

CAREERS STATEMENT

2021 - 24

Appendix A - Careers Statement

1. Introduction & Context

Our vision for our careers provision at CRC is that all students will secure great careers and continue to progress as a result of the skills, knowledge and confidence they have developed at CRC. CRC students will be sought after for their technical skills and the College's reputation for students being 'employment ready', will be excellent.

Our careers priorities are aligned to both the college's strategic objectives and the Gatsby Benchmarks and link to the overarching mission of the college of '*transforming lives and creating prosperity*' with a vision '*to be outstanding in enabling students to excel and for serving employers and communities.*'

This Careers Statement should be read in conjunction with the college's overall Curriculum Strategy and Personal Development Strategy.

2. Gatsby Benchmarks

The government careers strategy has adopted the eight Gatsby career benchmarks as indicators of what an outstanding careers provision should encapsulate. CRC embeds the eight benchmarks to form the architecture of the careers provision that students are entitled to access, during their time at CRC.

The eight Gatsby benchmarks of good careers guidance are:

1. A Stable Careers Programme	2. Learning from careers and LMI
3. Addressing needs of each student	4. Linking curriculum to learning
5. Encounters with employers	6. Experiences of workplaces
7. Encounters with higher education	8. Personal Guidance

3. Careers Strategic Priorities

Careers Priority 1 - Collaboration

Play a pivotal role in the region, working together with all agencies to provide a consistent and cohesive approach to careers education, to address skills gaps. (Gatsby Benchmarks 3, 5, 7, 8)

Critical success factors include:

- In line with the Baker Clause, continue to build strong relationships with Cambridgeshire based schools and education trusts to support their Careers Programmes and enable students from primary and secondary levels to explore proactively their future options.
- Work collaboratively with partner employers to conduct and share research into skills shortages in Cambridgeshire.

- Promote all vocational pathways but especially those that lead to careers in growth sectors.

Careers Priority 2 - Accessibility

Provide high quality and impartial careers guidance that is easily accessible to all, pre, during and post Further Education. (Gatsby Benchmarks 1,2,3,5,6,7,8)

Critical success factors include:

- Utilisation of digital technologies including career coach and the Online Hub to broaden the access to careers, information, advice and guidance for students, apprentices and parents.
- Strong internal and external relationships including those between Student Experience, SEND and curriculum departments, Local Authorities, schools and not for profit organisations to enable support for all learners at the point of need including those from higher disadvantage groups (e.g. Free Meals students, Looked after Children and unaccompanied asylum-seeking children), those with Special Educational needs and apprentices.
- Every student/apprentice has access to qualified and dedicated staff, administering appropriate CEIAG for the level of their experience/qualification and stage of the student journey, timed to their individual needs.

Careers Priority 3 - Quality

Deliver a strong careers programme that is quality assured and assessed. (Gatsby Benchmark 1, 3, 8)

Critical success factors include:

- Students can speak confidently about their chosen career and know who and where to go for information, support, advice and guidance.
- CRC has a structured careers programme that is written down, visible and understood by all students and staff.
- CRC regularly assess and audit its CEIAG provision against the Gatsby Benchmarks.
- The College is committed to developing the internal Careers & Personal Guidance Team through continued professional development.
- CRC systematically collects feedback on the careers programme from students, staff, parents and employers.

Careers Priority 4 - Leadership

Maintain a strong commitment from college leaders and managers to ensure that the CRC careers programme is effective and continuously improved. (Gatsby Benchmark 1)

Critical success factors include:

- Designated assigned senior leader and link Governor to champion and challenge CEIAG at a strategic and board level.
- Engagement by leaders in local committees and organisations which informs our CEIAG provision in order to support and build on its status.
- Regular reports to SMT and Board of Governors on the quality and impact of CEIAG enabling informed decisions that affect future CEIAG provision.

Careers Priority 5 - Curriculum

Ensure that the curriculum offer is responsive to Labour Market information, improves employability skills, enhances student opportunities and supports them to make informed decisions about their next steps. (Gatsby Benchmarks 2,3,4,5,6,7)

Critical success factors include:

- Curriculum planning based on LMI to address skills shortages and the needs of the region's employers.
- Regular review of the curriculum to ensure CRC equips students with the skills and knowledge to meet the needs of the labour market they will serve.
- Engage employers in curriculum developments and improvements.
- Clear progression pathways for students to progress from one level to the next, including progression to Apprenticeships, Higher Education and into employment.
- Ensure every student has a first-hand experience of the workplace through work visits, work shadowing, work experience, industrial placement or work-related learning.

4. Careers Structure

<i>Senior Leads</i>	Michelle Dowse Kate DaCosta	Deputy Principal Vice Principal Curriculum Development
<i>Careers Leader</i>	Emily Bennett	Director of Student Experience
<i>Curriculum Leads</i>	Rob Metcalfe Dan Burns Jeremy Lloyd Claire Dolan	Director of Curriculum Director of Curriculum Director of Supported Learning Director of Commercial/Adult Learning
<i>Employer Lead</i>	Mo Horan	Director of Employer Engagement
<i>Personal Guidance Lead</i>	Magda Mucha	Careers & PG Coordinator

