

CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE (CEIAG) POLICY

Overall Aims:

The aim of the Careers Programme at Callywith College is to provide students with the information and opportunities they require to enable them to make **rational informed career decisions**. The importance of careers education and guidance has never been greater due to significant and ongoing changes in education, training and employment opportunities. Political, economic, social and technological developments including the development and application of AI, are having a significant impact on labour market trends. Young people face an increasingly complex and rapidly changing employment landscape. Research indicates that high quality careers education, information, advice and guidance can help increase social mobility.

In the foreword of the DFE document “Careers Strategy: making the most of everyone’s skills and talents,” the Rt Hon Anne Milton, the Minister of State for Apprenticeships and Skills and Minister for Women states “Our careers provision must be world class to help people understand the range of opportunities available to them in today’s economy and acquire the skills and qualifications they need to succeed in the workplaces of the future.”

There have been significant developments in post-18-19 pathways, especially related to apprenticeships. Apprenticeships are now offered in a much wider range of jobs and professions and are increasingly available at higher and degree level alongside intermediate and advanced levels. Young people have a wider range of post-18-19 opportunities than their predecessors and need support to research and evaluate their options to find the best fit for them in terms of their interests, attributes, skills and aspirations.

The **Gatsby Benchmarks** were first published by the Gatsby Foundation in 2013. The 2017 ‘Careers Strategy: making the most of everyone’s skills and talents,’ included a requirement that schools and colleges work towards achieving the Gatsby Benchmarks. The results of a review of the Benchmarks were published earlier this year and in May, the Department of Education confirmed that “all secondary schools, colleges and independent training providers will be expected to use the updated Gatsby Benchmarks to shape their careers programmes.”

Callywith College aims to meet all eight Gatsby Benchmarks:

1. A **stable careers plan** – the college has an ‘embedded’ programme of careers advice and guidance that is made known to students, parents and carers, staff, trustees, employers and other agencies, including the Cornwall and Isles of Scilly Careers’ Hub. The careers programme has three main elements:
 - Events and activities, such as Destination Days and sector networking lunches organised by the Destinations Team.
 - Careers focused tutor sessions throughout Year 1 and Year2.
 - Careers learning opportunities within lessons, organised by subject lecturers.

The careers programme is regularly evaluated using feedback from all stakeholder groups.

2. **Learning from careers and labour market information** – students, staff and parents & carers are given access to high quality up-to-date information about job sectors and roles, post-18 pathways and labour market trends.
3. **Addressing the needs of each pupil** – the careers programme is tailored to the needs of individual students, including vulnerable and disadvantaged, young people with SEND and those who are absent. A Careers South-West Adviser supports students with an Educational Health and Care Plan. In addition, SEND students are encouraged and supported to access the support provided by the Destinations Team.
4. **Linking curriculum learning to careers** - careers information, education, advice and guidance is embedded in the culture of the college. Careers education is not seen as a separate activity but instead tutors and subject lecturers play an important role in supporting and encouraging students to complete careers research and to develop their post-18 plans. All lecturers are required to organise a career learning opportunity for their groups each term. This might be a visit to a relevant business or organisation, an external speaker or labour market information.
5. **Encounters with employers and employees** – in addition to encounters organised by subject lecturers, encounter opportunities are arranged by the Destinations Team. A Destinations Day in Year 1 helps students find out more about different job roles, occupational sectors and local employers. The event in Year 2 provides advice and guidance on how to apply successfully for university courses and apprenticeships. In addition, sessions on how to make the most of a gap year are offered. Sector networking lunches are themed around curriculum areas, such as Business, Science & Engineering and Social Sciences and give students the chance to interact with professionals in a relaxed but purposeful setting. The format helps students build confidence, develop communications skills and gain meaningful insight into a range of sectors.
6. **Experiences of workplaces** – all students will complete at least a week of work experience during their time at Callywith. This can be through a long-term placement (students studying the Education T-Level) or through a placement at the end of the year one. Students are supported to organise a placement that enables them to test out a job role idea. Students are encouraged to organise additional work experience/shadowing opportunities.
7. **Encounters with further and higher education** – visits to several universities are organised, such as e.g. Exeter, Falmouth, Plymouth, Marjon, Cardiff Met and Oxford/Cambridge. Students are encouraged and supported to attend Open Days.
8. **Personal guidance** – students can book one or more meetings with a level 6 qualified careers adviser. Parents and carers can attend meetings with their child.

Commitment

Trustees and staff are committed to providing a planned programme of Careers and Employability activities for all students in the college, working in partnership with our wider college community and an extensive range of local business, education and training contacts. The programme is designed to promote equality of opportunity, and no student will be disadvantaged in gaining access to education, training or work.

Management

The Destinations Team are part of our Student Services provision and consist of a Destinations Lead Teacher and a Careers and Work Experience Adviser, who are both Level 6 qualified careers advisers. The Destinations Lead Teacher is responsible for developing and delivering CEIAG. They are line managed by the Student Services Team Leader and overseen by the Assistant Principal for Student Experience.

Resources

The Destinations Space has a booth for one-to-one meetings and two desks. Students can access a member of the Destinations Team any time during the day when they are free.

Students, parents and carers, staff and employers can access a wide range of resources via links on the Careers Hub on the college website.

Training

Staff training needs surveys are used to plan whole staff training sessions. The Destinations Team are available to support and advise staff on how to deliver careers learning within their subject area. The Destinations Team attend face-to-face and virtual training offered by organisations, including the Cornwall and Isles of Scilly Careers Hub, the Education Business Partnership, the Careers and Enterprise Company and the Association of Colleges.

Monitoring, review & evaluation

Intended and actual destinations of students are tracked and evaluated at six points during a student's two years at Callywith. Careers provision is evaluated through 'Student Voice' activities including online surveys. Feedback from employers, higher education and training providers taking part in is regularly collected and analysed.