



Careers (CEIAG) and Employability Strategy

2024

Be Ambitious

Our College Vision, Mission and Strategy:



Aim:

It is our aim to lay the foundations for career success. A learner is successful when they have the knowledge, skills, and personal attributes required to achieve their ambitions and find their very best next step.

Our Mission is:

To help our students to achieve their version of success by preparing young people who are ambitious, articulate, tolerant, resilient and independent.

Strategic Objectives:

Objective 1 – careers education and employer engagement is fully integrated in the curriculum across all subjects and courses and forms a key part of curriculum planning.

Benchmarks: 2, 4, 5, 6

Objective 2 – staff understand the part they play in careers education and are equipped with the skills and knowledge needed to do this effectively.

Benchmarks: 1, 2, 4

Objective 3 – activities are targeted, meaningful and that overall provision meets students' career development needs and supports college improvement plans and supports the college values of Aspiration and Ambition, Excellence and Success, Equality and Respect, Maximising Opportunities and Resilience. **Benchmarks: 1, 2, 3, 4, 7, 8**

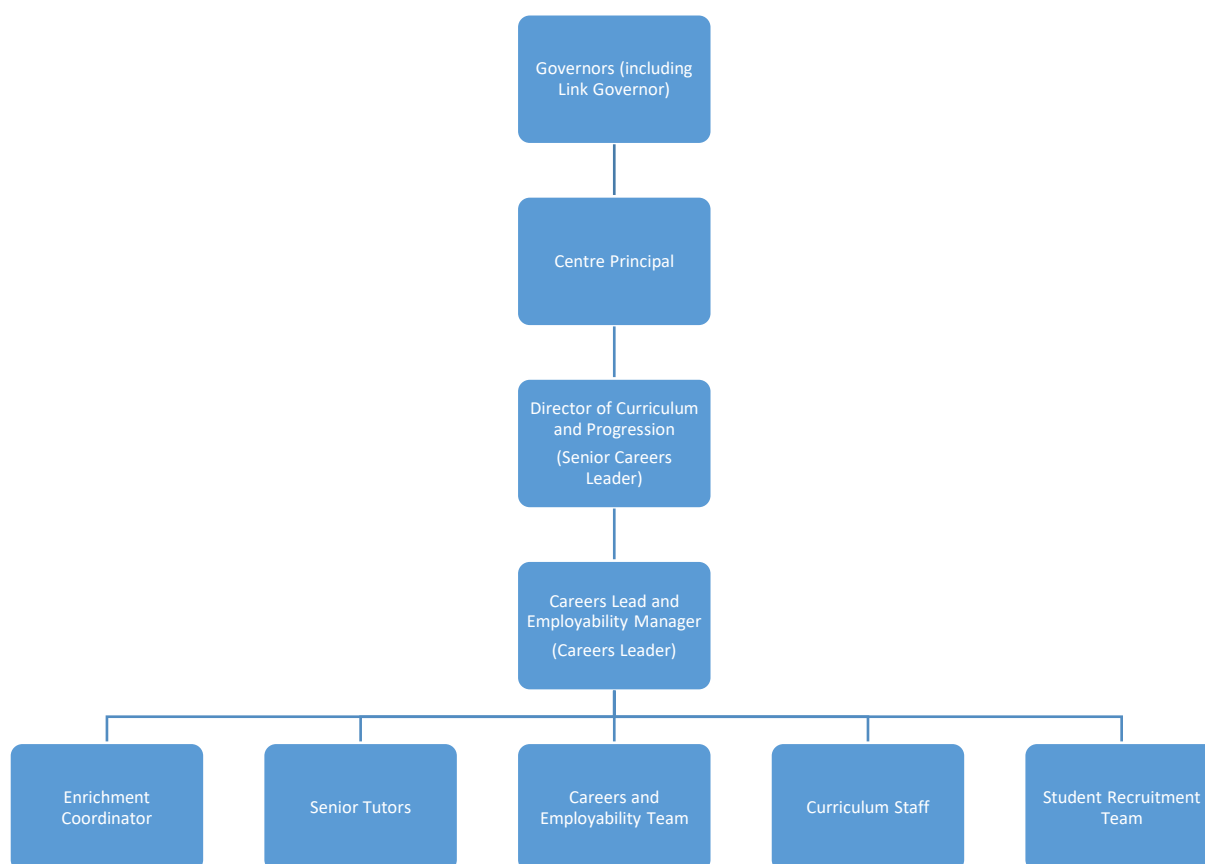
Core Purpose

Careers information is fundamental to the retention, achievement, motivation and appropriate progression of our students. The College believes that by effectively promoting and delivering high quality, impartial careers information, advice and guidance, all students will be confident about their career path and understand how their choices and decisions will impact on their future success.

