

Welcome to the Autumn 2022 edition! It's felt like a very busy term so far and I know many schools have started the new academic year with full event programmes to support the career development of their learners including careers fairs, visiting employers and apprenticeship and training providers.

In this term's newsletter, as well as bringing you the latest information regarding opportunities including apprenticeships, work experience and insight days, we have put focus on careers information and advice for students with special educational needs and disabilities. This includes resources and organisations that support those students with post-16 opportunities and transition, but also includes resources for students with needs in terms of accessing university and higher education and training and those who may have other needs including financial disadvantage, exclusion.

We also have some interesting data in our summary of current labour market information for the UK. This provides insight into the UK economy, as well as skills shortages and needs, always an important factor to reflect upon as part of career planning and management.

Finally we have an update for our schools and career leads about Gatsby Benchmark 7 (Encounters with further and higher education) regarding what schools need to continue to consider in terms of their careers programme and offer to their learners.

Best wishes,

Natalie Papworth
Founding Director
Innervate Careers

Key Features:

- [What are the Options after Year 11](#)
- [Sixth Form and College Open Events](#)
- [College Interview](#)
- [Events](#)
- [Schools & Colleges Big Bang and LMI Lesson Plans](#)
- [Apprenticeships – Looking Ahead](#)
- [All about apprenticeships - applying](#)
- [Labour Market Information October 2022](#)
- [SEN/Social Mobility & Disability – School Leaver Support Transition and Employment](#)
- [Outreach & Support for SEN/Social Mobility and Disability for Higher Education](#)
- [*SCHOOL UPDATE* Legislation update – the Baker Clause](#)
- [All About Innervate Careers Service](#)



We Have Again Been
 Awarded
 The Matrix Standard



Up to date Careers News, Information & Opportunities



Schools



Teachers



Young people



Career advisers



Parents/Carers



Parents/Carers



Young people



Teachers

Year 11 - What are the options?

Did you know? It's not too late to apply to college. If you are unsure of getting above 4, many colleges offer level 2 and 1 courses. However, not all sixth form colleges offer level 1, so make sure you consider a range of colleges and a plan A and plan B option.

- **Further education** – sixth form college or FE college
- **Further training** – FE vocational/ technical college course or apprenticeship course
- **Apprenticeship** – job or work placement with an employer, qualifying for that job, role or trade usually including FE vocational/ technical college course
- **Job with training** – working full-time with your employer offering you a work based qualification not necessarily a full apprenticeship

How do I figure out what's the best option for me?

Four things to consider:

Grades

- What are your predicted grades? What are you likely to achieve? Be honest with your abilities

Subjects

- What subjects have you enjoyed at school? Can you identify any potential new subjects? Do your favourite subjects suggest a particular career or industry that leads to a vocational subject? Or would you prefer to take a range of subjects that keep your options open?

Learning Style

- Can you cope with classroom based learning or do you need a balance of practical activities? How do you find exams? How do you find lots of coursework?

College or Apprenticeships

- Do you know what you want to do? If so, do you know if you can take an apprenticeship to gain entry for that career? Would you be able to cope with working in a real life adult working environment or would the pace of a college course be better suited to you?

Qualifications explained....

Five or more 9 to 4 (A*-Cs) grades at GCSE means you can access level 3 qualifications: either 3 A levels or a level 3 Btec National Diploma or Extended Diploma (or a combination of A Levels and BTEC Diplomas)

At least three grade 3s (Ds) means you can access level 2 qualifications: Level 2 Btec and GCSE re-takes

Less than three grade 3s (Ds) means you can access level 1 Btec Introductory Diploma

Where to start with your exploration:

- **What are you good at?** Consider subjects and how you learn best
- **What are you interested in?** Consider what you enjoy and what you could see yourself doing

Some students select subjects based purely on what they enjoy and these can be a mixture of academic, creative and vocational courses. This balance is often beneficial to students and ensures they have some variety in their timetable.

Students with clear career goals in mind should investigate which courses work well together and which subjects they need to study to access their chosen career or university course. (E.g. Students wanting to become a Doctor should consider Biology, Chemistry and Maths).

Ensure you select course combinations which are acceptable by universities/or particular apprenticeships/career. Some subjects such as Media Studies and Film Studies can be seen by some universities to work well together, however some universities may see them as being too similar and covering common ground.

Research

- If you know what you want to do as a career – www.nationalcareerservice.direct.gov.uk
- www.prospects.com – Careers information & Quiz
- If you want to go to university – www.ucas.com
- Subject interests at GCSE – **have a look at the course guides for colleges, on-line on their websites and at their open evenings**
- If you think you would suit an apprenticeship www.apprenticeships.org.uk

https://sacu-student.com/?page_id=5203 – A Level explorer

<https://university.which.co.uk/a-level-explorer> - Which Uni A Level Explorer

CAREERS QUIZZES

- <https://icould.com/buzz-quiz/> Careers site with the Buzz-quiz
- <https://www.whatcareerisrightforme.com/> Careers quiz



Free careers guides For Parents & Carers
Click here



opendays.com
university and college open days



University Open Days & Taster Days

To find out about university open days either go direct to their website Click on icons to search for all University open and taster days



