



Careers Strategy October 2023

At Cowes Enterprise College, our mission is to educate for life. We ensure all students receive the experiences, information, guidance and skills they need to make well informed choices for their future. From Year 7 onwards students undertake a variety of opportunities and career learning embedded into the curriculum to develop their career aspirations, employability skills and understanding of labour market information. Through established links with local businesses, universities, alternative education providers and local careers and enterprise partnerships, Cowes Enterprise College students are supported to make plans and navigate the routes to fulfilling career decisions. This includes direct response to Government guidance issued in July 2021 which stated:

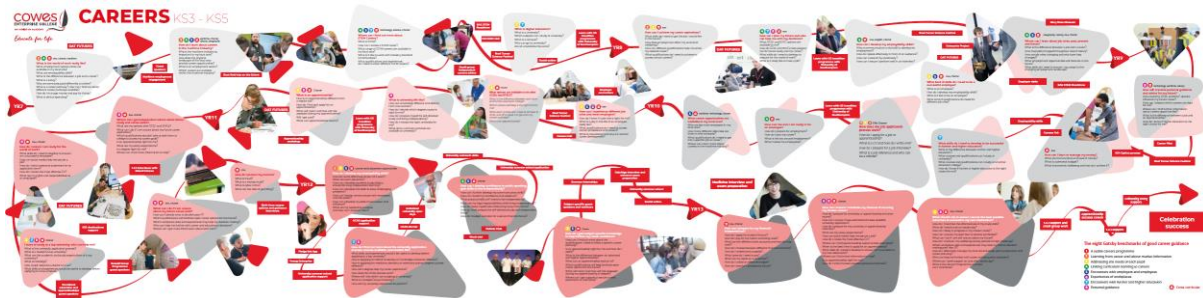
'With the government's reforms to technical education and skills and the impact of COVID-19 on the labour market, there will be an increasing need for schools and colleges to work in partnership with employers, careers advisers, local authorities and other education and training providers to support students to prepare for the workplace and to make informed choices about the next step in their education or training.'

Students at Cowes Enterprise College have access to a range of careers support delivered through a variety of delivery methods such as interactive workshops, careers fairs, employer presentations, guest speakers, workplace visits and trips to universities and other education providers. All students have one to one guidance appointment delivered by an impartial qualified careers adviser from our careers partnerships in Years 11, 12 and 13. Students can request a guidance appointment at any time throughout their academic journey and are offered support at key transition points such as Year 10 GCSE options and Year 11 career planning and into the Academy Sixth Form. The partnership with independent careers advisors enables a smooth flow of data and targeted support for vulnerable and high achieving pupils reflected in the consistently low NEET figure and positive destinations of both year 11 and 13.

We believe best practice careers education and CIAG should be embedded into the curriculum across the board from year 7-13. Our careers education programme is delivered through the Maritime Curriculum in KS3 embracing the rich local heritage and placing demanding academic concepts and techniques into 'real life' settings using our close ties with the maritime industry. Pupils develop interconnected, rigorous knowledge across a range of subject areas and have the opportunity to, for instance, see the coastal features in real life through maritime field trips in geography, work on their sailing dinghy prototypes in design technology and visit the Mary Rose in history. The theme of maritime and marine is not a discrete subject, but is woven through various subject areas as part of the broader curriculum. Up to 10% of lessons in years 7, 8 and 9 are currently linked to this theme. The Everyone Matters (E1M) subject is a personal development programme delivered from year 7-13. Students are helped to learn more about the world and how to keep themselves safe, healthy and positive. This includes many opportunities for CEIAG related learning including employability skills and making informed decisions for the future. This is further supported by the Cowes Charter delivering a universal offer to all students in years 7-13 which encourages exceptional personal development including careers and wellbeing support for every year group. Enrichment at Cowes is not a bolt-on but the informal element of our wider curriculum.

Our fully mapped and embedded careers education curriculum is available to view via the link:

[Cowes Enterprise College Careers Snake 2023](#)



The careers team is managed by a member of the Senior Leadership Team David Sanchez-Brown, Assistant Principal, Head of Sixth Form and named Careers Leader. He is supported by the services of an independent career’s advisor and a Progression coach. This is in partnership with the local authority who have the statutory responsibility for RPA compliance.



In July 2021 Cowes Enterprise College was awarded the Quality in Careers Mark, the single national quality award for CEIAG for young people assessing the impact and outcomes of career related encounters and activities. The Quality in Careers Mark requires the eight Gatsby Benchmarks to be met or exceeded. Through professional and independent external assessment, it offers national accreditation for the CEIAG provision of a school, college, or work-based learning organisations.

