

Career Objective	Aims	Outcomes
Gatsby Benchmark 1 A Stable Careers Programme	The Careers Programme is embedded into the structure of the college and its position is recognised and secure. The programme is set out clearly on the college website and is actively promoted. Students, parents, teachers and employers provide regular and systematic evaluative feedback on their participation in activities The careers programme is evaluated annually.	1. The college will have a clear and progressive Careers Strategic Plan which address key transition points. 2. Our careers plan is published on our website. 3. All stakeholders are aware of the careers provision via active promotion via newsletters, college notice boards, website and parental forums. 4. Our careers Plan is reviewed annually, with involvement of key stakeholders and governors. 5. Appointed a lead or co-ordinator with sufficient status and expertise to maintain and develop a stable careers programme. 6. Undertake regular evaluation of the programme which will include a report to leadership and governors. 7. All students will have a clear, concise, coherent and progressive plan which will outline what students should 'Know & Demonstrate' at end of each year and be recorded on Xello. 8. The careers programme for all students from all pathways are delivered through: employability sessions, enrichment activities, Job coach tutorials, the personal, social and health education programme (PSHE), employer encounters, workplace experiences and attending events. 9. The college will review their college plans on a termly basis with students and Critical Friends. 10. The college has completed the Compass evaluation and is using it to drive improvement. The college will provide external guidance to provider impartial information, advice and guidance.

Gatsby Benchmark 2 Learning from Career and Labour Market Information	All students and their parents should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make the best use of available information. The College uses local Careers and Enterprise Partnerships to provide local labour market information to help students, parents and staff understand the changing labour market in their area	1 -All students will receive of the support of the Job Coach Team to make the best use of available information. 2 -All LMI information is published on the college website, illustrated in Xello and printed for notice boards. 3- During their study programme all students will access and use information about all career paths and the labour market to inform their own decisions about study options. 4- The college will Provide detailed information about all pathways, relevant courses, opportunities, labour market understanding and supporting students to make useful networks to strengthen students' capacity to make informed decisions and positive transitions.
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Gatsby Benchmark 3 Addressing the Needs of Each Pupil	The College's careers programme actively seeks to challenge stereotypical thinking and raise aspirations. The Colleges keeps systematic records of the individual advice given to each student, and subsequent agreed decisions. All students have access to these records to support their career development. The College collect and maintain accurate data for each pupil on their education, training or employment destinations for at least three years after they leave. The Colleges collect and maintain accurate data for each student on their education, training or employment destinations. The data is used to review the Careers strategy and support continuous development and Improvement.	1 - Explore destination figures for leavers and identify any deficits in take up of pathways to higher education, subjects or courses and employment. 2- The college will collect 'Destination Data' from all leavers. 3 - Every student to have a career profile on Xello, which will track, monitor and record progression. This information will be tailored to support effective career transitions. 4- All leavers are offered an employer visit, 1-1 interview practice with an employer and work experience tailored to the careers path of the individual student.
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Gatsby Benchmark 4 Linking Curriculum Learning to Careers	The college adopts a strategic approach to linking curriculum learning to careers and develops a coherent rationale for embedding careers in subject learning. Each Pathway highlights careers opportunities and exposure to careers within Employability Lesson plans. Each Pathway has a dedicated Job Coach to support all learners.	1-Students are encouraged to explore Careers in their chosen pathway/course and look at the LMI for the careers available to them in their Employability Sessions. 2 – Students will attend events for National Careers week to explore the world of work. 3 – Guest speakers and employer visits show the learners what it means to work in that sector to gain an insight into that profession. 4 – Events are held for Apprenticeships where the students look at what is available in their local area. 3- Supported Internship event is an information evening for all students and parents to attend to learn and find out about the Supported Internship and the opportunities it provides.
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Gatsby Benchmark 5 Encounters with Employers and Employees	The college will provide every student with multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. These are accessed through a range of enrichment activities including visiting speakers, mentoring, enterprise schemes and work experience. The college has a strong and lasting link with local businesses, which are supported by the Employability team.	1- Students will attend workshops with guest speakers from local employers. 2- Visits to local employers will be provided for the students to explore what it is like to work in that sector. 3- Celebrate success by bringing in alumni and promoting details of events and activities to the wider college community, supported by the Employability team. 4- Students will attend events for National Careers Week, Supported Internship and a large career fair onsite. 5 - Work experience will be provided for all students in an external setting supported by a Job coach.
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Gatsby Benchmark 6 Experiences of workplaces	All students will have first-hand experiences* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities. Students are supported before, during and after the workplace experience.	1- Job coaches support students during placement to ensure it is positive and proactive. Students have a 1-1 with their Job Coach so they can talk to about their experience. 2. Structured opportunities to reflect on their activities is the difference between ‘having an experience’ and ‘learning experientially’, through their Career profile on Xello. 3. Access to work experience placement supports disadvantaged students and addresses stereotyping.
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Gatsby Benchmark 7 Encounters with Further and Higher Education	The college has a detailed and cohesive programme which ensures students are well-supported to choose their pathway. All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes i.e. learning in colleges, universities and in the workplace.	1 - The college has a well-planned higher education programme which is evaluated carefully to ensure all students have access and are positively engaged. 2- The college is proactive in engaging with a range of FE/HE providers and the programme ensures visits out and guest speakers. 3 – The college signposts to employment services in the local area and Adult Education.
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Gatsby Benchmark 8 Personal Guidance	Every student will have the opportunity for guidance interviews with a Career's Adviser, who could be an internal Job coach or external provision, provided they are trained to an appropriate level.	1 – All students receive careers advice from Prospects on an annual basis. 2- All students have access to the Employability Team and have a Job coach allocated to them.
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