

# Careers Strategy

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A whole College approach to careers

# Careers Strategy

*Apprenticeships, careers, CV, jobs  
advice, employment, skills, University,  
qualifications, work experience*

## Hugh Baird College

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## 1. Introduction

- 1.1 The College's vision, mission, values and strategic priorities highlight our commitments to supporting students to reach their full potential and preparing them for the future. We believe in the transformative power of education, our programmes of study are focused on employability skills and our careers strategy is the framework for our careers delivery, which aims to ensure that we provide an excellent careers provision that enables students to understand and access the range of opportunities available to them to help them gain the skills, knowledge and attributes they require to secure employment in which they can be satisfied, progress and successful.
- 1.2 We will aim to ensure that careers are a key focus at all stages of the student journey and our careers strategy will help utilise all opportunities that enables students to unlock their future potential. The College is committed to providing high quality, impartial, Careers Education, Information, Advice and Guidance (CEIAG), which is inclusive and accessible to all students, supports them to choose the right programme, encourages them to raise their aspirations and assists them to plan and manage their career and progression. This strategy is designed to affirm the importance of the careers provision for the College and outlines the support provided to students regarding careers and employability.
- 1.3 The College plays an important role and ensures effective contribution to meeting local skills needs, the economic development of the region and national skills needs and continues to work closely within a network of professionals including local employers, the Local Authority, the Careers & Enterprise Company and wider range of other agencies.
- 1.4 The College has a statutory duty to offer high quality careers education and guidance. This Careers Strategy has been written considering the Department for Education (DfE) Careers Guidance and access for education and training providers as well as feedback and evidence of students and staff needs. This Careers Strategy sets out the College's arrangements for the CEIAG provision, which enables preparing students for the workplace by providing a clear understanding of the world of work including the routes to jobs that they might want to progress into.
- 1.5 The College will be highly adaptable as it recognises that careers, the job market and the skills sector should adapt and evolve to respond to drastically changing technology, net zero strategy and new green economy and meeting the needs of the future. Our careers offer will enable students to understand the changing landscape of the economy, future jobs and the skills requirement of jobs.

## 2. Our approach

2.1 Our whole College approach to careers recommends that all functions of the College focus on the students and what is best for them. It supports and enables students to benefit from the range of opportunities available to them so that they gain the attributes and skills they require for employment and the competency needed to be productive in the workplace. Our approach embeds careers into our learning and service delivery as outlined below.



### 3. CEIAG Service Delivery

#### 3.1 Access to IAG and One to One

We offer professional, impartial and confidential Information, Advice and Guidance (IAG) to current students and prospective applicants to enable them to make informed decisions and to plan the next steps towards their future, including guidance on applying for courses, employment, university applications or apprenticeships. Our Information, Advice and Guidance for Pre-entry and On-Programme includes:

**Pre-entry** - our pre-entry Information, Advice and Guidance offer includes:

- Self-service using our website information and online resources;
- General impartial Information, Advice and Guidance on training, skills and financial support;
- Information and Guidance on bursaries and student loans;
- Course advice and guidance to enable students to choose the right programme of study;
- Guidance on course application and admissions process;
- Signposting to other IAG, local and national support services.

**On-Programme** - our on-programme Information, Advice and Guidance offer includes:

- Tailored one-to-one guidance on career planning and progression;
- Self-service using our website tools, information and resources;
- Advice and guidance on progression options;
- Guidance and opportunities to develop understanding about employability and requirements for jobs;
- Guidance and opportunities to meet employers, discuss job applications and interviews;
- Guidance and opportunities to visit workplaces and Universities;
- Guidance and opportunities to develop enterprise, employability and entrepreneurial skills;
- Support with applications for university through UCAS;
- Guidance and support on grants and student loans for University and further studies;
- Guidance and support on apprenticeships and job opportunities;
- Focused and adjustable support and guidance in response to diverse student needs and those who may require detailed support such as care experienced students, SEND students, young parent students;
- Bespoke support and guidance for apprenticeships, in collaboration with employers and internal staff.

