

# Careers provision for all students at the Energy Coast UTC

*“It is clear that there is no single ‘magic bullet’ for good career guidance: it is about doing a number of things, identified in the benchmarks, consistently and well.”*

*Sir John Holman, The Gatsby Report 2013*

Information Advice and Guidance at Energy Coast UTC is delivered using a wide variety of providers to ensure a thorough, independent, continuous approach to careers advice. The following chart and appendices give an overview of how this approach is planned for and put into action to ensure maximum impact on our students.

## Recommendations of the Gatsby report 2013

Through six international visits, analysis of good practice in English schools and a comprehensive review of current literature, a set of eight benchmarks covering different dimensions of good career guidance was identified. After surveying a sample of English schools, Sir John made ten recommendations on how to improve the career guidance system.

### The Benchmarks

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



Many organisations have embedded the benchmarks into their work including; the Careers and Enterprise Company, Teach First and the Sutton Trust. Energy Coast UTC is committed to embedding these 8 benchmarks into our careers provision. Below are details of our stable careers programme (see benchmark 1 above).

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Year group	No. of lessons	Time of year (& deliverer responsible)	Content	Supported by on-line provider	Link to Gatsby report 2013	Bronze, Silver or Gold standard (see Appendix A)
<b>10</b>	1-2 day(s)	Throughout year	All year 10 students receive partnership talks and seminars from various universities (i.e. Newcastle) and employer partners (e.g. Iggesund, James Walker, Gen 2) or are taken to an on-site visit which also includes the above.	UCAS & uni websites	3, 4, 7, 8	
	5 days	April	All year 10 students are placed for one week at an appropriate employer (often self-sourced) and their experiences evaluated.	-	3, 5, 6, 8	
	-	post-April	Many students who have completed work experience will be eligible for Silver Industrial Cadets award from the Engineering Development Trust	-	3, 5, 6, 8	N/A
	After Work Experience	Throughout years 10-13	All year 10 students will be enrolled onto Duke of York award for Technical Education from Easter 2017 in order to gain at least the Bronze award by the time they have graduated from KS4.	Duke of York scheme	3, 4, 8	N/A
	-	Throughout years 10-13	Presentations and assemblies from various employers and apprentices on job prospects and link to employability skills needed and progression routes above level 2 apprenticeships	-	3, 4, 5	
	½ day x4	Young Cumbria Spring-Summer	Young Cumbria project – group work for selected students working in confidence building, employability skills, body image, interview techniques, etc.	YC	3, 8	
	-	Young Cumbria Spring-Summer	Young Cumbria mentoring – 1 to 1 mentoring of students in need of additional personalised CEAIG (e.g. creating a CV)	YC	3, 8	
	-	Job Centre Plus	Job Centre Plus to provide extra mentoring and CEAIG for any student at risk of being on our NEET list	-	3, 8	
	½ day	INSPIRA Summer Term	All year 10 attend employability skills workshops	INSPIRA	3, 4, 8	
	1 day	INSPIRA Autumn Term	World of Work (WoW) day to meet local employers and gain advice on CV's. interview technique, etc.	INSPIRA	2, 3, 4, 5, 6, 7, 8	
	10 x 25min	INSPIRA Nov - July	At least 4 year 10 students will be mentored under INSPIRA's industry mentoring scheme	INSPIRA	3, 4, 5, 8	
3 lessons	Kaefer Dec 17	3 hour interactive workshop to introduce students to apprenticeship opportunities at various levels within one international scaffolding firm	-	2,5		

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	-	Hello Future	Bespoke programme of careers advice and opportunities agreed with HOY and delivered by Hello Future (working name of Cumbria Collaborative Outreach Programme) aimed at students from certain postcodes	Hello Future/CCOP	2, 3, 4, 5, 6, 7, 8	N/A
	15 minutes min.	Unifrog in form time	On-line platform that provides a one-stop database of all university and apprenticeship entry information, advice, exemplar proformas, etc. Unifrog also assists with creation of CVs and tracking of Employability Skills	Unifrog	2, 3, 7, 8	
	15 minutes min.	ES booklet in form time & via SIMS	Employability skills tracked every week through reflection time in form as well as Reward Points scheme (SIMS) and data collections (6 per year). References generated every 12 weeks using evidence in SIMS.	Unifrog	2, 3, 7, 8	N/A
	15 minutes min.	JED in form time	JED (the Job Explorer Database from Careersoft) is an on-line platform that provides personalised career choice advice and information on over 2000 career choices. This will be used in conjunction with Unifrog.	JED	2, 3, 7, 8	