Sixth Form and College Open Events



Parents/Carers



Young people



Teachers

COLLEGE / INSTITUTION	EVENT TYPE	DAY	DATE	TIME	MORE INFORMATION
Alton College	HSDC.ALTON OPEN EVENING	Wednesday	Wednesday, November 9, 2022	5pm - 8pm	https://www.hsdc.ac.uk/events-calendar/alton-campus/
Basingstoke College of Technology	Future Skills Centre (FSC) open day	Thursday	Thursday, December 8, 2022	4.30pm - 7.30pm	https://www.bcot.ac.uk/news-and-events/events/
Basingstoke College of Technology	Open event	Tuesday	Tuesday, May 2, 2023	4.30pm - 7pm	https://www.bcot.ac.uk/news-and-events/events/
Berkshire College of Agriculture: BCA	Open Event	Saturday	Saturday, November 19, 2022	10am - 2pm	https://www.bca.ac.uk/events/
Berkshire College of Agriculture: BCA	College Insight Session	Friday	Friday, November 25, 2022	9:30am - 4:30pm	https://www.bca.ac.uk/events/
Berkshire College of Agriculture: BCA	College Insight Session	Tuesday	Tuesday, March 14, 2023	9:30am - 4:30pm	https://www.bca.ac.uk/events/
Berkshire College of Agriculture: BCA	College Yr 10 Taster Sessions	Monday	Monday, June 26, 2023	9:30am - 12:30pm	https://www.bca.ac.uk/events/
Brinsbury College (Part of Chichester College)	Open Event	Saturday	Saturday, March 11, 2023	10am-1pm	https://www.brinsbury.ac.uk/events
Brooklands College	Open Event - Weybridge	Saturday	Saturday, November 19, 2022	10am - 1pm	https://www.brooklands.ac.uk/events/
Brooklands College	Open Event - Ashford	Thursday	Thursday, February 23, 2023	4:30 pm - 7:30 pm	https://www.brooklands.ac.uk/events/
Brooklands College	Open Event - Weybridge	Wednesday	Wednesday, March 1, 2023	4:30 pm - 7:30 pm	https://www.brooklands.ac.uk/events/
Brooklands College	Open Event - Weybridge	Saturday	Saturday, May 20, 2023	10:00 am - 1:00 pm	https://www.brooklands.ac.uk/events/
Buckinghamshire College Group	Open Event - Wycombe Campus	Saturday	Saturday, November 5, 2022	10am - 1pm	https://www.buckscollegegroup.ac.uk/enrol/open-days
Buckinghamshire College Group	Open Event - Amersham Campus	Tuesday	Tuesday, November 8, 2022	5pm - 8pm	https://www.buckscollegegroup.ac.uk/enrol/open-days
Buckinghamshire College Group	Open Event - Aylesbury Campus	Thursday	Thursday, November 10, 2022	5pm - 8pm	https://www.buckscollegegroup.ac.uk/enrol/open-days
Carshalton College	Open event	Saturday	Saturday, November 19, 2022	10am - 1pm	https://stcp.ac.uk/carshalton-college/events
Carshalton College	Open event	Wednesday	Wednesday, February 1, 2023	5pm - 7pm	https://stcp.ac.uk/carshalton-college/events
Carshalton College	Open event	Saturday	Saturday, March 11, 2023	10am - 1pm	https://stcp.ac.uk/carshalton-college/events
Carshalton College	Open event	Wednesday	Wednesday, June 28, 2023	5pm - 7pm	https://stcp.ac.uk/carshalton-college/events
City of Westminster College	Open Event	Saturday	Saturday, November 12, 2022	10am - 1pm	https://www.cwc.ac.uk/about-us/open-events
Charters Sixth Form	School tour	Thursday	Thursday, November 17, 2022	9am - 10am	https://www.charterschool.org.uk/43/school-tours
Charters Sixth Form	School tour	Thursday	Thursday, November 24, 2022	9am - 10am	https://www.charterschool.org.uk/43/school-tours
Charters Sixth Form	School tour	Thursday	Thursday, December 8, 2022	9am - 10am	https://www.charterschool.org.uk/43/school-tours
Chichester College (West Sussex)	Open evening	Wednesday	Thursday, March 9, 2023	4.30pm-7pm	https://www.chichester.ac.uk/events
Coulson Sixth Form College	Open Event	Thursday	Thursday, November 17, 2022	5pm - 7pm	https://www.coulson.ac.uk/events/
Coulson Sixth Form College	Open Event	Thursday	Thursday, March 16, 2023	5pm - 7pm	https://www.coulson.ac.uk/events/
Croydon College	Open Event	Thursday	Thursday, March 23, 2023	5pm - 7pm	https://croydon.ac.uk/events/
Croydon College	Open Event	Thursday	Thursday, June 29, 2023	5pm - 7pm	https://croydon.ac.uk/events/
East Surrey College	Open Event	Saturday	Saturday, November 12, 2022	10am - 2pm	https://www.esc.ac.uk/about-esc/events
Farnborough College of Technology	Construction: School Leavers Open Event (Aldershot)	Tuesday	Tuesday, November 22, 2022	4pm - 7.30pm	https://www.farn-ct.ac.uk/events-in-person/
Farnborough College of Technology	School Leavers Open Event	Wednesday	Wednesday, November 23, 2022	4pm - 7.30pm	https://www.farn-ct.ac.uk/events-in-person/
Farnborough College of Technology	School Leavers Open Event	Wednesday	Wednesday, February 8, 2023	4pm - 7.30pm	https://www.farn-ct.ac.uk/events-in-person/
Gordon's School Sixth Form	Open Event - External Applicants	Thursday	Thursday, November 17, 2022	10.15am - 12.30pm	https://www.gordons.school/page/?title=SIXTH+FORM+OPEN+EVENTS&pid=700
Godalming College	Open Event	Wednesday	Wednesday, November 9, 2022	4.30pm - 8.30pm	https://www.godalming.ac.uk/open-evening.html
John Ruskin College	Open Event	Saturday	Saturday, November 19, 2022	10am - 2pm	https://www.johnruskin.ac.uk/about-jrc/events
Kingston College	Open Event	Wednesday	Wednesday, November 9, 2022	4.30pm - 7pm	https://stcp.ac.uk/kingston-college/events
Kingston College	Open Event	Saturday	Saturday, January 28, 2023	10am - 1pm	https://stcp.ac.uk/kingston-college/events
Kingston College	Open Event	Wednesday	Wednesday, March 8, 2023	4.30pm - 7pm	https://stcp.ac.uk/kingston-college/events
Kingston College	Open Event	Friday	Friday, June 23, 2023	11am - 2pm	https://stcp.ac.uk/kingston-college/events
Langley College (Windsor Forest Colleges Group)	Open Event	Wednesday	Wednesday, November 23, 2022	4pm - 6.30pm	https://www.windsor-forest.ac.uk/information/opensdays.html
Merrist Wood	Open Event	Saturday	Saturday, November 19, 2022	9.30am - 12.30pm	https://www.meristwood.ac.uk/activelearning.ac.uk/events/
NESCOT	Open Event	Wednesday	Wednesday, November 23, 2022	4.30pm-7.30pm	https://www.nescot.ac.uk/events/
NESCOT	Open Event	Wednesday	Wednesday, February 8, 2023	4.30pm-7.30pm	https://www.nescot.ac.uk/events/
NESCOT	Open Event	Saturday	Saturday, March 25, 2023	11am - 2pm	https://www.nescot.ac.uk/events/
NESCOT	Open Event	Wednesday	Wednesday, May 24, 2023	4.30pm-7.30pm	https://www.nescot.ac.uk/events/
Reading College	Open Event	Saturday	Saturday, November 19, 2022	9.30am - 12.30pm	https://reading.ac.uk/activelearning.ac.uk/events/
Richmond-Upon-Thames College	Open Event	Wednesday	Wednesday, March 1, 2023	5pm - 8pm	https://www.rutc.ac.uk/our-courses/16-18/open-events.html
Richmond-Upon-Thames College	Open Event	Saturday	Saturday, March 18, 2023	10am - 2pm	https://www.rutc.ac.uk/our-courses/16-18/open-events.html
Richmond-Upon-Thames College	Open Event	Thursday	Thursday, April 27, 2023	5pm - 8pm	https://www.rutc.ac.uk/our-courses/16-18/open-events.html
Richmond-Upon-Thames College	Open Event	Tuesday	Tuesday, June 20, 2023	5pm - 8pm	https://www.rutc.ac.uk/our-courses/16-18/open-events.html
Sparsholt College	Open Event	Saturday	Saturday, November 12, 2022	10am - 2pm	https://www.sparsholt.ac.uk/opensdays/
Sparsholt College	Open Event	Saturday	Saturday, February 4, 2023	10am - 2pm	https://www.sparsholt.ac.uk/opensdays/
Sparsholt College	Open Event	Saturday	Saturday, March 4, 2023	10am - 2pm	https://www.sparsholt.ac.uk/opensdays/
Sparsholt College	Open Event	Wednesday	Wednesday, May 3, 2023	4pm - 7pm	https://www.sparsholt.ac.uk/opensdays/
Sparsholt College	Open Event	Thursday	Thursday, June 15, 2023	4pm - 7pm	https://www.sparsholt.ac.uk/opensdays/
Strodes (Windsor Forest Colleges Group)	Open Event	Thursday	Thursday, February 9, 2023	4.30pm - 7pm	https://www.windsor-forest.ac.uk/information/opensdays.html
Strodes (Windsor Forest Colleges Group)	Open Event	Thursday	Thursday, June 15, 2023	4.30pm - 7pm	https://www.windsor-forest.ac.uk/information/opensdays.html
Teddington School Sixth Form	Sixth Form Information Evening	Thursday	Thursday, November 17, 2022	5pm - 7pm	https://www.teddingtonschool.org/4547/sixth-form-open-events
Teddington School Sixth Form	Open morning	Tuesday	Tuesday, November 29, 2022	9am - 11am	https://www.teddingtonschool.org/4547/sixth-form-open-events
Teddington School Sixth Form	Open morning	Wednesday	Wednesday, November 30, 2022	9am - 11am	https://www.teddingtonschool.org/4547/sixth-form-open-events
Teddington School Sixth Form	Open morning	Thursday	Thursday, December 1, 2022	9am - 11am	https://www.teddingtonschool.org/4547/sixth-form-open-events
West Thames College Isleworth	Open event - Isleworth	Saturday	Saturday, November 12, 2022	10am - 1pm	https://www.west-thames.ac.uk/events/open-days
West Thames College Isleworth	Open event - Isleworth	Wednesday	Wednesday, February 1, 2023	5pm - 7pm	https://www.west-thames.ac.uk/events/open-days
West Thames College Isleworth	Open event - Isleworth	Saturday	Saturday, March 11, 2023	10am - 1pm	https://www.west-thames.ac.uk/events/open-days
West Thames College Isleworth	Open event - Isleworth	Wednesday	Wednesday, June 21, 2023	5pm - 7pm	https://www.west-thames.ac.uk/events/open-days
West Thames College Feltham (Construction, Engineering, Logistics and Motor Vehicle)	Open event - Feltham	Tuesday	Tuesday, February 7, 2023	5pm - 7pm	https://www.west-thames.ac.uk/events/open-days
West Thames College Feltham (Construction, Engineering, Logistics and Motor Vehicle)	Open event - Feltham	Tuesday	Tuesday, June 27, 2023	5pm - 7pm	https://www.west-thames.ac.uk/events/open-days
Windsor College (Windsor Forest Colleges Group)	Open Event	Tuesday	Tuesday, February 7, 2023	4.30pm - 7pm	https://www.windsor-forest.ac.uk/information/opensdays.html
Windsor College (Windsor Forest Colleges Group)	Open Event	Tuesday	Tuesday, June 13, 2023	4.30pm - 7pm	https://www.windsor-forest.ac.uk/information/opensdays.html

