Benchmarks provide a holistic career provision in schools and colleges and consist of:

**Benchmark 1: A stable careers programme:** Have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors, employers and other agencies.

**Benchmark 2: Learning from career and labour market information:** Every student, and their parents (where appropriate), should have access to good quality information about future study options and labour market opportunities.

**Benchmark 3: Addressing the needs of each pupil:** Young people have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. The Careers Programme should embed equality and diversity considerations throughout.

**Benchmark 4: Linking curriculum learning to careers:** All subject staff should link curriculum with careers, even on courses that are not specifically occupation-led. Study programmes should also reflect the importance of maths and English as a key expectation from employers.

**Benchmark 5: Encounters with employers and employees:** Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace.

**Benchmark 6: Experiences of workplaces:** Every student should have first-hand experiences of the workplace through work visits, work shadowing or work experience to help their exploration of career opportunities, and expand their networks.

**Benchmark 7: Encounters with further and higher education:** All students should understand the full range of learning opportunities that are available to them. This includes both technical and academic routes and learning in schools, colleges, universities and in the workplace

**Benchmark 8: Personal guidance:** Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school or college staff) or external, provided they are trained to an appropriate level.