

EKC GROUP: CAREERS & PROGRESSION STATEMENT 2021–2024



The purpose of this statement is to outline the provision and direction of Careers Education Information Advice and Guidance (CEIAG) across the EKC Group. The Careers & Progression Strategy details the individual objectives with accompanying KPIs to drive this ambition.

EKC Group is committed to providing high quality CEIAG on education, training, and employment opportunities to prospective, current, and former students. We believe that high quality careers guidance raises aspirations and attainment, supports students to achieve their potential, and meets the demands of a changing labour market. This Strategy supports the Group Strategic Plan to 'deliver inspirational, inclusive and purposeful education that enables young people and adults to achieve their ambitions.' The EKC Group Careers & Progression Strategy incorporates the themes and key priorities within the DfE (Department for Education) Careers Strategy, published in December 2017 and underpinned by the 8 Gatsby Benchmarks of Career Guidance setting the standards for good career guidance for all learning providers. In line with the DfE Careers Strategy, the EKC Group will develop its services and practices to incorporate the key priorities within the Careers Strategy. We will meet the requirements of the 8 Gatsby Benchmarks and self-evaluate our progress using the Compass Careers Evaluation Tool. We will engage with The Careers & Enterprise Company (CEC) to move the Service forward and meet our long-term vision to develop career opportunities for all students within EKC Group.

OVERVIEW OF CAREERS & EMPLOYABILITY TEAMS

EKC Group's Careers and Employability Service is fully Matrix accredited. The role is to lead the development of careers education, information and guidance across each College within the Group, and support students by removing barriers to progression, learning and employment. Each college provides a comprehensive range of high quality, impartial IAG to potential and existing students, staff, and stakeholders; including careers guidance, progression, learning opportunities, entry to Higher Education, welfare and finance for study. Each team has professionally qualified advisers.

The Careers Lead for the Group is Lauren Anning, Director of FE & HE Experience. Supported by the following careers team lead based locally:

Ashford College	Thomas White
Broadstairs College	Sophia Gormley
Canterbury College	Rachel Smith
Dover Technical College	Katie Jones
Folkestone College	Vacancy
Sheppey College	Lauren Carpenter

ALIGNING TO THE VISION FOR THE EKC GROUP

The accompanying Careers and Progression Strategy will support and develop the careers and employability objectives of the EKC Group, aligned to the Group Strategic Plan 2020-2024:

Both the Careers & Progression Strategy and Strategic Plan aim to support students' achievement in all Curriculum areas. Our aim is to raise students' aspirations, broaden their horizons and empower them to make informed realistic decisions at all key transition points in learning and work. We will support individuals to gain the ability to make informed decisions about vocational and educational pathways. CEIAG will be embedded in vocational and academic courses for full cross-college delivery, we will support curriculum teams in achieving positive outcomes for students through the development of a careers and progression support programme to be delivered within existing Study Programmes and provide ongoing high-quality support to all curriculum areas.

The EKC Group Strategic Plan 2020-2024 outlines five objectives and goals, stating: "We are relentless in our drive to deliver an inspirational education experience for young people and adults across our family of six Colleges, three Business Units and our sister Multi Academy Trust, the EKC Schools Trust".

THE GATSBY BENCHMARKS:

The Careers and Progression Strategy is underpinned by the eight Gatsby Benchmarks listed in the 2014 Gatsby Foundation Report, 'Good Career Guidance', as the required standard for good CEIAG within colleges.

The eight Benchmarks are:

- 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 Experiences of workplaces
- 7 Encounters with Further and Higher Education
- 8 Personal Guidance

The Gatsby Benchmarks set world-class standards and support colleges to develop and improve their careers and employability provision. By adopting the Benchmarks, we will put employers at the heart of our careers programme. Every learner has opportunities to have meaningful encounters with employers and learn about work, employment and the skills that are valued in the workplace and what it takes to be successful and explore potential career paths. Our support will be tailored to address the needs of all students, especially disadvantaged students, and we will use data and technology to drive improvements.

The Compass Careers Benchmark Tool enables colleges to evaluate and track their position against the 8 Gatsby Benchmarks of Best Practice. For full Benchmark Evaluation criteria go to <https://www.careersandenterprise.co.uk/schools-colleges/compass-benchmark-tool> – which details progress against the Assessment Areas and key priorities for improvement.

Each Benchmark is evaluated via a range of Assessment Areas relating to the 8 Benchmarks. The results of the evaluation support each College to identify strengths, areas for improvement and next steps. Our Strategic Aims and Objectives are underpinned by the Gatsby Benchmarks as the standard for best practice.

ANNEX A:

The Careers IAG College Year

Autumn term

- Introduction to UCAS Application Process workshop
- Personal Statements Workshop
- Introduction to Student Finance Workshop
- Mock interviews for university
- CV Writing
- Progression talks

Spring Term

- Visits to Universities
- Interview Techniques
- What Employers Want
- Job Search & Apply
- Careers Fair
- Mock interviews with industry professionals
- Money Management
- Presentation Skills

Summer Term

- UCAS HE Fair
- Job Search & Apply

All year round

- Comprehensive programme of speakers
- Career Planning
- Xello Skills Sessions
- Career Information & Advice Sessions

Junior College learners will have a bespoke careers programme delivered by the local careers team.