College Interview?



Parents/Carers



Schools



Teachers



Not experienced an Interview before?

You may have some anxiety about your college interview and this is only natural. However, the college interview is not like a job interview. In most cases the college will be offering you a place at the college. But it is still important to take the interview seriously and do your best to impress your interviewer as some courses are popular and therefore you will be judged by the interviewer as to your suitability.

Suitability is an important aspect of the interview. The interviewer will spend time asking why you want to take the course/s and qualifications you have applied to do. This is so they can make sure it is the right course, subject and qualification for you. It is important that you know why you want to do this course at this college so make sure you spend the time beforehand to think this through.

Colleges will look at your school reference. They will consider things like attendance, punctuality and behaviour. This is not to say that if you have issues in the past they won't offer you a place, but if you get asked about it, be honest and say that you are working on this. Then make an effort back at school to improve these things!

Honesty is important with grades too. Ultimately you don't want to be offered a place on a course that requires grades you cannot achieve. However, if you know you can achieve those grades with more effort and motivation with your coursework and revision, what are you waiting for? Get going!

Questions the college interviewer could ask you....

Why are you interested in this course?

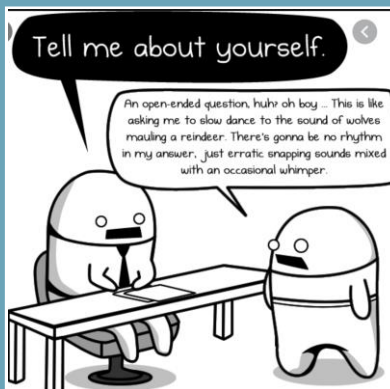
Think about why you have chosen this course, subject/s and type of qualification. Have you studied the subject before? If not, think about what you know about it and why it appeals to you.

What are your future plans?

Consider if the course and subject feature in your career plans. If not, then maybe you know you would like to do something related to it in the future.

What subjects do you enjoy the most at school?

Think about your reasons why you enjoy them... what topics you have enjoyed the most and why.



It can be a daunting Question!

.....

Just be you!

Do you work best in groups or on your own?

Be honest... and explain why in a positive way. E.g. I work best on my own and I feel this will be helpful for independent study and coursework.

What do you do in your spare time?

Try not to go for clichés like I enjoy socialising with my friends, listening to music and playing computer games. Most people do! Think about any activities you do like sport, performing arts, babysitting, part-time jobs...

What relevant activities do you do above your school work that relate to the course?

Do you do extra reading in any of your subjects or extra activities? For example if you are taking English, do you regularly read novels? If you are taking IT do you use software packages to help you create websites etc

Questions you can ask

It is always good to have a couple of questions you can ask. This will help you find out more about your potential experience at the college

How would my work be assessed?

How many students will there be in my group?

Are there clubs and extra-curricular activities I can get involved in? Are there any sports facilities at college?

What careers are possible after completing this course? Or: What do most students go on to do after this course?

What are college hours? Will I have independent study time within my timetable?

Will there be a chance to go on work experience and/ or field trips?

Relax and enjoy your interview. Get there in plenty of time. If you cannot make it for whatever reason call and explain and make sure the college gives you an alternative interview date and time.

Good luck!



Schools



Teachers



Young people



Career advisers



Parents/Carers



Events



Parents/Carers



Young people

Twickenham Jobs Fair 17 March 2023 10am-1 pm



Apply for jobs at the fair.

- Meet and speak to HR teams face to face rather than online.
- Discover new job opportunities in sectors you hadn't even considered.
- Find career advice and CV advice at the fair.
- More than just jobs at the event. Find apprenticeships, training courses and self-employed opportunities as well. The Jobs Fair is free to attend for all job seekers.
- Speak face-to-face with various local and national employers at this one-day event.

[REGISTER FOR FREE](#)

THE BIG BANG COMPETITION

[Enter The Competition](#)

INSPIRING YOUNG PEOPLE IN STEM

Join the fun! (...and develop skills along the way)

- Build confidence and teamwork skills
- Solve problems
- Get expert feedback
- Celebrate and share your work

The Big Bang Competition is free, and is open to young people in the UK aged 11 to 19 in state funded education, who are home educated or who enter as part of a community group. Competitors can only enter one project, either on their own or as part of a team.

The Competition is now open for entries! The Competition will close on 30 March 2023 at 5pm.

[Register and enter The Big Bang Competition](#)

Schools & Colleges



Teachers



Big Bang at School

Does your school need some Big Bang magic? Host an inspiring STEM day filled with amazing science and engineering activities, workshops and project work. Could your students be future app designers, athletes, astronauts or artists? Help them get creative and find their flair for STEM.

Join 50 other schools across the UK – from Orkney to Plymouth. Working with you to create a fantastic programme just right for your students, help you access cash to make it happen, find experts and be there with you on the day. If you're interested in hosting your own Big Bang at School, please [email us](#) with the name of your school and why you would like to take part.

Big Bang at School could be the start of an extraordinary journey for your students – don't miss out!



Career Lesson Plans KS4 Labour Market Information

Lesson Plan 1: Market Definition

Lesson Plan 2: Local Labour Market Information

Lesson 3 Plan: Using Spreadsheets

[Click here for sample plans and information on resources](#)

Reading Jobs Fairs 2023 Dates



📅 Friday 27th January 2023

📍 Reading Town Hall

🕒 10am - 1pm

📅 Wednesday 21st June 2023

📍 Reading Town Hall

🕒 10am - 1pm

📅 Friday 20th October 2023

📍 Reading Town Hall

🕒 10am - 1pm

[Reading Jobs Fair | Job Fairs across the UK \(thejobfairs.co.uk\)](#)

Apprenticeships/Work Experience/Insight days

The current vacancies for apprenticeships tend to be for students who have already left school and are looking for opportunities, however, apprenticeships for 2023 are starting to open and more will be available from November through there will be more schemes and opportunities for students who will be finishing school in the summer.



Get a head start and find out about 2023 Apprenticeship/Gap year opportunities prior to their release



Science, Technology, Engineering & Maths

IBM Future Scheme 12 Month Gap Year Program & Apprenticeships

Future Scheme: You might be uncertain about whether to start work, complete an apprenticeship or go to university, if that's you and you are unsure of what to do next, the IBM Futures scheme is for you. This gap year scheme offers you an invaluable opportunity to work with a world-leading company for 12-months, broadening your horizons and giving you a head start in your career. The year will be challenging and fun and allow you to start building the future you want to maximise employability after you graduate.

