

Careers and Progression Statement 2023-26



1. Purpose for the statement

The purpose of this statement is to outline the provision and direction of Careers Education Information Advice and Guidance (CEIAG) across the Leeds College of Building (LCB) Sites. The Careers & Progression Strategy details the individual objectives with accompanying KPIs to drive this ambition. LCB 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 Colleges Strategic Plan to 'remain firmly focused on helping students achieve above and beyond their expectations by providing a high quality learning experience that shapes their future career opportunities' The LCB 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, LCB will develop its services and practices to incorporate the key priorities within the Careers Strategy. We will endeavour to 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 LCB.

2. Overview of Careers and Employability Teams

LCB holds Matrix accreditation. The role is to lead the development of careers education, information and guidance across the College, and support students by removing barriers to progression, learning and employment. The 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. The Careers Lead for the College is Lisa Pannell, supported by the Progress Coaches, and Employability Advisors based at each campus

3. Aligning to the LCB vision

The work of the Careers and Employability Teams is aligned to the College Strategic Plan 2021-2026: 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.

4. The Gatsby Benchmark

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. Experience 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. We will introduce new technology in 2024/25 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.

5. The careers IAG

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:

- Job Search & apply
- Potential UCAS HE Fair

Year-round:

- Comprehensive programme of speakers
- Career planning
- Collsys Skills session
- Career information and advice sessions