



Careers Strategy 2024-2027

For 16-19-Year-Old Learners at Green Labyrinth

Vision

To empower every learner to achieve their full potential by equipping them with the knowledge, skills, and confidence needed to make informed decisions about their future education, employment, and training.

Strategic Objectives

1. Deliver a High-Quality Careers Programme

- Provide a structured, measurable, and student-centred careers programme in line with the **Gatsby Benchmarks**.
- Embed careers education across the curriculum to ensure career readiness is a key outcome for all learners.

2. Enhance Access to Impartial Guidance

- Offer regular, personalized 1:1 career guidance interviews with qualified Careers Advisers.
- Ensure impartiality and inclusion, catering to the diverse needs and aspirations of learners, including SEND learners with EHCPs.

3. Engage Employers and Industry Partners

- Build partnerships with local and national employers to enhance workplace readiness.
- Facilitate employer-led workshops, mock interviews, and mentoring schemes to give learners insight into real-world career expectations.

4. Focus on Progression Pathways

- Support learners in exploring and achieving their aspirations, whether through higher education, apprenticeships, or direct employment.
- Track and celebrate learner destinations to continuously improve the impact of careers services.

5. Promote Equality and Inclusion

- Remove barriers to career progression by actively addressing underrepresentation in certain career pathways and industries.
- Provide tailored support for learners from disadvantaged backgrounds to achieve equitable outcomes.

6. Use Data-Driven Decision-Making

- Regularly monitor labour market information (LMI) to align the careers programme with emerging trends and opportunities.
- Use learner feedback and destination data to inform and refine careers education.



Key Priorities

1. Meeting the Gatsby Benchmarks by 2025

Achieve full compliance with the eight Gatsby Benchmarks to ensure the careers programme meets national standards:

1. A stable careers programme.
2. Learning from career and labour market information.
3. Addressing the needs of each learner.
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.

2. Creating Strong Local Partnerships

- Establish links with local colleges, universities, apprenticeship providers, and training organisations to create a seamless progression framework for learners.
- Work with local employers to provide tailored work placements, especially in growth sectors identified in local economic strategies.

3. Enhancing Digital Careers Support

- Implement a digital careers hub with resources, job opportunities, and labor market trends to allow learners to explore careers independently.
- Develop interactive tools to support CV writing, job applications, and interview preparation.

Delivery Plan

Priority	Action	Timeframe	Responsibility	Success Measures
Embed the Gatsby Benchmarks	Conduct a gap analysis and develop an implementation plan for each benchmark	Jan–Dec 2025	Careers Lead	Annual Compass+ assessment shows 100% compliance.
Build employer engagement	Host termly employer forums and arrange regular guest speaker events and workplace visits.		Ongoing Careers Team	10% annual increase in employer involvement.
Personalized guidance	Offer termly 1:1 career planning sessions to all learners, including SEND-specific support		Ongoing Careers Adviser	Positive learner feedback; progression data.



Improve tracking of outcomes	Implement a robust system for tracking learner destinations post-Green Labyrinth.	By Dec 2025	Data & Analytics Team	95% learners with known destinations annually.
Curriculum integration	Develop CPD for staff to link classroom learning with career opportunities	By July 2024	Curriculum Leads	75% staff trained in career-linked teaching methods.
Digital careers platform	Launch an online careers portal with interactive tools and resources for learners.	By Jan 2024	IT & Careers Team	75% learner engagement with the platform annually.

Monitoring and Evaluation

1. Annual Self-Assessment

- Evaluate the careers programme using Compass+ and learner feedback.
- Incorporate findings into the institution's annual Self-Assessment Report (SAR).

2. Feedback and Review

- Collect feedback from learners, parents, employers, and staff.
- Hold termly Careers Advisory Panel meetings to review progress.

3. Destination Tracking

- Use accurate data on learner progression into employment, apprenticeships, or further education to measure the long-term impact of the careers programme.

Stakeholder Involvement

- **Learners:** Central to shaping and evaluating the programme.
- **Parents/Carers:** Supported with information and guidance to help them advise learners.
- **Employers:** Co-creators of opportunities that prepare learners for work.
- **Staff:** Trained to deliver and embed careers education effectively.

Equality Statement

This strategy reflects Green Labyrinth's commitment to promoting equality, diversity, and inclusion. It ensures that all learners, irrespective of their background or circumstances, have access to high-quality careers education and guidance.