IBM also offer School Leaver Apprenticeships. To find out more and register interest pre-release [Click here for Details](#)

Engineering

ATKINS

Engineering Apprenticeships Opening early December 2022 for 2023 intake

Atkins have a number of roles available across a range of disciplines, from surveying to project management, electrical to mechanical engineering (levels 3 – 7). You'll work towards professional qualifications, gaining practical skills and earning while you learn.

Find out more about their [Apprenticeship Scheme online](#) and to apply.

Finance & Technology, Communications

Media

Channel 4 Apprenticeships Open January 2023

Apprenticeships are available in London, Leeds, Manchester and Bristol

Apprenticeship Roles in:

- 4Creative
- Agency Sales
- Audience Research & Insight
- Commissioning
- Corporate Relations
- Finance
- Human Resources
- Information Systems Delivery
- Nations & Regions
- Press & Publicity
- Sales

Applications will open in January 2023!

What are the application stages?

Written application

First stage interview

Second stage interview

Offer!

Start at C4 in September 2023

[Click here](#) to explore early careers with Channel 4 and keep tabs of release

*Applications for 2023 can close 1 March 2023

Schroders

Investment & Asset Management Apprenticeships & Gap Year Programs

Open January 2023 for September Start

Schroders is an investment manager with broad expertise across public and private markets, investing on behalf of savers and investors globally.

Schroders offer **gap year opportunities** with an Investment Foundation Certificate, ideal if you are interested in asset management and wish to gain an insight before university.

Apprenticeships for school leavers If you've just finished school or college and gained A-levels or BTECs, Schroders apprenticeship programme is a fantastic way to start your career. Schroders offer you a permanent job within their business, as well as a structured programme to support your training and skills development.

This programme is ideal if you've decided that university is not the right choice for you and want to earn while you learn. [For information click here](#)

Apprenticeships/Work Experience/Insight days

Science & Engineering



Apprenticeships with GSK

Applications open in December for 2023 in-take from Advanced, Higher to Degree Level

Keep an eye out on:

<https://www.gsk.com/en-gb/locations/united-kingdom/apprenticeships/>

Engineering Apprenticeships:

Engineers at GSK are responsible for designing, maintaining and improving leading edge manufacturing facilities that deliver life-saving treatments

Their multi-skilled engineering apprenticeship programme is designed to create the engineers of the future. As an engineering apprentice, you will have the opportunity to develop mechanical, electrical & instrumentation or control & automation skills.

Advanced: Minimum of 5 GCSEs A*-C or Grade 5 including Maths at B or above and a science subject and English Language C or above

Higher: BTEC 3 in engineering or A levels in Maths and/or Physics and/or Engineering

Degree: minimum of 5 GCSE's A*-C including English language and a Science at grade C or above, Maths at grade B or above. Must have/be predicted to achieve a minimum of 96 UCAS points from your top 3 A Levels or equivalent including Maths and Physics

Finance Apprenticeships – Level 4 – Higher Apprenticeship

As a finance apprentice, you will gain a broad understanding of how their global business operates, particularly from a financial management perspective. Your level 4, Advanced apprenticeship will combine hands-on experience and the development of transferrable business skills with the globally recognised CIMA (Chartered Institute of Management Accountants) Certificate in Business Accounting.

Higher: minimum of 5 GCSEs at grade C or above or equivalent, including Maths and English Language at grade B. Must have/be predicted to achieve a minimum of 120 UCAS points from top three A-Levels (or equivalent)

Laboratory Science Programme – Higher Apprenticeship

GSK offer Laboratory Science Apprenticeships in either a manufacturing or a research & development (R&D) setting. The Laboratory Science apprenticeship will provide you with the opportunity to develop your skills and knowledge in a number of areas.

Higher: minimum of 6 GCSEs or equivalent at grades A*-C including English language, Science and Maths. Predicted to achieve a minimum of 96 UCAS points from your top 3 A-Levels (or equivalent), including Chemistry or Biology depending on which apprenticeship you wish to study.

Construction



School Leaver and Apprenticeship 2023 applications now open

Opportunities with Mace in construction [Click here for information and to apply](#)

Manufacturing, Engineering and Retail



Morrisons Degree Higher and Degree Apprenticeships now open for 2023
Manufacturing, Engineering, Butchery Retail & Finance

Morrisons offers you the chance to be part of a different kind of retail business.

Whilst you're working towards a degree and building a management career within their food retail business they pay all your course fees for you and you also get to work and earn a salary while you're studying.

What you'll be doing; At Morrisons they make 60% of their fresh food in-house making You'll learn how to run production lines and lead production teams while getting to grips with a wide range of manufacturing equipment, processes and technologies, and gaining exposure to a variety of manufacturing teams.

Achieve a valuable degree; While you're working, you'll also be studying towards a Bsc (Hons) Management and Business at the University of Bradford. You'll gain full chartered membership of the CMI (Chartered Management Institute).

What you'll need to join Morrisons

They are looking for resilience, determination and good leadership skills, along with the flexibility to meet the changing needs of their business. You'll also need a minimum of 104 UCAS points (based on the new UCAS tariff or 260 based on the old tariffs) and Grade C (4) or more in Maths and English GCSEs.

[Click here for information and to apply](#)

Childcare & Education



[Click here to keep up to date and look out for opportunities on their website and](#)

Subscribe for Updates

Education and Training

Apprenticeships/Work Experience/Insight days

National Defence



Apprenticeships now open for 2023 In-take

AWE plays a crucial role in national defence. They have been at the forefront of the UK nuclear deterrence programme for more than 60 years. Supporting the UK's Continuous At Sea Deterrence programme and national nuclear security are at the heart of [what they do](#).

They have a variety of apprenticeships which cover all areas of their business, from electrical maintenance and business administration to radiation protection and finance.

An apprenticeship with AWE will give you on-the-job training and hands-on experience of working in a business. We'll also support you to gain a professional qualification through approved, apprenticeship-standard structured college learning. In addition, you'll take on of stretching challenges, working on projects that you won't find anywhere else.

Whatever your skills or passion, you'll discover that one of the big benefits of an AWE apprenticeship is direction. Throughout the programme, you'll receive regular feedback and coaching, while experts in your chosen field will be on hand to advise, support and help you to realise your potential. They'll work with you to map out your path (or paths) at AWE, so you can start looking ahead. From there, an AWE career is whatever you make it.

[Click here for level 3 Advanced Apprenticeship Roles](#)
[Click here for Level 6 Degree Apprenticeship Roles](#)

Travel & Tourism



Apprenticeships With BA Open now

<https://careers.ba.com/search-jobs/apprentice/22348/1>
<https://careers.ba.com/meetandgreet>

To support students with their journey, BA are running virtual Live Q&A sessions for each of the schemes they are recruiting for – covering information about the scheme, top tips for the recruitment process, and a Q&A with former and current apprentices [events and register here](#).

Horticulture



Apprenticeships reopen: 1 December 2022 for August 2023 start

Management & Retail



Buying & Merchandising Apprenticeship Programme 2023

M & S Clothing & Home Merchandising and Buying team. Working on live business, analysing data, spotting trends that drive sales, help allocate stock and monitor sales .

Applications for this role close on 29 December 2022. Please be aware that applications may close sooner depending on application numbers.

[Click here to apply](#)

Hair & Beauty



Hairdressing Apprenticeships available in Surrey www.its-ltd.net

ITS is an independent learning provider that specialises in hairdressing and work with high calibre salons in Hampshire, Berkshire and Surrey.

Telephone: 0044 (0) 2392 591666

Email: info@its-ltd.net

Facebook: <https://www.facebook.com/its.a.hair.thing>

Work Experience/Part-time Xmas Work

Short Term Flexible Holiday Job Opportunities during the Festive Period – earn a little extra and gain work experience!