### **3.2 Personal Development Programme**

The College's personal development offer will include a range of career development topics such as CV writing, industry insight, completing job applications, job search, use of social media for employment and professional networking (ie, LinkedIn). Students on study programmes will be able to access and use the resources provided to improve their knowledge on careers, develop their CV and employability skills and learn to actively manage their own career and progression.

### **3.3 Extra Curricula Activities and opportunities**

We will strongly encourage students to participate in a comprehensive offer of extra curricula activities and opportunities, which will engage students with careers and employability skills and attributes such as self-awareness, resilience, problem solving, effective communication, confidence building, collaboration and teamwork. These extra curricula activities and opportunities will enable students to aspire, reach and succeed in their chosen career. Centrally co-ordinated annual activities will be planned and communicated. Activities and opportunities include:

- Visits to universities;
- Visits to employers;
- Interviews with employers;
- CV workshops;
- Employability talks;
- Career fairs;
- Volunteering opportunities;
- Opportunities for participation in student groups and committees.

### **3.4 Curriculum**

Our curriculum offer aims to be outstanding, inclusive and impactful and it will actively promote and develop students' employability skills. Learning activities and course modules will help expand students' knowledge, skills, and experience to reflect the needs of the regional employer on their programme of study including careers and employability. In addition, teaching staff will incorporate links between theory / academic content and workplace skills such as assessing students through writing reports, group and individual presentations to enable them to develop practical skills required in the workplace. Curriculum activities will aim to assist students to reach their intended and actual destination.

Curriculum areas will establish effective links with industry and employers to secure work experience for students, work to understand areas and skills in demand and patterns of change in the employability market.

Curriculum areas will use the latest sector employability and curriculum analysis information to ensure that curriculum reflects the occupation and job growth in the region and it keeps up with change and developments.

Curriculum areas will work in partnership with the central Careers team and signpost students to ensure that they plan and develop their careers plan through engagement with the Careers team.

Our curriculum areas recognise that students have different career needs at different stages of their learning journey, therefore we will offer tailored opportunities of careers and employability activities to meet the needs students. Our curriculum areas will actively promote British Values, Equality, Diversity and Inclusion and use of a range of effective and adjustable resources to provide flexible and impactful opportunities to support differing career aspirations and progression pathways. In addition, the importance of English, Maths and digital learning will be an important element of a student's progress towards their career.

Our curriculum areas will work to meet the needs of each student by encouraging them to access impartial careers guidance at each significant stage of their learner journey. This includes supporting students with SEND, those who are care experienced and students who are transferring from other provisions.

Where possible, our curriculum areas will encourage students to take part in competitions, innovation schemes and national awards, which enables students to develop practical employability skills and opportunities for their work to be recognised.

### **3.5 Work Experience**

Providing meaningful work experience to students is an important part of our careers strategy because work experience enables students to develop valuable practical employability skills and enriches their personal development skills. Work experience arrangements at the college is organised and delivered through:

- Our study programmes will include work experience and non-qualification activities that support students to progress to further study or employment. Study programmes in this context refers to full time programmes targeted at 16–19 year olds and are designed to meet their individual learning needs and prepare them for higher learning, training, or employment.
- The Work Experience team will provide an extensive range of work placement opportunities related to the student's topic and industry area. They will encourage employers to support our careers strategy by offering students opportunities to undertake work placement and develop themselves to get ready for the world of work.



- Our careers team also support and guide students on long term work placements, utilising local and national resources and information to identify opportunities.
- Students will be able to access information and guidance through our resources on volunteering and opportunities to gain work experience, which enhances their CV and employment prospects.

### **3.6 Online tools and self help**

We offer a wide range of information, support, services and opportunities through our website, online tools and resources. These are information and careers resources and tools provided by the College and our partner organisations including the Careers Enterprise Company's resources, the National Careers Service, the industry and labour market intelligence, information from employers and business and our Careers Coach tools. We encourage all students to access and use these resources effectively to help them with their employability journey.

We will also utilise locally available resources such as Be More, the skills portal, which aims to address the skills shortage across the Liverpool City Region including connecting employers and employees with learning, development and careers opportunities.

