



# EMPOWERING CREATIVE THINKERS

## Dv8 Careers Strategy 2023/2024

### **Introduction**

Every student is entitled to high quality career education and personal guidance as part of their overall programme of education. In 2017 the government published its *Careers Strategy: Making the most of everyone's skills and talents* which was followed by the *Statutory Guidance for Education and Training Providers* and *Guidance: Careers Guidance for Colleges* in January 2018. These documents set out its ambition that the provision of CEIAG in all schools and colleges should work towards the standards laid out in *The Gatsby Benchmarks for Careers Education and Guidance* (2014) in the planning of their CEIAG programme.

Dv8 is committed to fulfilling its statutory career guidance duties in relation to the 2011 Education Act, detailed in *Guidance: Careers guidance for colleges* (DfE, 2018)\* and will provide its learners with high quality, impartial Careers Information, advice and guidance at key transition points whenever significant study or career choices are being made. In line with this guidance it will ensure:

*"That every learner has at least one such interview by the age of 18 (in addition to one by the age of 16). The college should integrate this guidance within the pastoral system so that personal careers interviews can be followed up by form tutors or their equivalent "*

Personal Advice and Guidance will also be supported by a wider programme of Careers Education and preparation for adult and working life.

### **Mission Statement & CEIAG Intent Statement**

As a Creative College, Dv8's Mission Statement is *Empowering creative thinkers to be successful in work and life*, to be aspirational and employable and to increase their confidence and motivation. The intention of the CEIAG Programme is to provide accurate, impartial and comprehensive information, advice and guidance so that they can navigate the options open to them, develop the skills needed to manage their career and life choices, achieve learning and career goals and fulfil their potential.

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This CEIAG programme and this strategy is underpinned by the following principles:

## **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 tutors
- Experiences in the workplace with employers

## **Strategic Aims**

1. Raise the standard and quality of the CEIAG programme through achievement of the Eight Gatsby Benchmarks
2. Provide high quality, impartial IAG which meets individual needs and raises aspirations for all learners'
3. Improve attendance and retention through linking curriculum learning with careers, encounters with employers and the world of work
4. Increase motivation and engagement by linking industry led CEIAG/LMI and vocational training with work experience and preparation for work and life
5. Help learners achieve, fulfil their potential and progress onto positive, recorded destination outcomes

## **Gatsby Benchmarks**

The college carries out an annual assessment and evaluation of its progress towards achieving the Gatsby Benchmarks using the Compass evaluation tool on the Careers and Enterprise Company website. Following this process, our Careers Strategy and Programme are updated and informed by the outcomes of the evaluation. The updated results can be seen below in the revised for 23/24 Strategy:

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## Implementation

Gatsby Benchmark and Dv8 Compass Assessment	Link to Strategic Aim	Actions Needed
1.A stable Careers Programme  <b>Score:</b> 100% <b>Previous score:</b> 100%	1,3, 4	<ul style="list-style-type: none"><li>✓ New board of Dv8/LLC to be made aware of our Compass score and our refreshed 23/24 Strategy</li><li>✓ Revised CEIAG Programme and refreshed Strategy in light of Compass assessment to be published on Website annually</li><li>✓ Ensure CEIAG continues to have sufficient resources and budget allocated to it.</li><li>✓ CEIAG programme Evaluations to be reviewed and improved</li></ul>
2. Use of Careers and Labour Market Information  <b>Score:</b> 100% <b>Previous score:</b> 80%	1, 4	<ul style="list-style-type: none"><li>✓ Continue to share with learners and parents/carers a range of careers resources ie, 'Amazing Apprenticeships', 'CareerMag' and the new 'Career Share' resource</li><li>✓ Ensure new staff understand the relevance of and kept up to date with local labour market info and opportunities as per their vocational area</li><li>✓ Students and staff provided with sector specific LMI during <i>National Careers Week</i>, <i>Creative Careers Week</i>, <i>Games Careers Week</i></li><li>✓ Parents notified of key events like NAW &amp; NCW and provided with resources to use with students at home</li><li>✓ Provision of 'curated' resource Toolkits for Media, Music and Games</li><li>✓ Link with an Enterprise Adviser to grow knowledge of business community and local labour market</li></ul>