Christmas jobs for students – the festive period is a busy time especially catering, retail and logistics. Nearer the time try e4s latest Christmas jobs available, use the filters to find something near you:

Join the Royal Mail, Harrods, M&S, John Lewis group as a Christmas temporary worker

Royal Mail Group – [Christmas Casuals](#)

Harrods – [Christmas Temp Jobs](#)

M&S - [Christmas and Seasonal Jobs](#)

John Lewis - [Christmas Jobs](#)

[e4s Student Jobsite](#) – [Christmas jobs](#)



Apprenticeships



Parents/Carers



Schools



Teachers

Apprenticeship Application

Once you've searched and found the right apprenticeship for you, you can get on with the application process.

If you're planning on working for bigger organisations, you might have two or three interviews. A smaller employer may just want to meet you face-to-face, to see if you fit into their organisation. Employers will each set their own application process for an apprenticeship, which will be similar to applying for any other job within that organisation. This typically, will involve an interview. Interviews can range from face-to-face, a panel interview, on the telephone or on-line. It just depends on how the employer wants to conduct it. If you've not done an interview before, the following tips should help you through the whole process:

BEFORE YOUR INTERVIEW

CHECK WHERE AND WHEN

Find out what time your interview is, then figure out the best way to get there in plenty of time. Also check the employer's website for the address, directions and any useful advice on finding their premises.

KNOW YOUR STUFF

It's worth finding out as much as you can about the apprenticeship, and the organisation that's interviewing you. You might also want to keep up to date with the relevant news in your industry, just in case your interviewer asks your opinions on any relevant news stories.

PRACTICE

Try a mock interview with a teacher, adviser or even a friend. A simple practice interview can help you feel more confident, and see what questions and answers you need to practice. Remember to include a few questions that you think you might be asked e.g. Why you chose this apprenticeship, what you enjoy most about your current studies.

Some Example Interview Questions:

Why have you applied for this apprenticeship?

- Give an example of a time when you have coped well under pressure
- What are your strengths?
- What are your weaknesses?
- What do you think we want from our apprentice?
- Rate your Organisational skills on a scale of 1-5 (5 being the highest). Give an example of when you have used these
- Give an example of how you have dealt with a difficult situation
- Tell us about yourself
- Tell us about a recent situation where you were required to use your own initiative
- What role do you play in a team environment?

Some Questions you could ask:

- How would you describe the work culture?
- What do you offer in terms of continuing professional development?
- I notice that you have recently introduced..... How will this impact the organization?
- What are the most significant issues that the organization will face over the coming months?

LifeSkills

Created with  BARCLAYS

LifeSkills

Go forward into work

LifeSkills is designed to help young people develop the skills they need for the 21st century workplace.

Preparing for the workplace? You'll find content on building confidence, creating a CV and preparing for interviews, and you can even try virtual work experience on the LifeSkills website.

Not all apprenticeships will require a psychometric test.

What are psychometric tests?

Psychometric tests are used by employers to objectively measure candidates cognitive abilities, attitudes, personality and knowledge. They're becoming increasingly popular in the recruitment process and are now used in industries ranging from banking and finance to police and the armed forces. Psychometric tests are believed to be a reliable method of assessing employability skills in a sense that they provide a source of meaningful and consistent insights over time, regardless the specificity of a discipline to which they are being applied.

What are the different types of psychometric tests?

There are a number of different types of psychometric test due to the range of cognitive capabilities and employer priorities. The most commonly used are:

- [numerical reasoning tests](#),
- [verbal reasoning tests](#),
- [diagrammatic reasoning tests](#),
- [situational judgement tests](#)
- [personality tests](#).

www.practiceaptitudetests.com/psychometric-tests

www.jobtestprep.co.uk/free-psychometric-test

www.careergym.com

Search for apprenticeships

<https://www.studentladder.co.uk>

<https://www.notgoingtouni.co.uk/>

<https://amazingapprenticeships.com/>

<https://www.gov.uk/apply-apprenticeship>

<https://www.ratemyapprenticeship.co.uk/>



Parents/Carers



Young people



Summary of Current Labour Market

- The UK employment rate for June to August 2022 was 75.5%, 0.3 percentage points lower than the previous quarter (March to May 2022), which had a notably higher employment rate than other periods. The number of employees decreased on the quarter, while self-employed workers increased. The employment rate is 1.0 percentage points lower than before the pandemic.
- The most timely estimate of payrolled employees for September 2022 shows another monthly increase, up 69,000 on the revised August 2022 figures, to a record 29.7 million.
- The unemployment rate for June to August 2022 decreased by 0.3 percentage points on the quarter to 3.5%, the lowest rate since December to February 1974. The number of people unemployed for between 6 and 12 months increased on the quarter, while there were decreases for the short-term (up to 6 months) and long-term (over 12 months) unemployed. In June to August 2022, the number of unemployed people per vacancy fell to a record low of 0.9.
- The economic inactivity rate increased by 0.6 percentage points to 21.7% in June to August 2022, compared with the previous quarter (March to May 2022), which had a notably lower economic inactivity rate than other periods. This increase in the latest quarter was largely driven by those aged 50 to 64 years and those aged 16 to 24 years. Looking at economic inactivity by reason, the quarterly increase was driven by people inactive because they are long-term sick or because they are students. Numbers of those economically inactive because they are long-term sick increased to a record high.
- In July to September 2022, the estimated number of vacancies fell by 46,000 on the quarter to 1,246,000, this is the largest fall on the quarter since June to August 2020. Despite three consecutive quarterly falls, the number of vacancies remain at historically high levels.
- Growth in average total pay (including bonuses) was 6.0% and growth in regular pay (excluding bonuses) was 5.4% among employees in June to August 2022. This is the strongest growth in regular pay seen outside of the coronavirus (COVID-19) pandemic period. Average regular pay growth was 6.2% for the private sector and 2.2% for the public sector. Outside of the height of the pandemic period, this is the largest growth seen for the private sector and the largest difference between the private sector and public sector.
- In real terms (adjusted for inflation) over the year, total pay fell by 2.4% and regular pay fell by 2.9%. This is slightly smaller than the record fall in real regular pay we saw April to June 2022 (3.0%), but still remains among the largest falls in growth since comparable records began in 2001.

Payrolled employees

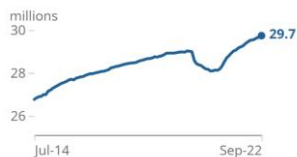
The number of payrolled employees

Monthly change: ▲ 69,000
Since Feb 2020: ▲ 730,000

The number of payroll employees is now well above pre-pandemic levels.

Source: HMRC PAYE RTI

[Read more](#)



Employment rate

Employment rate (all aged 16 to 64)

Quarterly change: ▼ -0.3pps
Since Dec-Feb 2020: ▼ -1.0pps

The employment rate decreased on the quarter but increased on the year and is still below pre-pandemic rates.

Source: ONS LFS

[Read more](#)

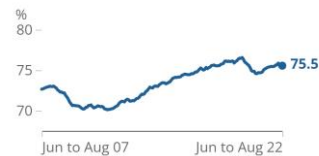


Figure 2: Both real total and regular pay fell on the year

Average weekly earnings annual growth rates in Great Britain, seasonally adjusted, January to March 2001 to June to August 2022



Source: Office for National Statistics – Monthly Wages and Salaries Survey

Job vacancies

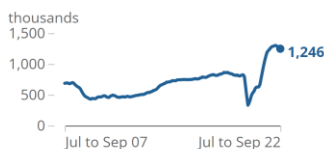
Number of job vacancies

Quarterly change: ▼ -46,000
Since Jan-Mar 2020: ▲ 450,000

Vacancies decreased on the quarter but are above pre-pandemic levels.

Source: ONS Vacancy Survey

[Read more](#)



Unemployment rate

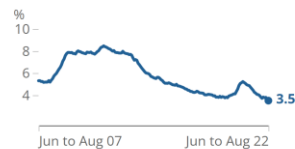
Unemployment rate (all aged 16+)

Quarterly change: ▼ -0.3pps
Since Dec-Feb 2020: ▼ -0.5pps

The unemployment rate decreased on the quarter and the year, and is below pre-pandemic rates.