### **3.7 Next Steps and Progression**

In addition to supporting students to make most of their college experience and make it as positive and enjoyable as possible, we will offer them advice, support and guidance so that they can progress to their next step of their learning and development journey which includes:

- **Internal progression**

Students will be supported through our Step up to Success process to progress to their next level of their learning journey. Students who meet the criteria to progress internally without conditions will automatically be offered a place on their chosen programme. Students who wish to progress on to the next level or change to a different course will be provided with bespoke information, advice and guidance. Students will be supported to discuss their options and make an informed decision without bias. One to one advice and guidance will be available to students who may not wish to continue their programme or are unable to progress within college. Guidance will be available through our careers team and our partnership with external agencies such as Career Connect.

- **Progression to Higher Education**

Through our programme of events and resources, we provide information, advice and guidance to help students through each step of their journey towards becoming a university student. Our staff, partner organisations and network of support will help

students apply for higher education, student finance and prepare them for university life. We will work with universities to improve and support the transition process for students so that they are able to adapt to university life without many challenges. Our specific support offer includes:

- a) offer events and guidance to raise awareness of the benefits of higher education and inspire students to progress to university;
- b) support with UCAS applications and reference is available to support students to complete applications in a timely manner and ensure the information they provide meets the requirements;
- c) information and support on student finance and loan application;
- d) working with our network of universities to offer guidance, break down any concerns and barriers about Higher Education and assist with the transition process;
- e) analyse our progression to HE data to inform developments.

- **Progression to apprenticeship**

Students looking to secure an apprenticeship will be provided with the support, information, advice and guidance required to access these opportunities both internally and externally. Information is available on the College's website for any current vacancies and details provided on how to apply. Support is also available on moving on to another training provider. Students who choose to move to another provider will be given support to research and access opportunities available.

### **3.8 HE provision**

The Hugh Baird University Centre (HBUC) will continue to work with partner universities, employers and businesses to strengthen our partnerships with relevant industries to proactively identify the skills, experience and knowledge needed for future workplace, employment and create opportunities for students. The HE provision's overall focus will include, but is not limited to:

- encouraging students to engage with a diverse range of work-based learning opportunities;
- fostering a culture of employability across all subject areas through a range of activities that may include but is not limited to, live / competition briefs, guest speakers, workshops, trips / visits to local, national and international companies, work placements / experience;
- using the Graduate Outcomes data to analyse information and take actions to improve graduate employability;
- proactively establish and develop meaningful relationships with employers to assist with the skills gap and where possible establish a workforce / talent pipeline to support local employers;
- using the student voice to review employability requirements within the curriculum, identifying opportunities to enhance the student experience;
- giving students the chance to work alongside Shaping Futures on the Careers Coaches initiative in order to provide them with opportunities to be trained to deliver career coaching to their peer students;

- as part of the Access and Participation Plan 2023–2025, develop a Graduate Outcomes Fund to support students applying for graduate level employment on successful completion of their course. The fund will allow students to apply for support that may include, but is not limited to:
  - ✓ Travel and interview costs
  - ✓ Part paid internships

#### 4. Partnership and engagement with stakeholders

4.1 The College will work in partnership with a range of organisations to help enhance our careers offer and services for students including widening access to careers resources, networking and attending careers events. These include the Careers Enterprise Company, Career Connect, universities, training and education providers, charitable companies, private sector, the National Careers Service, as well as other public organisations.

4.2 Continuous improvement and maintaining good practice in supporting students with their progression and careers are key elements of practice for us and we will work in partnership with key stakeholders to co-create initiatives. The College will actively engage with students, staff and governors utilising different opportunities to better understand students' needs and continue to develop the quality of the careers service offer and maximise the use of resources and opportunities to enhance students' employability skills and enable them to reach their goals.

#### 5. Leadership, Governance, Duties & Responsibilities

Our senior leadership and leaders across the College recognise the importance of the careers strategy and see it as a key priority and catalyst to enhance the careers provision and view it as an enabler to supporting students so that they reach their employment goals.

