

Dv8 Careers Strategy 2019/2020



**EMPOWERING
CREATIVE THINKERS**

Empowering creative thinkers to be successful in work and life

- High quality careers education raising aspirations for all young people
- Increase motivation by linking industry led training with preparation for work and life
- Provide an inclusive and supportive environment with continual opportunities to work and think differently

Creative Futures

Careers focused plans designed around the individual

Respect and recognition for all choices of positive progression

Employer engagement and networking to ensure maximum opportunity and enrichment

Aspirational goals and unlocking potential

Targeted support and advice for priority groups

Inclusivity and widening participation for all learners

Valuable industry experience and training from local businesses, guests and our own professional

Experiences in the workplace, with employers and further/ higher education

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Identified Priority Groups

1. SEND
2. NEET withdrawals
3. At risk of NEET (withdrawal from Dv8 programme)
4. Level 1 learners
5. Those not progressing with Dv8 internally

These students will be identified at strategic points throughout the year (as above) and offered targeted support and referral to an independent careers advisor or local Youth Employability Services through our Student Services team.

Creative Futures - Learning Unit

Students, as part of their careers curriculum work, will complete a CEIAG unit has been specifically developed for Dv8 students. Assessments and assignments and other activities related to CEIAG will be captured on Arbor as with any of their vocational units. This will include:

- IAG sessions 121 with an advisor
- Attendance at careers days or events
- Preparation for work
- Writing CVs
- Work experience log
- Work experience evaluation
- Preparation for FE/ HE
- Application processes
- Writing personal statements

- Spectrum of progression opportunities (research skills)

CEIAG Schedule DV8 19/20

Date	Activity	By when	By who	Gatsby
Results Day 19	Progression goals and information, advice and guidance - SMS comms re opportunities *	Throughout Summer and post August results	Centre Teams, Marketing teams & Student Services Manager	3
Sept 19	Staff INSET - CEIAG session	2nd Sept 2019	all staff	1 / 4
	Session to all students on CEIAG and WEX as part of induction	Induction period - first 2 weeks	Careers Lead, Course Leads, tutors	1 / 3
	Myrers Briggs personality quiz as part of induction	Induction period - first 2 weeks	Careers lead	3
	<i>Where are you now?</i> worksheet	Induction period - first 2 weeks	Course tutors	3
	Dv8 Board approve CEIAG strategy and allocate funds	Induction period - week 1	CEO / Board chair	1
	Careers pages on Dv8 website	Sept 20th	Student services manager / marketing	1
		Sept 23rd		
Oct 19	Student Progress review #1	25th October	Course Leads	3 / 4
	121 IAG interviews for SEND / EHCP students	October date TBC	External Careers providers	3 / 8
	Careers Fair - London day trip	11th October , 40 students		2 / 5 / 7
	Industry speakers - per subject	ongoing	selected staff	6
	Dv8 Staff commence IAG qualification	Various		8
Nov 19	Industry speakers - per subject	Dates set across all courses	Course Leads, tutors	6 / 2
	Careers day- Careers workshops for all students - Both sites	Nov 11th	Student Services / WEX team/ all staff / external speakers	6/2/5
Dec 19	Progress Review #2	20th December 2019	Course Leads	3 / 4
	Individual Learning Plan - Progression and destination plan		Course Leads, tutors	3 / 4
	WEX plans confirmed for T level Events pilot project	end of term	WEX Coordinator	6

January 20	WEX plans and confirmation 50% students Industry speakers - per course Social Action Project plans launched to targeted students	Ongoing	Wex Coordinator Course Leads, tutors MMD /Life skills tutors, WEX coordinator	6 6/2 6 / 3
February	Progress Review #3 Internal Progression options and interviews <i>Careers Advisor 1:1 sessions*</i>	D/L - 14th February 2020 D/L - 29th February 2020 By Feb half term	Course Leads IAG DV8 staff in training External IAG providers	3 /4 3/4/8 8
March 20	Work Experience Week Social Action Projects Review evaluation of all WEX and SAP UCAS Careers fair at Brighton Centre	W/C - 23rd March 2020 End March March 13th	Student Services Manager, WEX Coordinator, Course eads / all students Staff / course leads	6 3/6 3/6 7
April 20	Progress Review #4 <i>*Careers Advisor 1:1 sessions</i>	D/L - 3rd April 2020	Course Leads External IAG providers	3 /4 8
May 20	Progress Review #5 Collect Intended destinations Enf of T level pilot project, evaluation and celebration	D/L - 22nd May 29th May 29th May	Course Leads Stu Services manager	3/ 4 3 /8
June 20	Creative Careers Day Moving On Days IAG session for students unsure about next steps Progress Review #6	Date TBC 26th June 2020 Ongoing through June	SS Manager, Marketing Course Leads SS Manager / WEX coord DV8 IAG trained staff Course Leads / Tutors	2 /5/6 7 3 /8 8 3 / 4
July/ August	Results release and guidance	Throughout Summer and post August results	SS Manager, Marketing teams, centre teams	3 / 8