Source: ONS LFS

[Read more](#)

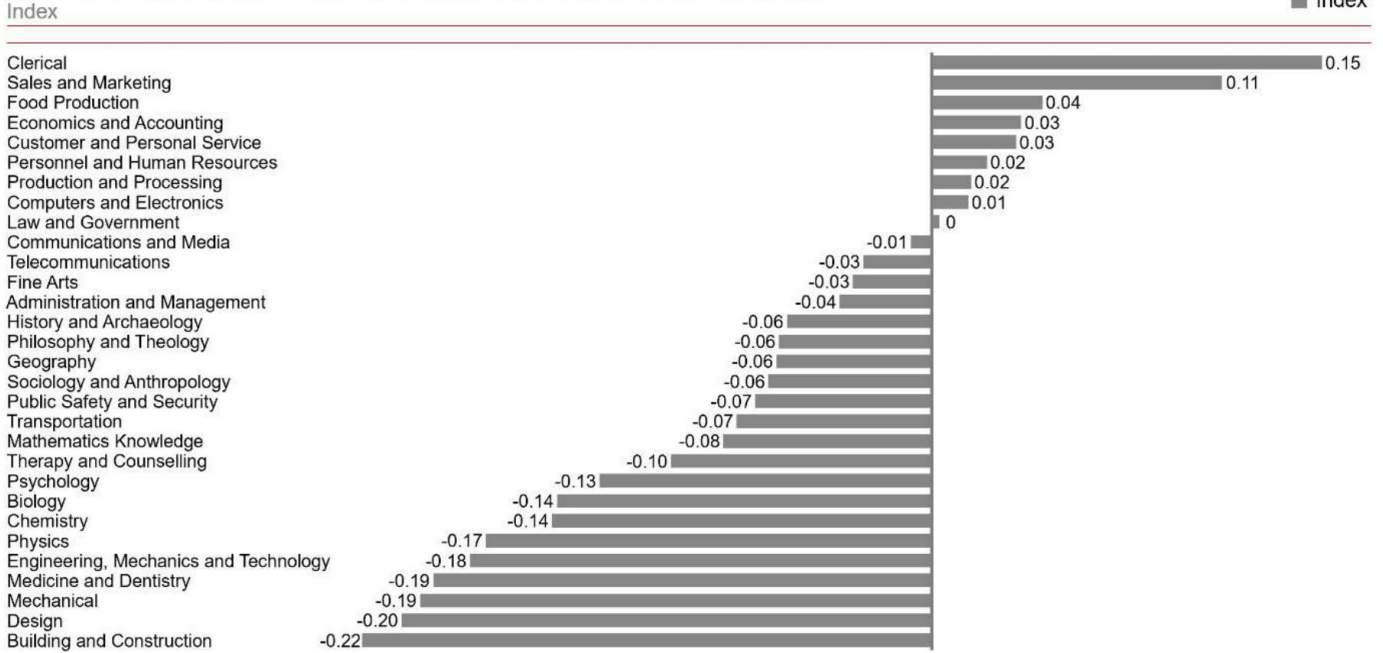


UK Labour Market Information

www.ons.gov.uk



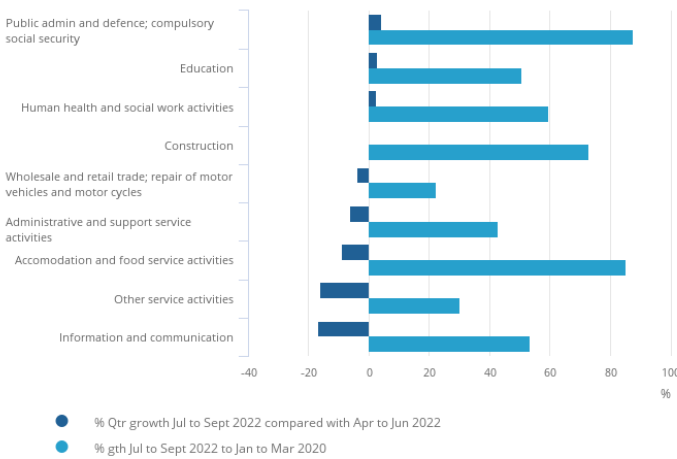
OECD Index showing the degree of skill shortage (-) or surplus (+) per knowledge skill¹



Source: OECD Skills need database

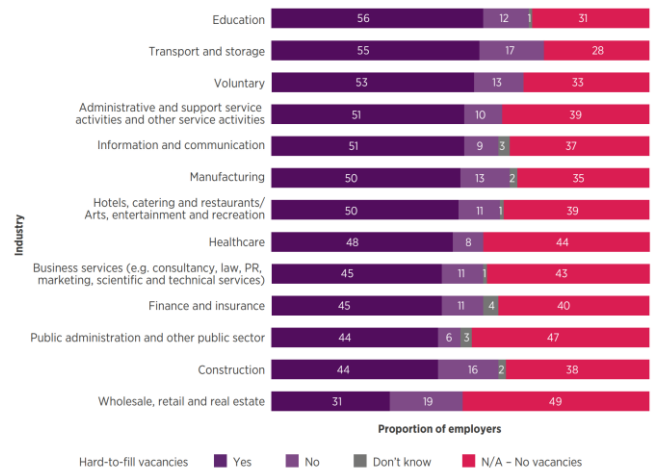
Figure 2: In July to September the rate of quarterly growth fell in the majority of industry sectors

July to September 2022 three-month average vacancies in the UK, quarterly percentage growth from April to June 2022 and percentage growth from pre-pandemic January to March 2020



Source: Office for National Statistics – Vacancy Survey

Figure 7: Employers with hard-to-fill vacancies, by industry (%)



Outreach & Support for SEN/Social Mobility & Disability

SCHOOL LEAVER SUPPORT TRANSITION AND EMPLOYMENT



Surrey Local Offer for 0-25 year olds



Surrey's Local Offer

Surrey's Local Offer website is for children and young people with additional needs, their families and the practitioners who help them.

The website provides helpful information and the details of support services in your area:

[INFORMATION FOR YOUNG PEOPLE](#)

- [Education and Training – Post 16 Admissions guidance for young people with Education, Health and Care Plan](#)
- [Preparing for adulthood](#)
- [Make your voice heard](#)

[INFORMATION FOR SCHOOLS AND COLLEGES](#)

- Including:
- Learners' Single Point of Access
- SEND resources for practitioners
- Preparing for Adulthood

[INFORMATION FOR PARENTS & CARERS](#)

- Including:
- What to do if you think your child has additional needs or Disabilities?
 - Types of SEND
 - Education and Training
 - Education, Health and Care (EHC) Plans
 - Family safety and safeguarding
 - Help and Support
 - Leisure and childcare
 - Health
 - Courses and training for parents

[DIRECTORY OF SUPPORT AND SERVICES](#)

Search by keyword(s) eg autism, town or postcode to find information about childcare, groups, organisations and services for families in your area.

SUPPORTED INTERNSHIPS

A supported internship is an educational programme for young people with SEND that mostly takes places in the workplace. It must include at least 600 hours training, which is the same as between 6 months to a year of on-the-job training.

The main aim of a supported internship is to give young people aged 16 to 24 skills to help them get a job.

Young people get help to find a Supported Internship employer and are matched to a job that suits them. The internship is unpaid but can lead to employment.

Who is a supported internship for?

You can apply for a Support Internship if:

- you really want a job;
- you are aged between 16 and 24; and
- you have an [Education, Health and Care \(EHC\) plan](#).

What support will I get?

If you are accepted onto the supported internship programme, you will be assigned a job coach. Their role is to help you make the transition into the workplace. Your job coach will teach you all the skills you need for the work environment.

What will I achieve by going on a supported internship?