The Governing body will receive reports and updates about CEIAG plans and activities.

The Link Governor for careers will work with the Careers lead on strategic developments.

The Principalship Team will:

- allocate suitable resources to deliver the careers offer effectively;
- appoint a Careers Lead.

The Assistant Principal Student Experience and Support will:

- be the Careers Lead for the College;
- develop the Careers Strategy and oversee its implementation;
- ensure the College meets the DfE's statutory guidance on providing careers education and information, advice and guidance;
- ensure the College delivers on its related Access and Participation Plan commitments;
- ensure staff have access to training, resources and support appropriate to their role;
- set and monitor the overall objectives and KPIs of the service;
- ensure that the College has published the careers offer on the College's website.

The Head of Student Services will:

- be the deputy Careers Lead for the College;
- work alongside the Assistant Principal Student Experience and Support to ensure the successful implementation of the Careers Strategy;
- establish objectives and provide guidance to the careers team;
- quality assure the Careers offer and ensure it improves continuously;
- review and meet the requirements of Gatsby Benchmarks, Matrix and Quality in Careers standards;
- establish and maintain effective relationships with external partners including the Careers Enterprise Company and the local networks;
- provide regular reports to senior management;
- ensure that the tutorial programme is comprehensive and relevant to students' needs;
- gather feedback from students about the careers offer.

The Careers Advisers (including those who have careers responsibilities but hold other titles) will:

- deliver engaging, impartial and effective IAG and Career guidance programme which inspires students and supports their motivation, aspiration and confidence;
- work closely with Curriculum staff to ensure students engage with and benefit from the careers offer;
- deliver workshops and talks on a range of topics such as careers, UCAS and progression opportunities;
- work with employers and other organisations to coordinate and contribute to the wider careers offer such as organising events and careers fairs;
- provide data and information on activities;
- provide careers and industry information;
- identify and provide careers resources and tools.

In addition, HBUC will have defined activities to focus on graduate level jobs for HE students.

Curriculum Directors and Curriculum Managers will:

- embed careers into the curriculums outlined in section 3.4 of this document;
- agree and deliver 4 careers events across each area of the curriculum;
- support the College activities regarding progression to Higher Education, including internal progression to the Hugh Baird University Centre (HBUC);
- offer inclusive learning activities and course materials, which help expand students' knowledge, employability skills and experience, incorporating links between theory / academic content and workplace skills;
- identify and provide careers resources and tools to staff to deliver information and opportunities to students;
- establish effective links with industry and employers to help improve students' employability skills;
- identify and use the latest sector employability and curriculum analysis information;
- work in partnership with the central Careers team and signpost students;
- embed British Values, Equality, Diversity and Inclusion, English, Maths and Digital learning into students' learning and careers;
- work with the careers Lead and Deputy Lead to continually improve the careers offer.

Personal Development Team will:

- ensure delivery of agreed career development topics as part of the annual personal development programme;
- support the implementation of the College's careers strategy and its activities.

## 6. key areas of focus for the next 18 months

6.1 Establish a Link Governor for careers.

6.2 Utilise the College's partnership with the Careers & Enterprise Company to take advantage of careers resources to help increase students' exposure to careers guidance and the world of work.

6.3 Maintain our Gatsby Benchmarks and Matrix Standards and consider working towards achieving the Quality in Careers Standard.

6.4 Strengthen the partnership between the central Careers team, curriculum staff and other service areas to help improve students' experience regarding access to careers guidance including apprenticeships.

6.5 Provide training to staff regarding embedding British Values, Equality, Diversity and Inclusion, English, Maths and Digital learning into students' learning and careers.

6.6 Work with our local universities, including the Hugh Baird University Centre (HBUC) to develop a diverse range of activities to inspire students to progress to Higher Education and support their transition.

6.7 Increase our HE students' engagement with the multiple opportunities available to them to develop their career planning and employability.

## 7. Measuring the impact and quality of CEIAG

The College will use a range of methods to measure the quality of our careers provision and maintain continuous development including:

### 7.1 Internal review

The College will use a robust internal review process to evaluate the careers offer, including reviewing the Careers Strategy, DFE's and OfS expectations, the use of annual SAR, internal observations, and stakeholder feedback.

