

Careers and Progression Strategy

The College will provide a planned provision of activities, courses and programmes that are inclusive and support all students' personal career development in line with the requirements of the Gatsby Benchmarks, the College Mission Statement and other College policies relating to student guidance and support.

[The Statutory guidance for schools and guidance for further education colleges and sixth form colleges January 2023](#)
[Statutory guidance at a glance](#) by the CEC (Careers Enterprise Company)

High quality careers education and guidance in school or college is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy.

- Every school should appoint a named Careers Leader who has the skills, commitment and backing from their senior leadership team, including protected time that enables the Careers Leader to carry out the role effectively. Schools must name their Careers Leader and publish their contact details on the website. [Careers Leader is Evette Hawkins, Head of Careers](#)
- Every school must publish details of their careers programme for young people and their parents. [Published on the College website under Progression](#)
- Every school must ensure that there is an opportunity for a range of education and training providers to access all pupils in year 8 to year 13 for the purpose of informing them about approved technical education qualifications or apprenticeships. [Careers Progression event in June, Employment and University Fairs held twice a year, Talks at College and trips and visits to workplaces and organisations.](#)
- Every school must publish a policy statement setting out their arrangements for provider access and ensure that it is followed. [We allow any providers to come to college and encourage them to come to planned events and since January have invited them in for a special provider access day.](#)
- Schools should continue to track student destinations for 3 years post KS4. Schools should work with their local authority as they collect and collate destinations data, and establish an effective data-sharing agreement. [We track student destinations via UCAS and destination requests in October to recent leavers. HESA data provides a picture, after 3 years, for those attending university.](#)
- Every school should be using the Gatsby Benchmarks to develop a careers programme that increases opportunities for students to access everything from experiences of the workplace and personal guidance with a careers adviser, to engagement with colleges, training providers and universities. [\(see below\)](#)

College Mission and Vision The College's mission is to provide suitably qualified 16 to 19 year olds wishing to pursue full time academic general education in the Colchester area with a supportive and inclusive environment, in which they are able to acquire the necessary qualifications, talents and skills vital for success in adult life. Our vision is to be the first choice for these students and to deliver to them the highest quality educational experience, the broadest possible curriculum, and the strongest pastoral and enrichment support within the resources available.

Careers and Progression Strategy

The aims of Careers and Progression programme are detailed in the [Careers policy](#)

- To co-ordinate careers activities, to meet the Gatsby Benchmarks, and link them to student development.
- To have clearly defined aims and learning objectives for all careers education.
- To have a programme of staff development for the delivery of Careers Education, Information, Advice and Guidance.
- To have clearly defined roles and responsibilities for staff involved in Careers Education, Information, Advice and Guidance.
- To use the services of external fully qualified guidance practitioners to ensure impartiality.
- To provide adequate resources for the provision of Careers Education, Information, Advice and Guidance.
- To arrange contributions from stakeholders in particular; parents, governors, employers, training providers, Higher Education Institutions and others, as appropriate.
- To undertake regular review and evaluation

To deliver the aims the set of objectives has been established

1. To deliver a Stable Careers Programme (Key Dates) Our Careers programme provides learners with opportunities to develop, demonstrate and evidence their employability skills and readiness for their next steps in employment or further study. The programme is developed for the 2 years students are with the college and helps to ensure students are ready at key stages to make decisions about their future.
2. To provide access to good quality information about future study options and labour market opportunities. Learners choosing to progress into Higher Learning, including Higher and Degree Apprenticeships are supported to make informed decisions regarding their potential pathways
3. To meet the career learning needs of each student Individual students can have independent careers and progression advice at any stage of their time with us at college.
4. To ensure Careers Education, Information and Advice is embedded in the wider College curriculum framework, including the College Tutorial Programme Learners are supported to understand their potential progression and career opportunities linked to their chosen curriculum/sector studies.
5. To provide all students with the opportunity to engage with employers and employees through curriculum areas and planned careers events. Careers planned events include two Employment and University fairs which have over 100 exhibitors and the Progression event which Subjects arrange up to 8 talks, a good range from Universities and Employers. Departments also offer trips and visits which help students engage with employers. Some courses encourage students to arrange work experiences.
6. To support students looking for opportunities to access direct experience of the world of work. Students have to arrange their own work experience but college does offer support. Work Experience additional Study is offered as are interviews with a Careers Advisor. The Careers Moodle page has opportunities for work experience and we list current ones on the Careers Bulletin which is published weekly, these are also advertised in the Student Bulletin. Pre-Teaching, MEDICs, Sports coaching, Health and Social Care all have supported students in finding work experience.
7. To provide encounters with providers of, and learners in, Further and Higher Education and Employers and Employees Careers planned events include two Employment and University fairs which have over 100 exhibitors and the Progression event which Subjects arrange up to 8 talks, a good range from Universities and Employers. Departments also offer trips and visits which help students engage with employers.
8. To provide all students with access to personal guidance Learners have access to individual careers guidance from a qualified (level 6) Careers Advisor and information and advice from Personal Tutors and other qualified Careers staff throughout their time at college