

## CAREERS STRATEGY

### OUR MISSION:

Raise aspiration, realise potential and inspire success in a diverse community through high quality education and training.

### OUR VALUES:

1. Student & Employer Centred, the College aims to achieve a high quality learning and training experience for every customer
2. Excellence, the College strives for excellence in all areas of activity
3. Integrity, the College will demonstrate integrity in everything it does, working with respect, openness and trust and celebrating diversity
4. Collaboration, the College will collaborate with partners to deliver its mission wherever this benefits learners and employers

### OUR STRATEGY FOR CAREERS EDUCATION, INFORMATION, ADVICE and GUIDANCE (CEIAG)

**Creating ambitious and effective career managers.** Our aim is to ensure all young people are aware of and ready for the workplace and they can make informed decisions about the next step on their career pathway and throughout their working lives. Our vision is that learners of the College will be viewed as **employees of choice by local businesses**.

### OUR OBJECTIVES:

1. **MOTIVATED:** Learners are **engaged** in understanding the world of work and **motivated** to pursue a job or career. **They understand how their 'current learning' will support their 'future earning'**
2. **AWARE:** Learners are aware of their **own strengths, weaknesses and personal attributes** and **are aware of** opportunities in the job market that are **available and will suit them**
3. **ALIGNED:** Learners are able to make **effective and informed choices** about their next steps, **that take into account** the local and national job opportunities
4. **ACQUIRING:** Learners are aware of and can demonstrate the general skills and behaviours required for **their desired employment**. They **know** what employers are looking for and can **provide evidence** of their ability to meet these expectations
5. **ATTAINING:** Learners make a successful transition into **their desired employment** or are **on track to achieve their careers and or personal goals** when they leave the College

### OUR APPROACH:

Careers work is not just about supporting pathways to employment it also supports strategies for learner's personal and social development by:

- Building self-confidence and self-reliance
- Promoting positive and informed attitudes to learning
- Promoting leadership, organisation, resilience and initiative
- Developing good communication skills

We take a whole college approach to the design and delivery of our Careers Education programme:

- We provide a range of resources to staff to ensure they have the right knowledge and skills to support our learners effectively
- We are learner focused and tailor the programme of support to meet individual needs
- We actively encourage learners to take ownership of their own career planning
- We embed our careers programme into the delivery of our courses wherever possible
- We work in partnership with employers & partners to deliver our careers education and value the contribution of external organisations
- We seek to support learners to develop high aspirations, but also to set realistic goals and identify clear career pathways
- We continually strive for improvement and open ourselves to external review of our Careers Education Information Advice & Guidance through the achievement of externally awarded quality awards

## THE OFFER TO OUR LEARNERS:

- Learners will be supported to develop a careers plan in their first term at college, and this will be reviewed every term
- Learners will have at least two meaningful encounters with employers during their course one of which will be related to their programme of study
- Learners will have the opportunity to experience the workplace during their course
- Learners will be supported to develop the skills required to self-reflect & review their own strengths and weakness
- Learners will be supported to research the job market and make applications for work and or their next stage of learning
- Learners will have access to a career coaching conversation every year
- Learners will have the right to access to an interview with qualified careers professional
- All of our courses will embed the following aspects in their programmes of study;
  - ✓ Self-Awareness
  - ✓ Self-Determination
  - ✓ Self-Improvement
  - ✓ Exploring Careers & Career Development
  - ✓ Investigating work and working life
  - ✓ Understanding business and industry
  - ✓ Investigating jobs and the labour market
  - ✓ Valuing equality, diversity and inclusions
  - ✓ Learning about safe working practices and environments
  - ✓ Making the most of careers information, advice and guidance
  - ✓ Preparing for employability
  - ✓ Showing initiative and enterprise
  - ✓ Developing personal financial capability
  - ✓ Identifying choices & Opportunities
  - ✓ Planning and deciding
  - ✓ Handling applications and interviews
  - ✓ Managing changes and transitions

## EMPLOYER ENGAGEMENT

The College relies on the support of businesses to deliver our programme of Careers Education. Working with employers enables the College to provide impartial careers guidance across a range of pathways such as university, apprenticeships and other vocational pathways. We welcome the opportunity to work with all businesses and can offer a range of opportunities for employers to engage with prospective employees, we believe that we have a future employee for every business. If you would like to get in touch about work placements, visits or opportunities, contact us on the email link below.

[work.experience@peterborough.ac.uk](mailto:work.experience@peterborough.ac.uk)

## ALUMNI

The College has been delivering education and training for over 60 years. We believe that in many local businesses there is an employee that was trained here. We are incredibly proud of the learners that have left us and believe that they provide the key to unlocking the potential of our current learners; who better to demonstrate the benefit of learning than those that can demonstrate the impact that learner has had on their lives. Our alumni community gives us access to role models from a wide range of backgrounds, careers and experience. It is an important part of tackling disadvantage, stereotypes and social mobility by celebrating the diversity of our learners and demonstrating that success and achievement are realistic goals for everyone.

We want to develop our Alumni activity and welcome support from ex learners of the College, who are prepared to share their stories electronically or face to face to inspire and engage our learners of today. If you would like to join us please click on the link below.

<https://www.peterborough.ac.uk/about/prc-connected/>