Further to yearly schedule

Action	By when	By who
Notifications and alerts to all students about opportunities for work related learning and experiences/ events for each centre either via Arbor or Google Classroom.	Weekly	Marketing / Student Services Team
Final destinations check in Autumn term to monitor or progress	D/L 10/10/19	Centre Teams and MIS Manager
Ensure core offer of study programme contains guests from the world of work, trips and experiences and simulated work experience - Self Assessment/ SOW and Lesson plans.	D/L - 12/07/19	TLA and Teaching Teams
Enterprise Advisor set up for Dv8 with targets and	D/L - 28/06/19	Operations Manager and Student Services Manager
Yearly Planner of Events - to include all Careers Strategy activities and events	Ready for September Inset	TLA and Student Services Manager
Creative Futures Unit to be finalised	D/L - 12/07/19	TLA and Student Services manager
Employer Engagement and WEX to be arranged and carried out	D/L - 20/12/19	Work Experience Coordinator/ Student Services Manager

WEX

Dv8 will continue to work with local businesses and organisations to ensure that our goal of 100% work experience completion is worked towards throughout the year, with a focussed week in March and Social Action Projects in place for those not ready for a work placement. There is also a pilot project, separately funded for 1 year, to support the development of 45 days WEX placements for 12 selected students.

Appendix 1 : Gatsby Benchmark - Compass Tool. Completed May 2019.

Benchmark	19/20 Action	Self Assessment areas to improve
<p>1. A stable careers programme</p>	<p>SOW, guests, visits and work simulations with yearly planner of events, published on website. Embedded with workbook.</p>	<p>55% Approved by Board. Has explicit backing of SMT. Has allocated resources. Has strategic and operational elements. Is on the website with info aimed at; - Parents - College Staff - Other agencies Is evaluated using systematic feedback from staff.</p>
<p>2. Learning from career and labour market information</p>	<p>1:1 careers advice/ ongoing IAG/ research and study skills. Opportunities published on VLE, website and social media. Creative Careers Day.</p>	<p>20% Ensures the majority of learners have used up-to-date career & labour market information to help inform study/career decisions. (In progress) Encourages parents and carers to use career path and labour market information to aid the support given to their children.</p>
<p>3. Addressing the needs of each pupil</p>	<p>Yearly planner of events highlighting spectrum of progression. Regular reviews to assess need. Priority groups identified early on for 1:1 careers/ education advice. Lifeskills sessions for HNS.</p>	<p>75% Shares systematic records on each learner's experiences of career and enterprise activity data with the local authority. Integrate records of a learner's participation in careers programmes at previous stages of the learner's education (including their secondary school) where these are made available. Work proactively with the local authority and careers advisers around the careers guidance and progression of vulnerable and special educational needs and disability (SEND) learners.</p>
<p>4. Linking curriculum learning to careers</p>	<p>Careers embedded in vocational study. Visits to workplaces and industry guests. Workplace/ industry simulations in class - live briefs.</p>	<p>83% In progress - students aware of importance of Maths in their career In progress - students aware of importance of English in their career</p>
<p>5. Encounters with</p>	<p>Employers to come in - Creative</p>	<p>55%</p>

employers and employees	Careers Day - WEX week	In progress - What proportion have at least one encounter with an employer In progress - What proportion have at least two encounters with an employer Record and take account of students part time employment and the influence on their development.
6. Experiences of workplaces	Dedicated WEX week in March along with the opportunity and encouragement to take on WEX at any point in the year.	75% In progress - proportion of student with experience of a workplace by the time they finish their study programme.
7. Encounters with further and higher education	Visits to HE/ FE open days. 1:1 careers advice. Into Uni to come in. Research Skills embedded in Curriculum and highlighted at reviews. Tracking/ support of applications to HE/ FE.	50% In progress - Meaningful encounters with external FE providers In progress - Meaningful encounters with HE providers
8. Personal guidance	Scheduled planner of events with targeted points for IAG with impartial careers advisor. Priority groups highlighted and put forward in first instance.	60% CEIAG 1:1's made available to students whenever significant study & career choices are being made. In progress - Proportion of learners had at least 1 interview with careers advisor by the end of their programme

Careers Enterprise Company Gatsby *Tracker activity planning tool* is currently being updated (september 2019) to adjust these assessments results and include our future scheduled plans (as detailed above).