### 7.2 Gatsby Benchmarks

We will use the eight Gatsby Benchmarks to measure the quality and impact of our careers.

### 7.3 Matrix Standard

We will use our Matrix standards assessment to evaluate and measure the quality and impact of our IAG.

### 7.4 Student Engagement

We will review the level of student engagement with our CEIAG activities, analyse data and introduce enhancements.

### 7.5 Student Feedback

We will track student feedback on careers and consider suggested areas for improvements and work in partnership with students to improve our services and activities.

### 7.6 Outcome data

We will analyse the outcome and progression data for students to establish benchmarks and inform developments.

### 7.7 Staff development

Our qualified and experienced staff will maintain their development through attending relevant internal and external CPD programmes, and networking with other careers professionals.

## **8. Student Entitlement**

The College is committed to providing impartial information, advice and guidance on education, training and employment opportunities to prospective, current students and alumni's. This also includes:

- 8.1 Prospective students are able to benefit from information and advice and guidance with course choices, application and transition into study at the College.
- 8.2 Current students including HE students are strongly encouraged and assisted to utilise the full range of opportunities and careers services available to them including one to one career guidance and group sessions on a diverse range of careers topics.
- 8.3 Current students can access information and advice and guidance on progression choices.
- 8.4 Full-time students on study programmes should receive careers education and guidance activities relevant to their needs, delivered through a range of methods, including tutorial, events, visits and external speakers, and access to individual guidance.
- 8.5 Students in year 12 and 13 are entitled to find out about technical education qualifications, apprenticeship opportunities and to understand how to make applications for the full range of academic and technical courses. We are committed to providing meaningful encounters to students to year 12 and 13. Meaningful provider encounters refer to an encounter being defined as one meeting/session between a student and a provider. This means that students in these groups, particularly those who have not decided on their next steps, will have access to an additional two opportunities to find out about technical education qualifications and apprenticeships opportunities. As part of our careers programme, we will provide information on the full range of education and training options available to students at each transition point.

## **9. At risk of becoming NEET and re- engagement**

- 9.1 As part of our partnership work with Local Authorities and Career Connect, we will ensure that those who are at risk, vulnerable or have withdrawn from college are able to access information, advice and guidance and support through our internal services as well as Career Connect Advisers based on our campus. We will work in partnership with Career Connect to support students who may be at risk of becoming NEET particularly during key transition and progression points.

## **10. Equality Statement**

10.1 The College is committed to the promotion of equality, diversity and providing a supportive environment for all members of our community. The College recognises that each student has a diverse set of circumstances and is committed to meeting its legal responsibilities under the Equality Act 2010. Our commitment means that this Policy and Procedure has been reviewed to ensure that it does not discriminate (either intentionally or unintentionally) against any of the protected characteristics.

## 11. Review

11.1 This strategy will be reviewed and submitted to the relevant committee for approval. Any changes required during the year in response to legislation and statutory guidance will be discussed with the relevant staff and be added to the policy.



## Appendix 1

### College CEIAG Activities Calendar 2023/2024

We offer daily drop-in sessions for Information, Advice & Guidance, in depth careers guidance interviews by appointment, Next Steps interviews for those students who are to be withdrawn and early leavers and a range of bespoke IAG and interventions with At Risk students. We also co-ordinate and deliver a range of Careers and progression related activities and events across College. Please see below for our Careers Education Calendar 2023/2024.