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3. Addresses the needs of all learners  <b>Score: 91%</b> <b>Previous score: 91%</b>	1, 2, 4, 5	<ul style="list-style-type: none"><li>✓ Continue to ensure regular programme of 1-1 Progression/Tutorial Meetings held with all students to determine intended destinations to inform careers interventions necessary</li><li>✓ Ensure that vulnerable students and those at risk of not making positive transitions are identified and supported as part of the above process</li><li>✓ Work proactively with local authority and YES service around careers guidance and progression of vulnerable and ECHP/SEND learners</li><li>✓ Ensure all intended destinations and actual destinations are followed up and recorded and shared with local authority</li><li>✓ Starter and leaver information to be shared with local authority in timely manner</li></ul>
4. Linking Curriculum Learning to Careers  <b>Score: 83%</b> <b>Previous score: 83%</b>	1, 3, 4	<ul style="list-style-type: none"><li>✓ Occupational and sector information/LMI embedded into vocational studies</li><li>✓ An increase in workplace visits and industry guest speakers/mentors/Masterclasses/workshops or events</li><li>✓ Participation in local Creative projects – Platform B, Lookout, Brighton Festival, Audio Active, Silicone, Eastbourne Youth Radio</li><li>✓ Opportunities for learners to work to real workplace design briefs and simulations</li><li>✓ Provision of ‘curated’ resource Toolkits for Media, Music and Games</li><li>✓ Embedding cross cutting themes - Awareness raised of importance of Maths and English for future career</li></ul>
5. Encounters with Employers  <b>Score: 88%</b> <b>Previous score: 88%</b>	1,3, 4	<ul style="list-style-type: none"><li>✓ Record what proportion have one encounter with an employer</li><li>✓ Record what proportion have two encounters with an employer</li><li>✓ Record and take account of students part time employment experiences</li><li>✓ Curriculum areas - guest speakers, industry visits/mentors/Masterclasses etc.</li><li>✓ Participation in local Creative projects – Platform B, Lookout, Brighton Festival, Audio Active, Silicone, Eastbourne Youth Radio</li></ul>

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6. Experiences of the workplace  <b>Score: 100%</b> <b>Previous score: 75%</b>	1,3, 4	<ul style="list-style-type: none"><li>✓ Continued delivery and implementation of T Level Industry Placement contract – 22 placements for year 23/24</li><li>✓ Appropriate Work Experience for all other students</li><li>✓ Participation in local Creative projects – Platform B, Lookout, Brighton Festival, Audio Active, Silicone, Eastbourne Youth Radio</li></ul>
7. Encounters with FE/HE  <b>Score: 75%</b> <b>Previous score: 83%</b>	1, 5	<ul style="list-style-type: none"><li>✓ Provision of UCAS talks and 1-1 meetings to support applications</li><li>✓ Provide access to UCAS Create! Exhibition in London, workshops and Q and A for Creative Subjects</li><li>✓ Visit annual UCAS Exhibition at Brighton Centre – March '24</li><li>✓ Apprenticeship virtual interactive workshops by NAS for L3 Y2 learners</li><li>✓ Visits to FE/HE Open days</li><li>✓ Signposting to alternative FE providers</li></ul>
8. Personal Guidance  <b>Score: 80%</b> <b>Previous score: 60%</b>	1, 2, 5	<ul style="list-style-type: none"><li>✓ Every learner has at least one Careers Guidance interview by the age of 18</li><li>✓ Every learner has access to qualified Careers Adviser when choices being made</li><li>✓ Use of shared Progression Tracker to schedule and plan for guidance interviews</li><li>✓ ALL ECHP learners to have Personal Guidance as part of Annual Review planning process when their placement with Dv8 due to end</li><li>✓ Level 2 learners not progressing to Level 3 identified by Spring term</li><li>✓ Level 3 Year 1 learners not progressing to Year 2 identified by Spring term</li></ul>

### **Impact - Successful CEIAG is reflected in:**

- Reduction of percentage of learners in NEET outcomes
- Higher numbers of learners progressing to positive destinations such as Apprenticeships, technical routes, higher education and employment opportunities

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- Improved collection and accurate recording of Destination Data with reduced NEET and Unknown data
- Student Survey's year on year increase in percentage of students stating they feel CEIAG has prepared them well for the next steps in education or employment.

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