



## Careers Strategy October 2025

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.

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 independent 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 and Eco Futures 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 and work on their sailing dinghy prototypes in design technology. 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 Life Sciences subject includes a personal development programme delivered from year 7-11 where 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, destinations 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 on the Academy website:

# Careers KS3



<b>GROW THROUGHOUT LIFE</b> Grow throughout life by learning and reflecting on yourself, your background, and your strengths.	<b>EXPLORE POSSIBILITIES</b> Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.	<b>MANAGE CAREER</b> Manage your career actively, making the most of opportunities and learn from setbacks.	<b>CREATE OPPORTUNITIES</b> Create opportunities by being proactive and building positive relationships with others.	<b>BALANCE LIFE AND WORK</b> Balance your life as a worker and/or entrepreneur with your well-being, other interests and your involvement with your family and community.	<b>SEE THE BIG PICTURE</b> See the big picture by paying attention to how the economy, politics and society connect with your own life and career.
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CH= Charter UF= UniFrog

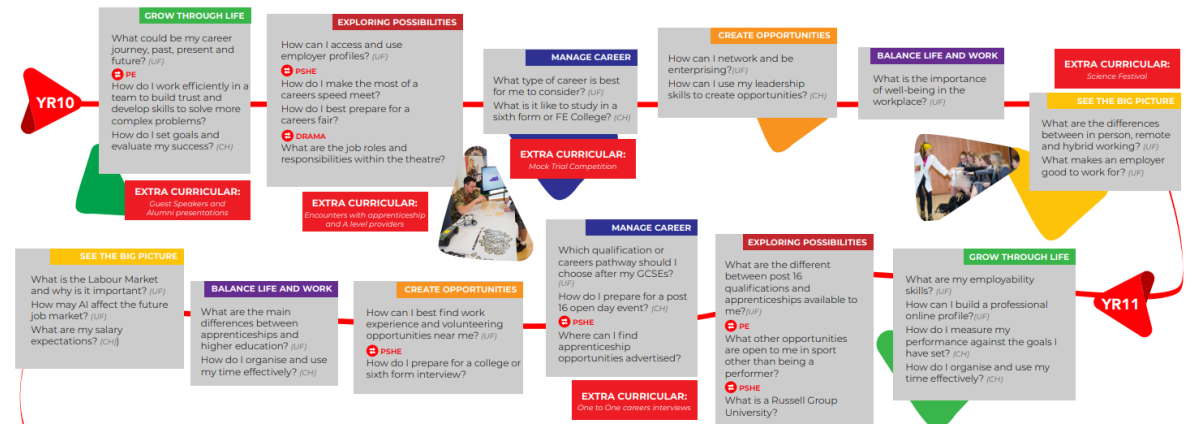


# Careers KS4

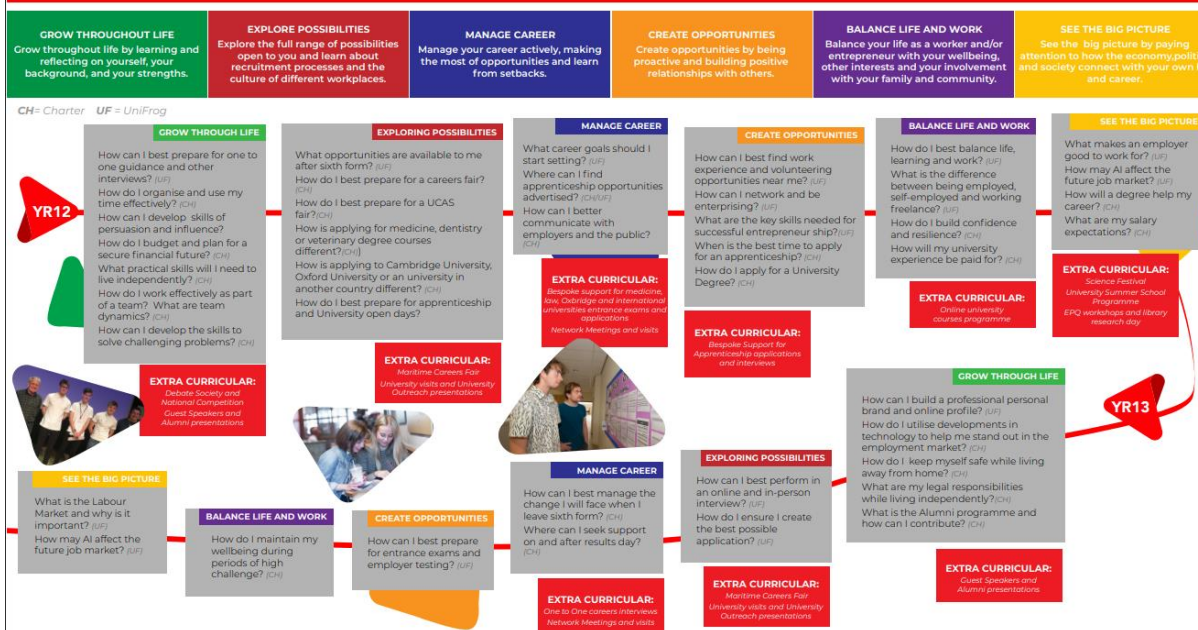


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# Careers KS5



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; in partnership with the local authority who have the statutory responsibility for RPA compliance.



In 2021 Cowes Enterprise College was awarded the Quality in Careers Mark with successful and rigorous re-accreditation achieved in 2024. Careers Mark is 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 updated [Gatsby Charitable Foundation's Good Career Guidance](#) 2025 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**

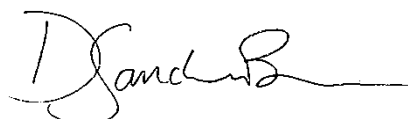
1. All teaching staff trained to offer careers support and can signpost students to appropriate careers information, guidance advice and resources.
2. Students follow a planned and progressive programme of careers education from year 7 to 13 which is both integrated into the curriculum and offers bespoke 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 2026 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 8<sup>th</sup> May 2025.</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>Academy website resources</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>Full Academy rollout of Unifrog</p>	<p>Regular reviews of LMI conducted</p> <p>Careers learning mapped to new frame work.</p>
<p>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.</p>	<p>Social networking platforms including LinkedIn and Fledglink are promoted.</p> <p>The Careers Hub is fully functioning</p>	<p>Creation of student facing careers hub</p> <p>Sixth Form student mentors staff Careers Hub at key points in the academic year.</p>

	<p>Students are aware of main sources of information and this is available on the website</p> <p>By July 2026 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 and Amazing Apprenticeships. 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>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 2026</p> <p>By May 2026, 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 2028

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%