Cowes Enterprise College is fully meeting the eight Gatsby Benchmarks in line with the [Gatsby Charitable Foundation’s Good Career Guidance](#) which are acknowledged as best practice an working within [CDI Framework for careers, employability and enterprise education](#). Whilst careers provision is well-established and a priority for our academy, we strive for perpetual improvement and set out the following key objectives:

At Cowes Enterprise College we have four key careers objectives

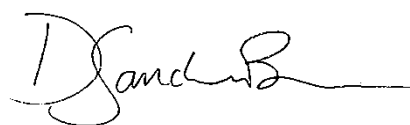
1. All teaching staff trained to offer careers support and can signpost students to appropriate careers information, guidance advice and resources.
2. Students follow a planned and progressive programme of careers education from year 7 to 13 which is both integrated into the curriculum and offers bespoke events.
3. Ensure students understand and are able to use an increased range of social, digital, and print resources available to help them prepare for their chosen pathway.
4. Every student to have purposeful encounters with employers every academic year to learn about the world of work.

Cowes Enterprise College Careers Strategy Objective:	Goals/targets and KPIs	Milestones/Responsibilities
<p>1. All teaching staff trained to offer careers support and can signpost students to appropriate careers information, guidance advice and resources.</p>	<p>By July 2024 at a strategic level to ensure and continue to develop the CPD needs of all staff particularly in light of the updated Careers Guidance and access for education and training providers published by DfE on 15th July 2021.</p>	<p>OAT Futures careers portal embedded into curriculum subjects on a rota basis.</p> <p>Virtual training resources for careers education and CIAG available via the academy CPD library.</p> <p>SharePoint Careers resource site for staff members.</p>
<p>2. Students follow a planned and progressive programme of careers education from year 7 to 13 which is both integrated into the curriculum and offers bespoke events.</p>	<p>Careers learning is regularly linked to the curriculum in lessons.</p> <p>Schemes of work containing careers are an accurate depiction of the local and national labour market</p> <p>By December 2023 at a strategic level to ensure that the updated CDI Framework for Careers Education, Enterprise and Employability is mapped against current CEIAG provision and delivered accordingly.</p>	<p>Videos introduced. Walk throughs to quality assure.</p> <p>Regular reviews of LMI conducted</p> <p>Careers learning mapped to new framework.</p>
<p>3. Ensure students understand and are able to use an increased range</p>	<p>Social networking platforms including LinkedIn and Fledgeline are promoted.</p>	<p>Creation of student facing careers hub</p>

<p>of social, digital, and print resources available to help them prepare for their chosen pathway.</p>	<p>The Careers Hub is fully functioning</p> <p>Students are aware of main sources of information and this is available on the website</p> <p>By July 2024 At an operational level to ensure that all learners understand and can actively use the most accurate, reliable and reputable sources of careers information particularly the work of key stakeholders eg the National Careers Service, Amazing Apprenticeships and the ASK Services delivered by ALPHI. It is recommended that learners can demonstrate competency in setting up and using account for vacancy alerts and other opportunities eg UCAS and the Apprenticeship Service GOV.UK in Key Stage 4 and updated in Key Stage 5 prior to leaving.</p>	<p>Sixth Form student mentors staff Careers Hub at key points in the academic year.</p> <p>Development of academy wide assemblies at key times such as careers week and transition points.</p> <p>Embed employer encounter resources and learning opportunities into all curriculum areas with a focus on the learning platforms and resources available such as OAT Futures.</p> <p>Embed comprehensive careers monitoring package such as UniFrog to KS4 and 5 by June 2024</p> <p>By May 2024, at an operational level to ensure learners are able to research and evaluate progression pathways by harnessing social media networks such as Linked In and are able to produce and publicise professional digital career profiles for future networking purposes at KS4 and KS5.</p>
<p>4. Every student to have a purposeful encounter with an employer every academic year to learn about the world of work</p>	<p>Work with large employers to provide encounters across different areas.</p> <p>Engage with local networks to provide work experience placements.</p>	<p>NHS and Isle of Wight Council, Engineering and Maritime sectors</p> <p>New employer database built</p> <p>Embed employer engagement learning opportunities in all curriculum areas throughout the year in all year groups.</p>

Review Date: October 2025

Signed:



This graph shows your latest evaluation results along with your progress and how your plans are impacting your Compass score.

Gatsby Benchmark	Latest Evaluation	Total achievement
1-A stable careers programme	100%	100%
2-Learning from career and labour market information	100%	100%
3-Addressing the needs of each pupil	100%	100%
4-Linking curriculum learning to careers	100%	100%
5-Encounters with employers and employees	100%	100%
6-Experiences of workplaces	100%	100%
7-Encounters with further and higher education	100%	100%
8-Personal guidance	100%	100%

🔹 Reached 1% - 99% 🔸 Reached 100%

If you think there is something wrong with the content of this report, please contact us at compassplus@careersandenterprise.co.uk.