Careers Strategy 2024-25

Vision for Careers Provision

Opening doors, investing in futures.

The careers provision at Buxton & Leek college delivers a stable careers programme to prepare students for their transition to the world of work. By delivering tailored opportunities for students to explore all relevant pathways, engage in meaningful encounters with employers and education providers and develop essential employability skills, students will be fully prepared to consider options and make informed decisions regarding their next steps. At Buxton & Leek College we believe that effectively promoting and delivering high quality, impartial careers information advice and guidance (CEIAG) is fundamental to retention, achievement and appropriate progression for all students.

The Operations Manager- Learner Journey has strategic lead of CEIAG, with responsibility and accountability for strategy, policy and resources and is part of the Senior Leadership Team. The Careers and Engagement Manager (Careers Leader qualified) has responsibility and accountability for the delivery of career guidance across all eight Gatsby Benchmarks. The Careers & Employability Adviser (level 6 qualified) has responsibility for the delivery of CEIAG across all sites.

By embedding Careers throughout the college BLC has been accredited as part of the University of Derby with the matrix standard, an international standard for information, advice, and guidance in 2023. We are part of the East Midlands Combined County Authority (formerly D2N2) and work closely with the Career Hub to meet the requirements of the Gatsby Benchmarks, these underpin the DfE guidance and set standards for good career guidance for education and training providers.

The Gatsby Benchmarks

1. **A stable careers programme**
2. **Learning from career and labour market information**
3. **Addressing the needs of each student**
4. **Linking curriculum to careers**
5. **Encounters with employers and employees**
6. **Experience of workplaces**
7. **Encounters with further and higher Education**
8. **Personal Guidance**

Students attend college from surrounding areas with many travelling from bordering counties including Cheshire and Greater Manchester accessing the transport provided by college. The rural nature of the catchment areas imposes challenges in terms of accessing workplaces and services. At

BLC we support our students to overcome these challenges in preparation for their next steps by offering opportunities to work with employers within college, visit employers in their workplace, take part in work experience and by providing up to date labour market information relevant to their vocational area.

Employment rates in both Staffordshire and Derbyshire remain above the national average although in Staffordshire there are more people, compared to the national average, in lower paid jobs and Derbyshire has some areas with higher unemployment rates than the national average. BLC ensure that additional support is offered through our careers programme to raise aspirations. Data for students leaving BLC in 2022 shows that 86% of students entered a positive destination. This includes successful applications to universities, higher degree apprenticeships, apprenticeships and employment.

BLC students are offered advice and guidance with university applications, throughout the academic year, including UCAS Fair visits, HE institutions being invited on site, HE information sessions for students and parents, bespoke careers education lessons and 1:1 guidance. In 2024 there were 151 UCAS applications from students at BLC on a full-time study programme with 98% of students from the 16-19 study programme being offered a place at their chosen university.

BLC students are given IAG on apprenticeships throughout the year including bespoke careers education lessons, labour market information, visits to local industries and employability workshops resulting in students being able to make successful applications to apprenticeships.

BLC runs a successful Supported Internship programme to enable students with EHCPs to progress into employment. This includes bespoke careers education to ensure employability skills are at the heart of the programme.

All BLC students are offered work experience and work-related activity both externally and internally dependent on individual need with employers and LMI being consulted when considering programme delivery and future employment opportunities.

BLC is successfully supporting students to complete the new T level qualification in 5 subject areas: Engineering, Construction, IT, Early Years and Health and all students have been offered opportunity to work with local employers to complete the extensive Industry Placement with careers education supporting the process throughout.

Key priorities

- A strategic plan is in place outlining a cross-college approach including a fully embedded, student led careers programme approved by UEB and SLT.
- Destination information and LMI is utilised to highlight the importance and relevance of IAG within all aspects of the learner journey.
- Parent/ guardian involvement is encouraged through information sharing, parent / guardian events and subsequent feedback is gathered to inform evaluation and plan future events.
- Staff training is in place to ensure IAG is integral in all curriculum areas and career resources are used to enable tracking of the student's experience.
- A level 6 CEIAG qualified careers adviser is in post to enable face to face careers guidance for all students and support for IAG is embedded across college.

Strategic Objectives

Objective 1 – Promote and Increase careers education in all aspects of the learner journey with systemic records and feedback. Gatsby Benchmarks: 1,2,3,4,7

- Staff embed CEIAG initiatives in their subject areas.
- All staff incorporate the use of Unifrog for CEIAG and LMI creating records and gaining feedback.

Objective 2 - Improve student and parent/ guardian knowledge and involvement in career planning. Gatsby Benchmarks: 2,3,6

- All students complete an online career plan during induction which is updated regularly through tracking & monitoring sessions.
- Career information is regularly shared with parents/ guardians through a variety of formats.

Objective 3 - Further develop employer and educational contacts by improving networks to enhance learning. Benchmarks: 3,4,5,6

- Further develop the BLC Invested Employers programme.
- Continue to develop links with organisations including East Midlands Chamber, Staffordshire Chamber of Commerce, Jobcentre plus and local employers including Ornua Food, Rochling Engineering, Falco, Markovitz and Little Stars.

BLC Careers Education Programme 2024-25

Careers guidance		August	September	October	November	December	January	February	March	April	May	June	July		Gatsby Benchmarks
	1:1 guidance appointments & drop ins.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	8	
	Careers advice at enrolment	✓	✓											1,3,4	
	Swap don't drop interviews	✓	✓	✓										1,3,8	
	Career pathway discussions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,8	
	Next step discussions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,8	
	Transition support (bespoke for SEND)	✓	✓	✓				✓	✓	✓	✓	✓	✓	1,3	
	Annual reviews (bespoke for learners with EHCPs)				✓	✓	✓	✓	✓	✓	✓	✓	✓	1,3	

Furth		August	Septemb er	October	Novemb er	Decemb er	January	February	March	April	May	June	July		Gatsb
	UCAS appointments	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,8	

	Effective personal statements	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,8	
	Student finance support	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,8	
	Budgeting for University	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,8	
	UCAS fair / university visits			✓	✓	✓	✓	✓	✓	✓	✓			1,7	
	HE Fair				✓									1,7	
	Parents HE briefing											✓		1,7	

Events		August	September	October	November	December	January	February	March	April	May	June	July		**Gatsby Benchmarks**
	College open event: IAG available			✓				✓			✓			1,8	
	Taster days: IAG available							✓		✓	✓		✓	1,8	
	Induction events: IAG available		✓											1,8	
	National Careers Week								✓					1,2,5	
	Jobs Fair											✓		1,2,5	

Apprenticeships		**August**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**		**Gatsby Benchmarks**
	How to find an apprenticeship	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,2,5	
	Apprenticeship Week							✓						1,2,5,7	
	Apprenticeship workshops				✓			✓						1,2,5,7	
	Apprenticeship Vacancies	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,2,5,7	

Employment		**August**	**September**	**October**	**November**	**December**	**January**	**February**	**March**	**April**	**May**	**June**	**July**		**Gatsby Benchmarks**
	Jobs Fair											✓		1,5	
	Employability skills	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,2,4	
	Work experience	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,2,4,6	
	Rights & Responsibilities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,2,4	

	Skills competitions						✓	✓	✓	✓	✓	✓	✓	1,2,4	
	CV/ letter support	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,8	
	Encounters with employers	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,2,4,5	
	Mock interviews	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,3, 5,8	

✓	Personal Guidance
✓	Events across college
✓	Events delivered through curriculum/ tutorials
✓	EHCP reviews

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