

# Connell Co-op College CEIAG Programme

2019-2020

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Careers Leader: Alicia Grady

## **Rationale and Vision**

Our college is committed to ensuring all of our students have access to impartial careers advice and to a range of employers who can support them in considering their future. To help us do this we align our CEIAG Plan to the Gatsby Benchmarks which have been explicitly referenced throughout the DfE's Careers Strategy (December 2017) and the Statutory Guidance for Careers (January 2018). Our plan aligns to the delivery of independent careers guidance to year 12-13 students in accordance with section 42A of the Education Act 1997.

The 8 Gatsby Benchmarks are outlined below:

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

The vision for the development of CEIAG across our college is to provide the very best opportunities to enable our students to make informed and incisive decisions throughout, and beyond, their college life. By using the Gatsby Benchmarks as a framework of best practice we have a CEIAG programme that meets the needs of our ever changing cohort of students, providers and labour market landscape. Our plan promotes equality of opportunity, celebrates diversity and challenges stereotypes whilst inspiring, raising aspirations and giving our students an optimistic outlook on life and their place in the world of work. We are always guided by our Coop values:

### **Do what matters most**

What matters most is ensuring that our students achieve the best possible outcomes.

### **Be yourself, always**

We bring our best self to work, so that we each contribute a bit of our own unique Co-op difference, and respect others for doing the same.

### **Show you care**

We care about our Co-op, our colleagues, our members, our students, their parents and communities, now and for the future.

### **Succeed together**

Co-operating is what makes us different; we're better and stronger when we work together.

Incorporate co-op values

### **Intent**

Our CEIAG programme is both bespoke and unique to our college and is reviewed on an annual basis to meet our students needs based on our monitoring and evaluation processes. We are committed to providing a coherently planned and sequenced programme that reflects our college context and core values. Our programme is designed to entitle all learners to develop their knowledge, skills, understanding and cultural capital they need to go on to destinations that meet their aspirations and interests.

With this in mind we aim:-

- To provide impartial and independent advice for all pupils (**Gatsby Benchmark 1 - 8**)
- To prevent pupils leaving and becoming NEET (**Gatsby 1 - 8**)
- To contribute to strategies for raising achievement, especially by increasing motivation, attitude to learning and attendance (**Gatsby 3**)
- To support inclusion, challenge stereotyping and promote equality of opportunity (**Gatsby Benchmark 3,4**)

- To encourage participation in continued learning including higher education, further education and apprenticeships (**Gatsby Benchmark 7,8**)
- To develop enterprise and employment skills (**Gatsby 2,3**)
- To reduce drop out from and course switching in education and training (**Gatsby 3,5,6,7,8**)
- To contribute to the economic prosperity of individuals and communities (**Gatsby 2,5,7**)
- To meet the needs of all our pupils through appropriate differentiation (**Gatsby 3**)
- To focus students on their future aspirations and opportunities (**Gatsby 3,4,8**)
- To involve parents and carers (**Gatsby 1,2,5,6,7**)
- To support the raising of the participation age and assist with positive destinations for all pupils post 16, 17 and 18 (**Gatsby 1,4,8**)
- To meet the needs of our current cohort of students across each year group (**Gatsby 1,3**)
- To use current LMI to enable students, staff and parents to engage actively with local and national CEIAG information so that they can increase their knowledge and understanding about the world of work. (**Gatsby 1,2,3**)
- To use student's parents, staff feedback to reflect on our current provision in order to develop our future CEIAG programme (**Gatsby 1,2,3**)
- To provide additional support to specific vulnerable groups such as SEND and pupil premium (**Gatsby 1-8**)
- All stakeholders have a clear understanding of CEIAG and rationale and vision (**Gatsby 1**)
- To monitor and evaluate current provision in order to ensure our programme is quality assured in line with other curriculum areas (**Gatsby 1**)
- To share best practice with other Co-op academies at network events to ensure reflection and development of own programme (**Gatsby 1**)
- To ensure all students actively engage with an CEIAG tracking platform to support them in making informed choices about their Career development plan (**Gatsby 1,2,3**)
- To achieve / work towards a Quality in Careers award in recognition of all that our academy offers (**Gatsby 1**)

## **Implementation**

Our programme is taught via bespoke activities, subject curriculum and extracurricular activities, and a wide range of enrichment activities.

Throughout Post16 CEIAG is accessed by all at Connell Co-op College. CEIAG is delivered by a wide range of providers such as our internal Careers Advisor, teachers and support staff, FE Colleges, Universities, visiting speakers, employers and employees. This delivery includes bespoke workshops, assemblies, work visits, work experience, mock interviews, careers fairs, drop down days and via subject curriculum. Our students are supported and encouraged to explore possible pathways they may take in the future, to ensure they have the very best start in life. Our staff receive regular CPD to support them in embedding employability skills into their subject areas. Our parents can access our academy's website which provides clear links to a range of CEIAG related events and information about local market information (LMI) to UCAS applications to Apprenticeships. Parents are also encouraged to attend our CEIAG information evenings and consultation evenings.