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Year group	No. of lessons	Time of year delivered (& deliverer responsible)	Content	Supported by on-line provider	Link to Gatsby report 2013	Bronze, Silver or Gold standard (see Appendix A)
<b>11</b>	1-2 day(s)	Throughout year	All year 11 students receive partnership talks and seminars from various universities (i.e. Newcastle, Cumbria) or are taken to an on-site visit which also includes the above.	UCAS & uni websites	3, 4, 7, 8	
	20 minutes	Autumn and Spring Term (LT)	Several assemblies during year 11 focusing on entry requirements to all further education and apprenticeship providers and current individual's grades as well as advertising our courses available in our sixth form. These are followed by consultations with all departments as to suitability of all students to take A-levels. Finally, 6 <sup>th</sup> form entry interviews take place, conducted by LT for all students wishing to return to ensure correct choices have been made and advice as to back-up plans, etc.	UTC	3, 4, 8	N/A
	20 minutes	Spring & Summer	All students interviewed at least once by INSPIRA and twice if PP, CLA, SEND or RONIE.	National Careers Database	3, 4, 8	
	3 lessons	Kaefer Sept 17	3 hour interactive workshop to introduce students to apprenticeship opportunities at various levels within one international scaffolding firm	-	2,5	
	-	Throughout years 10-13	Presentations and assemblies from various employers and apprentices on job prospects and link to employability skills needed and progression routes above level 2 apprenticeships	-	3, 4, 5	
	5 days	July/August (INSPIRA/ NCS)	All Y11 students are given the chance to take part in 3 weeks of activities organised by the National Citizenship Service – assemblies to advertise this scheme begin in Spring term. <b><i>N/B Energy Coast UTC has won a NCS Champions Award for their support of this programme.</i></b>	NCS website	3, 4, 5, 6	
	1 day	INSPIRA Autumn Term	World of Work (WoW) day to meet local employers and gain advice on CV's. interview technique, etc.	INSPIRA	2, 3, 4, 5, 6, 7, 8	
	1 day	INSPIRA 14.3.17	Mock interviews to support job/apprenticeship applications	INSPIRA	3, 5, 8	
	½ day x4	Young Cumbria Spring-Summer	Young Cumbria project – group work for selected students working in confidence building, employability skills, body image, interview techniques, etc.	YC	3, 8	
	-	Young Cumbria Spring-Summer	Young Cumbria mentoring – 1 to 1 mentoring of students in need of additional personalised CEAIG (e.g. creating a CV)	YC	3, 8	

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	-	Job Centre Plus	Job Centre Plus to provide extra mentoring and CEaIG for any student at risk of being on our NEET list	-	3, 8	
	½ day	INSPIRA	All Y11 attend an in-house Careers Fair – employers interviewed on a carousel basis by small groups of students	INSPIRA	2, 3, 5, 7, 8	
	15 min interviews	Spring term	All year 11 students will be interviewed about the Duke of York award for Technical Education before Easter in order to be in a position to gain at least the Bronze award by the time they have graduated from KS4.	Duke of York scheme	3, 4, 8	N/A
	-	Hello Future	Bespoke programme of careers advice and opportunities agreed with HOY and delivered by Hello Future (working name of Cumbria Collaborative Outreach Programme) aimed at students from certain postcodes	Hello Future/CCOP	2, 3, 4, 5, 6, 7, 8	N/A
	15 minutes min.	Unifrog in form time	On-line platform that provides a one-stop database of all university and apprenticeship entry information, advice, exemplar proformas, etc. Unifrog also assists with creation of CVs and tracking of Employability Skills	Unifrog	2, 3, 7, 8	
	15 minutes min.	ES booklet in form time & via SIMS	Employability skills tracked every week through reflection time in form as well as Reward Points scheme (SIMS) and data collections (6 per year). References generated every 12 weeks using evidence in SIMS.	Unifrog	2, 3, 7, 8	N/A
	15 minutes min.	JED in form time	JED (the Job Explorer Database from Careerssoft) is an on-line platform that provides personalised career choice advice and information on over 2000 career choices. This will be used in conjunction with Unifrog.	JED	2, 3, 7, 8	
	1 day	Nuvia	10 year 11 students will be guaranteed a place on Nuvia’s open days throughout the year at their West Cumbria HQ	-	2, 5, 6	