All young people that complete a supported internship will know how to apply for a job, and will know what is expected of them in the workplace.

You will gain confidence, improve your self-esteem and feel you have made a big step on your path to independence. Perhaps best of all, when you succeed in the workplace you'll become a trailblazer showing other young people and employers that disability is not an obstacle and is often an advantage in the workplace.

Can I apply to go on a supported internship?

To be accepted for an interview, you must:

- have an EHCP; and
- be aged between 16 and 24.

If you answered yes to these two questions, you can apply for a Supported Internship!

How do I apply for a place on a supported internship?

To apply, email employability@surreychoices.com for an application form. Put **SI Application Request** in the subject header.

Surrey Choices will contact you once you have returned your completed application to them.

You can also email employability@surreychoices.com with any questions you would like to ask regarding supported internships.

Outreach & Support for SEN/Social Mobility & Disability

SCHOOL LEAVER SUPPORT TRANSITION AND EMPLOYMENT



Surrey Choices provides a range of support services which are dedicated to improving the independence, confidence and life skills of disabled people, autistic people and those with other support needs, whatever their age, in the local community.



Employment and Learning



Home and Living



Community Choices



Marketplace

Employment and Learning

Surrey Choices offer a range of employment and learning support which covers all aspects of an employment journey starting with getting ready for work projects, day to day working practices, career guidance, job search, CV writing and interview preparation.

For those in work, Surrey Choices provide job coaching and ongoing support for both an employee and employer providing support with everything from volunteering opportunities to work experience to support with paid work.

They work with a wide range of people in Surrey and its surrounding areas, including disabled people and autistic people and sensory and mental health needs. Helping customers to look for vocational projects, supported internships and employment.

Community Choices

Community Choices is about supporting people to achieve their personal goals in a way that works for them. Making sure that the support provided is outcome based enabling people to look after their health and well-being.

Surrey Choices works with people and their network of support to create Person Centred Plans, enabling Surrey Choices to find out what is wanted, needed and plan to make this happen.

The person-centred approach supports individuals to achieve inclusion within local communities, providing choice and control along with how to stay healthy and well. Outcome focus on:



The Surrey Choices Customer Journey

To help you understand the process that you will go through as a Surrey Choices customer below is an outline the different stages of the customer journey.

- You will make contact with Surrey Choices.
- They will work with you to understand your wants, needs and wishes.
- They will work in partnership with you to build a package of support from the variety of services they offer. This includes activities, employment, community support and home and living.
- With Surrey Choices, you will have the opportunity to enjoy, learn and achieve.
- You will learn about their core values which are: Be Courageous, Be Inspiring, Be Kind, Be Collaborative, Be Inclusive and Be Responsive. You can [learn more about them here](#).
- Surrey Choices aim is for you and your support network to have a better quality of life and wellbeing, be in control of your services and support and reach your goals and potential.
- They will continue to work with you along your journey with them. As a customer, you will be able to regularly review your services and support, celebrate your successes and achievements, maintain your skills and plan your future goals.

[CLICK HERE](#) FOR FURTHER INFORMATION ON SURREY CHOICES

Email: info@surreychoices.com

Tel: 01483 806806

Outreach & Support for SEN/Social Mobility & Disability

SCHOOL LEAVER SUPPORT TRANSITION AND EMPLOYMENT



Find a traineeship

A traineeship is a course with work experience that gets you ready for work or an apprenticeship. It can last from 6 weeks up to 1 year, though most traineeships last for less than 6 months.

You can apply if you're:

- eligible to work in England
- unemployed and have little or no work experience
- aged 16 to 24

[Click here to find out more register and search for opportunities](#)



Helping 11 to 30 year-olds to find the tools and confidence to try free courses and start careers.

Prince's Trust

The Prince's Trust believe that every young person should have the chance to embrace exciting opportunities

The Prince's Trust are open to young people aged 11 to 30 from all over the UK facing difficulties.

The Prince's Trust work with delivery partners across the UK to offer hundreds of free courses, grants and mentoring opportunities to inspire young people to build their confidence and start a career to support them to achieve their full potential.

[Click here to find out about the Prince's Trust programmes and help for young people.](#)



Employment and Skills Training

[Employment, Training & Skills Support](#)

[Barnardo's Apprenticeships](#)



Information, advice and support

After School:

Transition into Adult Services:

Young people must remain in education or training in England until they 18.

However, some young people with a learning disability – for example those in England who have an Education, Health and Care (EHC) Plan – may remain in education or training, free of charge, until they are 25 if it is agreed that it would be beneficial for them to do so.

When it is anticipated that a young person with an EHC Plan will soon be leaving education or training, the local authority should agree in advance the support the young person might need to access and the support they might need to help them access it.

Further education

Explore your options for further education and training after school.

Most further education takes place at colleges, training facilities or sixth form in school. There are lots courses and options available, including [study programmes](#) and tailored packages of support five days a week.

Visit your [Local Offer](#) to see what options are available in your area.

The [SEND system](#) also offers support to anyone up to the age of 25 if they are still in education or training.

There are also employment training options available to young people with a learning disability, which can help build skills and confidence to help get a job. These options usually involve doing a course that also includes a placement in a workplace.

There are three main training options available in England for young people with a learning disability - apprenticeships, traineeships and supported internships.

Getting Support:

If you would like support from Mencap with finding training or a job you can contact them on:

Tel: 0808 808 1111

Or contact them on-Line: [Contact Mencap's Employment Team | Mencap](#)

Information Websites for Outreach and SEN:

[Surrey County Council: Support for when your child with SEND leaves School](#)

[National Careers Service – Job Support if you have a special educational needs or a disability](#)

[The Autism Organisation – Transition from school/education Support Helpline](#)

[Information for jobseekers | British Association for Supported Employment \(base-uk.org\)](#)

Higher Education & University Outreach & Support for SEN/Social Mobility & Disability



Universities provide help for SEN, disability and enabling social mobility. You can find information on their support on universities websites through their student support and wellbeing pages.

Access can also be gained through contextual offers:

Contextual offers are those made when universities take into account your personal circumstances when considering your application. For example if you've attended a school with low progression rates to higher education, access schemes and alternative offers may be available to help you get into university.

Find out more how contextual offers work:

[Contextual Offers](#)



The Sutton Trust support young people from less advantaged backgrounds to access leading universities and careers. In partnership with universities and employers, Sutton Trust run engaging programmes that give students practical advice and leave them feeling inspired and more confident about their future.

Suttons Trust programmes are completely free to attend. All costs - including travel, accommodation, food and activities – are paid for by the Trust and our partners.

[CLICK HERE FOR INFORMATION AND TO FIND OUT ABOUT THEIR CURRENT PROGRAMMES](#)

Sutton Trusts UK Summer Schools

Are you interested in going to university? Not sure on what subject you want to study? Our UK Summer Schools offer you the chance to experience what university life is like. From academic taster sessions to social activities, you'll get the chance to meet like-minded young people from across the UK and explore a subject of your choice at a leading UK university. [Click here for information](#)

Find out how you can support a young person to apply to a Sutton Trust Programme:

[For Parents click here](#)

[For Teachers click here](#)



The Higher Education Outreach Network (HEON) is a partnership of local organisations including universities and colleges working in Surrey and North East Hampshire. Through both a programme of targeted and strategic outreach, HEON aim to increase the rates of young people from local areas accessing higher education. Funded and supported by the Office for Students (OfS) as part of the Uni Connect Programme.

HEON is 1 of the 29 partnerships that make up the Uni Connect Programme across the country and work towards the government's aim of supporting a rapid increase in the number of young people from under-represented groups who go into higher education. Uni Connect is now in phase three of the project.

HEON deliver targeted higher education outreach in 11 specific wards across Surrey and North East Hampshire. The Office for Students has identified these wards as areas where the proportion of young people progressing to higher education is low overall, and lower than expected given their GCSE attainment levels.