Year Group	Autumn Term (2019)	Spring Term	Summer Term
<b>L2</b>	<p>All students receive guidance from curriculum staff at enrolment to ensure that they are on the correct course. A qualified careers advisor is available to all students throughout the enrolment period.</p> <p>Connell Future Ready Programme commenced PIE Learning digital skills award</p> <p><b>Tutorials:</b> Work experiences and employability</p> <p><b>Events:</b></p> <ul style="list-style-type: none"> <li>● INTU University</li> <li>● Russell group Universities</li> <li>● MMU first generation</li> <li>● MMU degree apprenticeships</li> </ul>	<p><b>Tutorial:</b> Careers interviews with CEIAG advisor begin</p> <p>Faculty talks - employees</p> <p>Connell Future Ready Programme completed PIE Learning digital skills award</p>	<p><b>Tutorial:</b> Preparation for L6</p> <p><b>Events:</b> Rights and responsibilities in the workplace Q&amp;A Coop expert</p> <p>Progression interviews with DoF and AP</p> <p>GM Higher summer school</p>

	<ul style="list-style-type: none"> <li>● Introduction to university</li> <li>● Budgeting</li> </ul>		
<b>L6</b>	<p>All students receive guidance from curriculum staff at enrolment to ensure that they are on the correct course. A qualified careers advisor is available to all students throughout the enrolment period.</p> <p><b>Tutorials:</b></p> <ul style="list-style-type: none"> <li>● Researching Apprenticeships and employment</li> <li>● Mentoring opportunities and applications</li> </ul> <p><b>Events:</b></p> <ul style="list-style-type: none"> <li>● INTU University</li> <li>● Russell group Universities</li> <li>● MMU first generation</li> <li>● MMU degree</li> </ul>	<p><b>Tutorial:</b> Employability skills/VESPA - What employers from different sectors want Employability skills you already have How to gain the skills you lack</p> <p><b>Event:</b> Introduction to INTU university and MAP programme</p> <p><b>Event: Mock interview day</b> Opportunity to be interviewed by many different employers based around the North West of England</p>	<p><b>Tutorial:</b> Universities, employers and apprenticeships:</p> <ul style="list-style-type: none"> <li>● UCAS workshop - how to register</li> <li>● Researching universities and courses</li> <li>● Personal statements</li> <li>● Preparation for U6</li> </ul> <p><b>Event:</b> In assembly</p> <p>Metro/Uni welcome NCS plus stall in refectory Student Finance</p> <p>GM Higher with summer school details</p>

	apprenticeships <ul style="list-style-type: none"> <li>● Introduction to university</li> <li>● Budgeting</li> </ul>		
<b>U6</b>	<p>All new and former year 13 students can access a qualified careers advisor for help with university applications and progression guidance from A level results day in August</p> <p><b>Tutorial:</b></p> <ul style="list-style-type: none"> <li>● UCAS application</li> <li>● Researching Apprenticeships and employment</li> </ul> <p><b>Event:</b> UCAS &amp; Apprenticeships fair Old Trafford</p> <p><b>Event:</b> September UCAS Early applicant internal deadline (Oxbridge/Medicine/Dentistry/Vet) Deadline 15th October</p>	<p><b>Tutorial:</b> Responding to university offers Student finance (uni) Apprenticeship Research (non-uni) Interview skills for university/apprenticeship or employment</p> <p><b>Event:</b> Mock interview days March</p> <p><b>Event:</b> Transpennine Express Careers Panel</p> <p>Interview and CV prep Skills for the future w/shop Russell group unis w/shop MMU - Degree apprenticeships assembly</p>	<p><b>Tutorial:</b> UCAS and clearing Next steps and putting it all together: Finalising progression plans Student finance check Summer jobs - where to find them and how to apply</p> <p>Results days: GCSE and ALevels</p> <p>Careers guidance for next steps with CA</p>

	<p><b>Events:</b>  1st Generation programme (MMU)  GM Higher  INTU University:  Personal statement w/shop  Interview/CV prep  Skills for the future  Results day  Russell Group w/shops</p> <p><b>Introduction to University:</b>  Personal statement overview  MMU:  Degree level apprenticeships  Introduction to university  Budgeting</p> <p><b>Developing resilience:</b>  Motivational speakers  Sports programmes</p> <p><b>Careers Enrichment:</b>  D of E programme  NCS</p>	<p>Student finance assembly</p> <p><b>Events:</b>  Personal Statement Preparation Workshop  Interview and CV preparation  Skills for the future  What to expect from results day  Russell Group university workshops</p> <p><b>Introduction to Apprenticeships:</b>  Wide range of employer visits - all sectors (retail, accountancy, phone  The Skills Company  Open to Business fest  EY apprentice seminar</p>	
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	<p>EY Smart futures programme Paul Fletcher MBE programme Sutton Trust UK summer school News associates masterclass</p> <p><b>Competitive Entry Support:</b> Interview practice Hospital visits Preparation for university science (MEDSOC) Widening access to Medicine High achievers - Eton College More in common project - Natural History Museum Manchester Inspired - Innovation Digital Enterprise Alliance</p> <p><b>Work related learning:</b> Big City Bright futures E&amp;Y</p>		
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	Headstart 2020 Oxnet One Million mentors Social Mobility Fn Career Ready Language XP MU pre-university enrichment		
<b>Additional provision</b>			Ongoing support from careers advisor available for students who are unsure of their future plans