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<b>12/ 13</b>	-	Throughout year (Head of 6 <sup>th</sup> form)	Bespoke careers interviews via 6 <sup>th</sup> form tutors/HOY.		3, 4, 8	
	1 lesson	Throughout year (Head of 6 <sup>th</sup> form)	Student finance, partnership talks and seminars from various universities to students and offered to their parents	UCAS & university websites	3, 4, 7, 8	
	4 days	July (UCAS) then July-Sept (Head of 6 <sup>th</sup> form)	All Y12 students attend UCAS convention in Carlisle for university careers advice. Further follow up afternoons are calendared so that all students can look at appropriate courses, universities, qualifications and attributes needed. These afternoons are fully supported by Y13 HOY and tutor team plus INSPIRA where needed.	UCAS	2, 3, 4, 7, 8	
	-	October (INSPIRA/ NCS)	All Y12 & 13 students are given the chance to take part in a 1 week activity scheme organised by the National Citizenship Service.	NCS website	3, 4, 5, 6	
	-	Throughout year	Dream Placement – students encouraged to apply for work placements via this scheme.	DP website	1, 2, 3, 4, 5, 6, 8	
	Throughout curriculum	Throughout years 12-13	All year 12 students will be enrolled onto Duke of York award for Technical Education from Easter 2017 in order to gain at least the Silver award by the time they have graduated from KS5.	Duke of York scheme	3, 4, 8	N/A
	2 per week	Every Tues afternoon	Employer projects – students sign up for projects (i.e. Morgan Sindall’s Renewable Energy Project or Iggesund’s White Water project) to boost their employability skills and learn about aspects of different employers’ occupations. <b>NB – Our Morgan Sindall led Bridge Project was a finalist in the CN group Golden Apples awards 2017 for best employer engagement programme.</b>	-	2, 5, 8	
	-	Throughout years 10-13	Presentations and assemblies from various employers and apprentices on job prospects and link to employability skills needed and progression routes above level 2 apprenticeships	-	3, 4, 5	
	-	Throughout year	Occasional mentoring from Sellafield apprentices to give a real-world aspect to what students are studying in the UTC	-	3, 4, 5, 8	
	1 afternoon	INSPIRA Spring term	“Life after UTC” – all 6 <sup>th</sup> form students attend careers fair organised by INSPIRA	INSPIRA	2, 4, 5, 7, 8	
	1 day	SJA	All 6 <sup>th</sup> formers complete a St John’s Ambulance first Aid in the workplace course	SJA	5, 8	
	1 day	RBS (Oct)	All 6 <sup>th</sup> formers invited to Inspiring Youth Enterprise event – an introduction to entrepreneurship	RBS	2, 8	
½ day x4	Young Cumbria Spring-Summer terms	Young Cumbria project – group work for selected students working in confidence building, employability skills, body image, interview techniques, etc.	YC	3, 8		

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-	Young Cumbria Spring-Summer terms	Young Cumbria mentoring – 1 to 1 mentoring of students in need of additional personalised CEAIG (e.g. creating a CV)	YC	3, 8	
½ day	WCM Ltd	Visit to local employers (i.e. West Cumbria Mining visit, Whitehaven) offered to all interested students	-	5, 6	
-	BNFL	BNFL Union Learn – on-line accreditation to be able to visit and work at a nuclear energy facility	BNFL UL	2, 6	
-	Hello Future	Bespoke programme of careers advice and opportunities agreed with HOY and delivered by Hello Future (working name of Cumbria Collaborative Outreach Programme) aimed at students from certain postcodes	Hello Future/CCOP	2, 3, 4, 5, 6, 7, 8	N/A
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15 minutes min.	ES booklet in form time & via SIMS	Employability skills tracked every week through reflection time in form as well as Reward Points scheme (SIMS) and data collections (6 per year). References generated every 12 weeks using evidence in SIMS.	Unifrog	2, 3, 7, 8	N/A
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## Additional information

- Energy Coast UTC also have secured the services of an Enterprise advisor from the Careers and Enterprise Company to help develop these aspects of our CEAIG provision for our students.
- Once a year, the Royal Navy also run ‘Operation Amphibious Angel’ during enrichment time

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## Appendix A - Effective employer encounters

*(Taken from the Careers & Enterprise Company's "What works in Careers and Enterprise?" report 2017)*

The Careers & Enterprise Company are working to deepen the understanding of what works. The Gatsby Benchmarks provide a strong framework for action, but there are still lots of choices about what is the best thing to do. They are particularly interested in ways in which organisations can bring the worlds of education and employment closer together. To this end, the CEC commissioned Deloitte to examine the range of activities that schools could use to support these encounters with the world of work.

Many of the stakeholders interviewed as part of this research believed that all of these activities were valuable and that they should form part of school's careers and enterprise programmes. The research investigated the relative strength of evidence about each of these activities and then grouped them into three groups.

- 1) Those activities which had a strong evidence base. **(GOLD STANDARD INTERVENTIONS\*)**
- 2) Those activities which had some evidence usually based on less robust studies. **(SILVER STANDARD INTERVENTIONS\*)**
- 3) Those activities which had a limited or non-existent evidence base. It should be stressed that insufficient evidence does not mean these activities are not effective, but that in the available time no publicly available research was found to reach a clear conclusion. **(BRONZE STANDARD INTERVENTIONS\*)**

(\*Categories designated by ECUTC and not part of CEC report)

### **GOLD STANDARD INTERVENTIONS**

**STRONG EVIDENCE** High quality evaluations showing positive impact

- employer mentoring
- enterprise competitions
- work related learning provided in cooperation with employers

### **SILVER STANDARD INTERVENTIONS**

**SOME EVIDENCE** Lower-quality evaluations showing positive impact

- 1-2 week work experiences
- career learning co-delivered by teachers and employers
- careers talks • careers websites
- curriculum learning co-delivered by teachers and employers



# Careers provision for all students at the Energy Coast UTC

- cv workshops • employer delivered employability skills workshops
- enterprise activities
- mock interviews
- work place visits

## BRONZE STANDARD INTERVENTIONS

**LIMITED EVIDENCE** Insufficient evaluation evidence at present

- careers fairs
- e-mentoring
- job shadowing
- part time working
- teacher CPD delivered by employers
- volunteering

The ECUTC will use this evidence base to help guide our employer engagement activities.