It is expected that this will lead to:

- Students will settle quickly into college with a stronger likelihood of being retained to complete their course successfully by understanding their career pathway and being clear about progression and career goals students are motivated to succeed.
- Greater understanding of the full range of opportunities available both locally and nationally, and understanding growth/decline with upcoming trends in the job market.
- Greater understanding of the skills that are valued in the workplace
- An understanding of the Higher Education application process
- Students to have first-hand valuable experiences in the workplace
- All students having access to a full and holistic programme of careers education, including advice and guidance from appropriately qualified and Careers Advisors
- All students having access to careers advice and guidance that is tailored to their individual aspirations
- A level playing field so that all students have opportunities despite disadvantage factors and therefore choices that lead to successful and fulfilled lives

Structure:



Entitlement

During their time at Ashton Sixth Form College, 16-19 students are entitled to access:

A stable Careers Education programme suited to their level of study

- Structured and targeted careers programme delivered to all cohorts through tutorials, information resources and cross college events (see 'Careers Calendar')
- Regular input from external providers such as universities, apprenticeship providers, employers and industry representatives
- Careers programme available to prospective and current students
- Programme ensures students have information about all possible progression routes
- Careers section on our VLE and Unifrog bring together a wide a range of information resources available to students and parents
- Cross college programmes such as 'Realising Aspirations' and 'Be Ambitious' week have been developed to support students and raise aspirations.

Activities, resources and advice based on local and national labour market information (LMI)

- Access to Unifrog, and online information platform that contains LMI from key employment sectors, options with my subject guides and information about universities and apprenticeships
- Links to a range of LMI sources available on our VLE
- LMI sessions as part of all tutorial programmes to teach students how to use and interpret LMI sources
- Employers and industry representatives asked to cover LMI within their sector as part of any talks delivered to students

Activities, resources and advice that addresses the needs of each student

- Tutorial programmes tailored to the cohort
- Creation of UCAS and Employment and Apprenticeship A2 Tutorial groups allows highly targeted interventions and activities that are relevant to the students present.
- Separate bespoke tutorial programme for high achievers – The XL Academy UCAS and XL Professionals.
- Positive Steps Adviser provides additional careers guidance support for students in target groups (EHCP, Young Carers, Care Experienced etc)
- Engage with the local NCOP programme that provides higher education outreach activities to students in target postcodes
- Interventions are timely and well planned to fit into the learner journey to ensure greatest impact
- Equality and diversity is considered within the planning of all activities and programmes
- Raising aspirations and supporting students to realise their ambitions remains at the heart of what we do.

Experiences that link curriculum learning to careers and industry

- Employability Skills and LMI are embedded into and highlighted on all Curriculum Implementation Plans (CIP) across all curriculum areas
- CIP's identify areas of the curriculum that can be enhanced by additional careers context, an encounter with an employer, industry representative or an experience of a workplace
- All curriculum areas provide students with access to relevant HE intuitions and employers to motivate and inspire students

Encounters with employers and industry representatives

- Every student has multiple opportunities to learn from employers and industry about employability skills and the world of work

- Be Ambitious week is compulsory for all A1 students who either take part in work experience or complete an employer-led project.
- Work experience schemes, masterclasses and industry taster days are promoted regularly throughout the college
- Partnership with Arts Emergency provide 10-15 students per year with a professional mentor from within the Arts and Creative industries
- Employer talks for Employability groups from a wide range of employers and apprenticeship providers
- Mock interviews for those applying for apprenticeships with an employer
- Bespoke advice and guidance from our Employer Engagement Manager for those applying for apprenticeships

Impact and Evaluation

The Director of Curriculum and Progression alongside the Careers and Employability Manager will continually evaluate the impact and success of the CEIAG provision by a range of performance measures:

- Through the departmental yearly SAR process there is ongoing analysis of impact of the service provided through robust statistical information and range of feedback methods and data collection from all stakeholders Analysis of progression data through UCAS and the destinations report
- Student feedback 1:1, student feedback in tutorials, focus groups, liaising with the Student council and activity specific surveys
- Regular self-evaluation using Compass Evaluation Tool to monitor achievement of Gatsby Benchmarks, with Careers Enterprise Company
- Self-Assessment Report - Collaborative and rigorous approach to self-assessment
- Quality Improvement Plan
- Annual Appraisal and review process
- Director of Curriculum and Progression (Senior Careers Leader) is a member of the Strategic Community of Practice Group for Tameside set up by the GMCA
- Regular meetings with our assigned Careers Enterprise Coordinator and Partnership Quality Lead as designated by the GMCA
- Careers Lead and Employability Manager (Careers Leader) is a member of the Operational CAN (Careers Advisor Network) for Greater Manchester Sixth Forms meeting several times a year to share good practice.
- Director of Curriculum and Progression (Senior Careers Leader) is a member of the Strategic CAN (Careers Advisor Network) for Greater Manchester Sixth Form group meeting several times a year to share good practice.
- Current application and review of CEIAG via Careers Connect to achieve the Quality in Careers standard (2025)
- Regular updates in Senior Leadership Team meetings
- Yearly report to the Local Governing Body

