Careers Programme Statement

Reach Education and Employment | Careers Education, Information, Advice & Guidance (CEIAG)

1. Statement & Vision

At Reach Education and Employment, we are committed to providing a comprehensive, inclusive, and inspiring Careers Education, Information, Advice, and Guidance (CEIAG) programme for all learners.

Our vision is to empower every individual to make informed, ambitious decisions about their future pathways, equipping them with the skills, knowledge, and confidence needed to succeed in an evolving global workforce.

2. Aims and Objectives

- **Self-Development:** Help learners understand themselves, their strengths, and how their personal qualities relate to future career opportunities.
- **Career Exploration:** Provide up-to-date information on academic, vocational, and technical pathways, including apprenticeships, T-Levels, and higher education options.
- **Career Management Skills:** Develop key employability skills such as leadership, teamwork, communication, and interview techniques.
- **Fairness & Equality:** Promote social mobility, challenge stereotypes, and ensure equal access to guidance regardless of background or educational needs (SEND).

3. Alignment with Gatsby Benchmarks

Our policy and delivery framework align with the eight Gatsby Benchmarks of Good Career Guidance:

- **1. A stable careers programme:** A structured, published policy reviewed annually.
- **2. Learning from career and labour market information:** Access to current LMI for learners and families.
- **3. Addressing the needs of each learner:** Tailored support that challenges stereotypes and promotes equality.
- **4. Linking curriculum learning to careers:** Embedding career relevance across all learning programmes.
- **5. Encounters with employers and employees:** Meaningful workplace encounters every year.
- **6. Experiences of workplaces:** Work experience placements and workplace visits.
- **7. Encounters with further and higher education:** Exposure to universities, FE colleges, and apprenticeship providers.
- **8. Personal guidance:** One-to-one guidance sessions with a qualified careers adviser.

4. Provider Access Legislation (Baker Clause)

In accordance with statutory legislation and guidance, Reach Education and Employment guarantees that technical education and apprenticeship providers have full access to all appropriate learners.

- **Minimum Encounters:** Learners receive a minimum of six mandatory encounters with approved providers of technical education and apprenticeships across key stages.
- **Provider Access Statement:** Our full Provider Access Statement is published on the organization website detailing contact points, facilities, and procedures for booking visits.

5. CEIAG Framework

The table below outlines the structured CEIAG provisions across each stage:

Group	Key Learning Outcomes & Activities
Post 16	Post Education Choices: Employer visits, UCAS application support, Degree Apprenticeship workshops, workplace insight days, interview prep, application preparation, understanding and articulating own skills and values, career exploration, displaying and understanding appropriate work place behaviours, access to qualified careers advisors and supported transitions to higher education, employment, voluntary work or adult services.

6. Roles and Responsibilities

- **Careers Leader:** Responsible for strategic planning, delivery, monitoring, and evaluation of the CEIAG programme.
- **Senior Leadership:** Ensure adequate resourcing, curriculum time, and strategic oversight for careers education.
- **Governing Body:** Appoints a dedicated Director for Careers to monitor compliance with statutory guidance.
- **Tutors & Instructors:** Link learning to real-world careers and highlight industry skills within their curriculum.
- **Careers Adviser (Level 6 Qualified):** Provides impartial, independent 1-to-1 guidance interviews for all learners.

7. Monitoring, Evaluation, and Review

- **Compass+ Assessment:** Termly audits against the Gatsby Benchmarks using Compass+.

- **Destination Data:** Annual tracking of learner destinations post-16 and post-18 to measure long-term outcomes and reduce NEET rates.
- **Feedback Mechanisms:** Regular surveys administered to learners, parents, staff, and visiting employers following key events.
- **Policy Review:** This policy is formally reviewed annually by the Careers Leader and approved by executive leadership.

8. Key Contacts & Policy Links

> **Careers Leader:** Christopher Murray DipCG MA | chris@reach-education.org
> **Careers Adviser:** Christopher Murray DipCG MA and access to National Careers Service
> **Nominated Director:** Jade Wilson
> **Related Policies:** Provider Access Statement, Safeguarding Policy, Equality & Diversity Policy
> **Next Review Date:** October 2027