



# Gatsby Career Benchmarks

## 1. A Stable Careers Programme

Choices College is a structured careers programme for 16-24 young people with SEND needs. Our careers programme:

- is strongly linked to 'employability' which is at the heart of the curriculum
- the curriculum is developed with managers in each region and detailed in our curriculum intent document.
- includes an NCFE qualification in employability.
- has Trained staff responsible for delivery of education programme.

## 2. Learning From Career & Labour Market Information

At Choices College we have:

- strong links with employers. Informed labour Market Intelligence and placements in key vocational areas
- support when applying for jobs and understanding the job market
- Internship review meetings where interns discuss transition, employment, and study options.

## 3. Addressing The Needs of Each Pupil

At Choices College we have:

- a focus on challenging stereotypical thinking and aspirations of disability and employment through Supported Internships.
- a Person-centred focus on career development, placements linked to skills and interests.

## 4. Linking Curriculum Learning to Careers

At Choices College we have:

- employability curriculum that links directly to the work-based learning and placements hours.
- employability, English and maths.
- enrichment visits to local employers. Placements linked to skills and areas of interest.
- strong links with local partners and employers.

## 5. Encounters With Employers & Employees

At Choices College:

- all Interns enjoy at least 2-3 intensive placements throughout the year.
- Employers are engaged and interested in Choices College.

## 6. Encounters of Workplaces

At Choices College:

- we focus the supported internship is to provide consistent work placements for students.
- all learners have experiences of work placements.

## 7. Encounters With Further & Higher Education

At Choices College we have:

- Choices College is a further education provision
- Interns have been successful in entering into Higher Education where it is appropriate.

## 8. Personal Guidance

At Choices College we have:

- bespoke individual learning plans
- reviews and support for transition out of the course.
- mentor and placement reviews.
- active progression and action plans.