

# Camphill Wakefield Careers Provision

The Camphill Wakefield Careers Provision is embedded throughout the student programme, linked to the 8 Gatsby Benchmarks. Students at Camphill Wakefield will experience a range of activities throughout their study programmes, and information, advice and guidance about future career and destination opportunities

**The Gatsby Benchmarks (GB)** – by working towards the Gatsby Benchmarks, Camphill Wakefield will provide high quality Careers Education, Information, Advice and Guidance

## The Gatsby Benchmarks:

1. **A stable careers programme**
2. **Learning from careers and Labour Market Information (LMI)**
3. **Addressing the needs of each student**
4. **Careers in the curriculum**
5. **Encounters with employers and employees**
6. **Experiences of workplaces**
7. **Encounters with further and higher education**
8. **Personal guidance**

## How Camphill Wakefield is working towards meeting the Benchmarks

GB:	Coverage:
1	<b>Careers Calendar</b> , Provider Access Policy, Stakeholder Questionnaires, Student Council Engagement, SMT and Trustee approval
2	<b>Pathway towards Employment</b> , Careers bulletin/newsletter, Careers Development Agency (CDI), Local Future Opportunities events
3	Careers Interviews, <b>Vocational Profiling</b> , Review Meetings, Destination Data and Alumni Engagement
4	<b>Pathway Towards Employment</b> , Functional English and Maths, PSHE, Accessing the Community, Moving on Events, Apprenticeship events/fairs, Careers Week, In-College Work-Shadowing
5	<b>At least 2 encounters with employers/employees for each student:</b> employer visits and talks, offsite visits, curriculum- and session-based encounters
6	Work Experience, Work Placements, Supported Employment Placements
7	Apprenticeship week and fairs, <b>Review Meetings</b> , Project SEARCH open evenings, College visits, Alumni Engagement
8	<b>Vocational Profiles</b> , Review Meetings, Careers Interviews, Tutorials

Each student will have a personally tailored programme of Careers Education built in to their whole college programme. These follow individual aspirations; meet needs and preferences; and challenge stereotypes and barriers to employment and / or future pathways.

Activity:	What you can expect to receive at Camphill Wakefield:
<p><b>Careers information, advice and guidance:</b></p>	<p><b>Initial Careers interviews or meetings</b> – students will be supported to focus on aspirations, choices, needs and preferences, and gain awareness of future pathway opportunities</p> <p><b>Careers Information sessions (individual or group)</b> – following on from Career Interviews, these will enable students to reflect on progress towards aspirations, achievements, changes in circumstances or preferences, and will provide information about future opportunities and pathways into work. These sessions will provide an opportunity to use and review Vocational Profiles</p> <p><b>Careers Information and Guidance</b> – providing impartial advice and guidance on future career options. This will be provided through EHCP and Transition Review meetings in partnership with Careers Advisors. Some Career Guidance will be available in college with trained Careers Advisors</p> <p>The Careers Team will publish a Careers bulletin every term, detailing events, opportunities, good new stories, alumni successes, and job opportunities</p> <p><b>Review Meetings</b> – EHCP and Transition reviews will provide students and parents/carers the opportunity to discuss future opportunities, and to receive advice and guidance on the available options</p> <p>The Careers Team will provide information prior to the reviews, through additional careers interviews or meetings with individual students</p>
<p><b>Careers Education:</b></p>	<p><b>Pathway Towards Employment</b> – providing information in all teaching sessions with a focus on the pathway towards employment, following the RARPA framework, emphasising the skills-learning required to achieve future employment opportunities</p> <p><b>Vocational Profiling</b> – students will have vocational profiling activities embedded throughout their sessions, and will be supported to identify and recognise their skills and abilities, needs and preferences in preparation for employment and future opportunities</p> <p><b>Teaching Content</b> – students will have opportunities to learn: Accessing the Community and travel training; Functional English and Maths; and Independent Living skills and PSHE</p>
Activity:	What you can expect to receive at Camphill Wakefield:

<b>Events:</b>	<p><b>Local Future Opportunities events</b> – events showcasing post-college opportunities including: Further Study programmes; Supported Internships; Volunteering Opportunities; Day Opportunities; Apprenticeships and other activities</p>
	<p><b>Supported Internship events and open evenings</b> – Project SEARCH open evenings in October and January: students and parents/carers will be invited or signposted to these, and Camphill Wakefield Careers Team staff members will also attend</p>
	<p><b>Apprenticeship events/fairs</b> – the Careers Team will signpost students and parents/carers to these events, and will arrange for apprenticeship providers or experts to attend and speak at Camphill</p>
	<p><b>Parents afternoon or evening</b> – the Careers Team will arrange and host these events twice annually, to include careers and course information, and benefits advice and guidance</p>
	<p><b>ACE celebration (June)</b> – this event celebrates the progress and achievements of students on the college ACE programme, with employers, parents/carers and college staff attending</p>
<b>Employer encounters and experiences:</b>	<p><b>Employer Encounters</b> – our students will have at least two encounters with employers and employees; some visiting the college to speak about their jobs, and some local visits to our partner employers and businesses</p>
	<p><b>Work-Shadowing</b> – students will have the opportunity to shadow staff members at Camphill Wakefield to find out about certain jobs and roles. This can also include hands-on experience</p>
	<p><b>Employer engagements</b> – all students will be considered for, and interviewed about, work experience during their first year. Upon successful completion of a work experience placement, or based on previous experiences, students can register an interest for, and request to join the ACE programme</p>
	<p><b>The ACE Programme</b> – students who gain entry onto the ACE programme will be assisted to choose a sustained Work Placement or Supported Employment Placement, and be supported by a job coach to learn the roles and responsibilities of the job</p>

**The Camphill Wakefield Careers Calendar details when the various activities will take place throughout the academic year**

**Over the first year at Camphill Wakefield, all students will have the opportunity to develop and follow an individual Career Plan to include some or all of the following activities:**

- Have a Careers interview – agreeing and setting the baseline for the Individual Career Plan.
- Have at least two employer encounters – onsite employee presentations, and offsite employer visits.
- Have the opportunity to do work-shadowing with a Camphill Wakefield staff member.
- Have the opportunity to try a 6-week (half-day per week) work experience with one of Camphill Wakefield's partner employers.
- Create a Vocational Profile.
- Have access to information on a range of events – Future Opportunities events, Supported Internship presentations. Some will be held at Camphill Wakefield, some will require parents/carers to engage and support.
- Have access to information about a wide range of post-college choices and opportunities.
- Find out about a range of further Study Programmes; Apprenticeships; Traineeships; and Supported Internships.
- Experience Careers Education Learning embedded in their chosen pathway (Land, Craft, or Catering & Hospitality).
- Take part in Accessing the Community to include: introduction to travel-training.
- Receive support to understand and find out about future work opportunities – through career interviews, review meetings, and liaison or signposting to other agencies (Careers agencies, Connexions digital, employment hubs).
- Have access to information about Camphill Wakefield's ACE Programme, and how to apply.

**By the end of their college programme, students will have further opportunities to develop their Career Plans, through activities that include continuation of the above, and further development through some or all of the following activities:**

- The opportunity (based on sufficient progress) to undertake a sustained Work Placement or Supported Employment Placement on the ACE Programme, with the aim of achieving part-time voluntary or paid employment.
- The opportunity to apply for internal work tasks at Camphill Wakefield.
- Produce a CV and Work Skills Profile.
- Improve interview skills and public speaking skills.
- Receive individual careers guidance: 1 to 1 Careers Guidance Interviews or via annual review with local authority Careers professionals.
- Take part in college-based Enterprise activities.
- Receive support to access further education and training information.
- Receive support to apply for further education, training, or employment.

**The Careers Provision and Calendar activities are subject to change or amendment due to the uncertainty regarding Covid-19. Some events and activities may be delivered by alternative methods, and some may be postponed or cancelled.**