Careers Education Calendar 2023/2024															
Careers Event	Group	Target Audience		Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug
<b>FE Learners</b>															
POD Inductions for New Learners	FE Learners	All		*	*										
UCAS System – RPC workshops for those applying to university for this cycle	FE Learners	L3 Learners			*	*	*								
Progression to HE Week - Provider Presentations for: University Life How to Write an Effective Personal Statement Student Finance for University Interview Techniques for University Progression to HE Fair	FE Learners	L3 Learners L3 Learners L3 Learners L3 Learners All Learners			*										

Practice Interviews for University – Provider Interviews	FE Learners	L3 Learners				*								
Student Finance Apply – Provider Presentations	FE Learners	L3 Learners					*	*						
Student Finance Apply – RPC Workshops	FE Learners	L3 Learners					*	*						
Student Finance Apply – Provider Presentations for Parents	FE Learners	L3 Learners					*							
Late Application for HE Drop-In – RPCs & Providers	FE Learners	L3 Learners	*	*										
Practice Interviews for Employability – Provider/Internal input	FE Learners	FE Learners							*					
Academic Taster Sessions – Provider Guest Speakers	FE Learners	L2 & L3 Learners								*				
Attend external University/Apprenticeship and Career Fairs	FE Learners	Across college Learners								*		*		*
Careers & Wellbeing Fair: - Provider Presentations for: Introduction to Higher Education How to Write an Effective Personal Statement University Life Why Apprenticeships? Hints & Tips on Effective Job Applications/CVs		L3 Learners L3 Learners L3 Learners All Learners All Learners							*					
Chat & Snack – Informal specialist chat	FE Learners	Across college			*				*			*		

UCAS Deadline Internal	FE Learners	Across college					*								
UCAS Deadline External	FE Learners	Across college						*							
Subject Specific Employer Engagement	FE Learners	All Learners	*	*	*	*	*	*	*	*	*	*	*	*	
Looked after and young carers – employability workshops (Sefton Beacon Newsletter)	FE Learners	At Risk learners	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>HE Learners</b>															
UCAS System –workshops for those applying to university for this cycle	HE Learners	HE Learners	*	*									*		
Applying to HE	HE Learners	HE Learners	*	*									*		
Student Finance England	HE Learners	HE Learners	*	*									*		
Internships workshop	HE Learners	HE Learners	*										*		
Graduate CV & Interview workshops	HE Learners	HE Learners									*				
Career Coach Workshops	HE Learners	HE Learners									*				
Postgraduate Options	HE Learners	HE Learners						*							
1:1 Career Interviews	HE Learners	HE Learners								*	*	*			
Entrepreneurship Network	HE Learners	HE Learners	*	*	*	*	*	*	*	*	*	*	*		
Pod Inductions	HE Learners	HE Learners	*	*									*		
<b>A Level Learners</b>															
Pod Induction	A Level Learners	Sefton Sixth Form	*												

Progression to HE Week - Provider Presentations for: University Life How to Write an Effective Personal Statement Student Finance for University Interview Techniques for University Progression to HE Fair	A Level Learners	Sefton Sixth Form			*										
Practice Interviews for University – Provider Interviews	A Level Learners	Sefton Sixth Form					*								
Student Finance Apply – Provider Presentations	A Level Learners	Sefton Sixth Form						*							
Student Finance Apply – Provider Presentations for Parents	A Level Learners	Sefton Sixth Form						*							
Late Application for HE Drop-In – RPCs & Providers	A Level Learners	Sefton Sixth Form						*							
Practice Interviews for Employability – Provider/Internal input	A Level Learners	Sefton Sixth Form								*					
Academic Taster Sessions – Provider Guest Speakers	A Level Learners	Sefton Sixth Form										*			
Into Employment Group TBC	A Level Learners	Sefton Sixth Form	*	*	*	*	*	*	*	*	*	*		*	
Attend external Uni/Apprenticeship and Career Fairs	A Level Learners	Sefton Sixth Form									*	*	*		

<b>Thornton Learners</b>															
SEND moving on event	Thornton Learners	SEND students & parents or Carers								*					
Practice Interviews for employability	Thornton Learners	All SEND students										*			
Chat & Snack	Thornton Learners	ALL SEND students				*			*				*		
Transition Group year 3 Thornton College	Thornton Learners	Thornton students								*	*	*	*		
<b>Apprenticeships</b>															
Application forms	Apprenticeships	All Learners						*	*						
Personal statement	Apprenticeships	All Learners						*	*						
National apprenticeship week	Apprenticeships	All Learners							*						
External apprenticeship fair	Apprenticeships	All Learners									*				
Subject Specific Employer Engagement	Apprenticeships	All Learners	*	*	*	*	*	*	*	*	*	*	*	*	*
Options	Apprenticeships	All Learners										*			
Progress interviews	Apprenticeships	All Learners										*			
<b>Other events</b>															
National Careers Week	All Groups	All Learners								*					
National T Level week	All Groups	All Learners			*										
International Volunteers Day	All Groups	All Learners					*								
UCAS Discovery	All Groups	All Learners											*		
Step up to Success	All Groups	All Learners										*			