HEON'S 11 TARGET WARDS:

Aldershot Park, Ashford North & Stanwell South, Cherrywood, Chertsey St Ann's, Hoe Valley, North Town, Old Dean, Preston, Stanwell North, Stoke and Wellington.

[CLICK HERE FOR STUDENT ADVICE AND INFORMATION](#)

Including:

- Career Pathways
- Applying to Higher Education
- Student Finance,
- Open days and Events
- Transition and further Resources

[CLICK HERE FOR TEACHERS AND ADVISERS HUB](#)

Including:

- Outreach available for your school or college
- Careers advice/guidance
- Resources & Training Sessions

[CLICK HERE FOR PARENTS AND CARER HUB](#)

Including:

- Guide to supporting someone to university
- Learn about higher education
- Parents & Carers Resources and Community Events



The Baker Clause originally enacted in January 2017 is now legally enforceable under amendment 35A Skills and Post-16 Education Act 2022. **It stipulates that schools must allow colleges and training providers access to every student in years 8-13 to discuss non-academic routes available to them:** “This is vital to ensure that all pupils are aware of the benefits of apprenticeships, T Levels and other approved technical education qualifications and can consider them, alongside academic options, when making decisions about their next steps” (DfE Careers Statutory Guidance page 6, September 2022)

This legislation relates to Gatsby Benchmark 7:

Encounters with further and higher education. Compliance is a challenge for many schools and therefore the Department for Education is currently undertaking consultation over plans for a new minimum legal requirement of six encounters:

- Four encounters would be mandatory for all registered pupils to attend – two in years 8 or 9 and two in years 10 or 11 (held between September and February if the pupils are in year 9 or 11).
- Final two encounters will be required in years 12 and 13 (also between September and February for pupils in year 13).

The consultation document states that the six encounters must include, as a minimum:

- Information about the provider and the approved technical education qualifications or apprenticeships that they offer.
- Information about the careers to which those qualifications or apprenticeships might lead.
- A description of what learning or training with the provider is like.
- Responses to questions from the pupils about the provider or approved technical education qualifications and Apprenticeships.
- Schools should also consider how this information can be reinforced outside of the encounter itself and, for example, how the encounter can be supplemented with follow up resources that are specifically tailored to parents and carers.
- Schools are required to give access to providers for a reasonable period of time during the standard school day. Schools must set out in their policy statement the times at which access is to be given and must explain how they will meet the new legal requirement to put on six provider encounters.

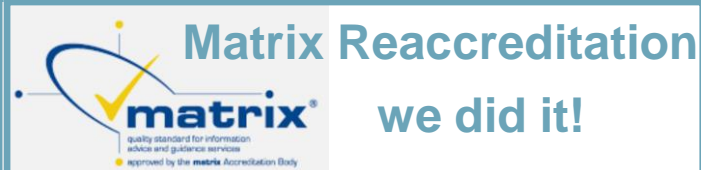
What it means for schools now?

- Continue to include talks and workshops with training and education providers including technical, further and higher education providers as well as academic education providers
- Consider where possible this can be delivered as part of your careers programme to year 8 or 9 as well as year 10 and 11
- If a sixth form school, ensure all learners hear from and have access to technical and vocation further and higher education and training providers and not just those identified students “not going to uni”
- Try to ensure all learners at all ages hear from and have access to providers despite ability or academic/vocational preference.

Resources/ Further support and guidance:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1103188/Careers_statutory_guidance_September_2022.pdf

<https://www.aelp.org.uk/media/2615/bp-58-version-2.pdf>



On October 20th 2022 Innervate Career Services achieved Matrix Accreditation for the fourth time. The Matrix standard is the international quality standard for organisations that deliver information, advice and guidance to clients. Schools, education and training providers that buy in career services need to ensure their career services provider is accredited with the matrix standard.

The assessment thoroughly looks at our service, how it is managed, how quality is ensured and how we work with our schools and partners to ensure the best interests of the young people.

Our assessment feedback included:

“At each accreditation review, it has been clearly evident that the matrix Standard is more deeply embedded. Today the ‘plan, do and review’ approaches to IAG are simply ‘the Innervate way’. Receptive to feedback and skillfully adapting to changing economic and societal demands, the organisation’s agility and continuous evolution approaches were transparent throughout this assessment, where ideas for development were being immediately considered as the organisation seeks to extend its reach and impact”

We want to thank our schools for their continued support as well as those school partners and students who took part.



Schools



Teachers



Young people



Career advisers



Parents/Carers

Our Approach

Our approach is to provide multiple career guidance interactions offering schools a variety of methods to access personal guidance. By accessing our assemblies, presentations, workshops, and career lessons, young people are better prepared for their one to one personal guidance meeting with our qualified career advisers.

Our careers and personal guidance services can help schools and career advisers make the most effective and efficient use out of the resources, time and personnel available.

We have designed and developed our career lessons from the CDI Framework learning outcomes, with a range of career and personal development activities to encourage self-awareness, decision making skills, opportunities awareness and transition management skills.

The approach we provide enables this to happen at each key stage for each year cohort. It supports schools in addressing the needs of students with an effective way of planning caseloads and preparing students for personal guidance interviews.

Key stage 3:

- One to one personal guidance interviews and/or interactions for prioritised students choosing their GCSE Options
- Group career and personal guidance interactions prioritised students choosing their GCSE Options
- An annual career lesson for all students in year 7, 8 & 9 delivered by a qualified personal guidance adviser
- Guidance services at parents evenings, options evenings, career events
- CEIAG activities including group work, assemblies, and career days e.g. workshops on Apprenticeships, Employability, University

Key stage 4:

- One to one personal guidance interviews and/or interactions for year 10 and 11 students
- Group career and personal guidance interactions for year 10 and 11 students
- Presentations/ group work for all key stage 4 students to build awareness and understanding of all post 16 options including education and technical training, with follow up interventions to monitor intended destinations and guidance needs
- Guidance services at parents evenings, options evenings, career events
- CEIAG activities including group work, assemblies, career days e.g. workshops on Apprenticeships, Employability, University
- Labour Market Information and Career Pathways lessons and activities

Key stage 5:

- One to one personal guidance interviews and/or small group discussions for sixth form students
- Providing focus and clarity to any contemplating their current programme/ considering leaving 6th form
- Supporting students with generating initial ideas around their next steps, plan of action regarding university and/ or work in light of long term career goals
- Dilemmas regarding university courses and subjects, university or work, long term career planning
- Support for those considering work or higher/ degree apprenticeship schemes, CV preparation, job/ opportunity searching, interview and assessment centre day technique
- Any last minute concerns, change of plan
- August Exam Results Period – Triage/ emergency one to one support
- Career Lessons/ Sessions as part of a Careers Programme:
- Employability Skills – the content of winning CVs, application forms and personal statements
- Interview & Assessment Centre Preparation – details and mock activities to provide insight and readiness
- Introduction to UCAS/ Personal Statement workshops/ UCAS application clinics
- Higher & Degree Apprenticeships
- Attendance at Year 12 & 13 Parents Evenings and Parent Information
- Apprenticeships, UCAS and the Importance of Work Experience
- Labour Market Information and Career Pathways lessons and activities

Targeted support for high needs students:

- Schools can choose specific targeted support for disadvantaged and/ or high needs and/ or those at risk of exclusion/ NEET
- Group career guidance interventions once a term for prioritised students from year 7 to year 10
- A developed range of extension activities around the key stage 3 and 4 programme and increased the frequency of interactions with a career adviser for these students from once a year, to once a term.
- Students are seen in small groups of up to five to provide a sense of focus and give each student more opportunity to participate, be heard and interact with the career adviser and each other.
- Each term we build on the work of previous sessions providing careers education activities with reflective guidance time that enables a deeper impact in terms of building aspiration and achievement over time.

Bespoke:

We can provide bespoke personal guidance activities to fit schools and cohort needs.