Curriculum based events															
HBUC event - Setting up your own Business	HE Learners	HE Learners		*	*	*	*								
HBUC event - Internships for undergraduates	HE Learners	HE Learners		*	*	*	*								
HBUC event - graduate level CV / application / interview techniques	HE Learners	HE Learners						*	*	*	*				
HBUC event- postgraduate opportunities	HE Learners	HE Learners						*	*	*	*				
Professional Construction & Trades - Employment in Construction - employer led events	FE Learners	FE Learners			*										
Professional Construction & Trades - Starting your own business - how to be self-employed	FE Learners	FE Learners				*									
Professional Construction & Trades - Women in Construction	FE Learners	FE Learners											*		
Professional Construction & Trades - Careers Week - events for Construction and BSE	FE Learners	FE Learners									*				
Health Creative Industries & Protective Services - Visit to LJMU and Hope University- to explore HE courses and have taster sessions, tour and mini seminar	FE Learners	FE Learners			*										

Health Creative Industries & Protective Services - visit to local nurseries - presentation relating to the role of the EYP, a day in the life, tour around the nurseries and opportunities for holiday work	FE Learners	FE Learners						*							
Health Creative Industries & Protective Services - Sefton at work - visit learners to ask what support/help they need to get into work. Offer short courses to enable them to increase their knowledge awareness and skills e.g. SEND, EYFS training.	FE Learners	FE Learners								*					
Health Creative Industries & Protective Services - Caring services, Ranstad, and Milk education - offer employment opportunities for all learners regardless of level/ability/availability - they each do a presentation to each group and give them the chance to have mini-interviews and apply for work	FE Learners	FE Learner													

Health Creative Industries & Protective Services - Meet and get to know employers in Public & Protective Services – military careers talks – Holcombe Moore visit for all Protective Services	FE Learners	FE Learners				*									
Health Creative Industries & Protective Services - 'Meet the professionals' - workshops in exercise & fitness and sport	FE Learners	FE Learners				*									
Health Creative Industries & Protective Services - Meet and get to know employers in Public and Protective Services – blue light careers talks	FE Learners	FE Learners								*					
Health Creative Industries & Protective Services - Visit the 'Fit Expo' to explore careers in sport, exercise & fitness	FE Learners	FE Learners								*					
Health Creative Industries & Protective Services - HE show	FE Learners	FE Learners										*			
Health Creative Industries & Protective Services - UCAS Exhibition 2023	FE Learners	FE Learners				*									



Health Creative Industries & Protective Services - Creative Arts will visit the UCAS exhibition in Manchester to support UCAS applications				*											
Health Creative Industries & Protective Services - AWS digital challenge and masterclass training				*	*	*	*	*	*	*	*	*			
Health Creative Industries & Protective Services - Cyberhub Challenge				*	*	*	*	*							
Health Creative Industries & Protective Services - Skills challenge in Coleg Cambria and Southport College for Hairdressing, Media Makeup and Beauty				*											
Health Creative Industries & Protective Services - Loreal career event opportunities and personal development routes to hairdressing students					*										

Health Creative Industries & Protective Services - Eve Taylor business branding and career opportunities – Beauty and Makeup					*									
Health Creative Industries & Protective Services - Regional Hair/Beauty and Media make up competitions. professional skill development, networking opportunities								*			*			
Health Creative Industries & Protective Services - Ruthin Castle work experience event for Beauty and Complementary Therapies								*						
Health Creative Industries & Protective Services - Million Dollar facial company, presentation and self-employment opportunities to start own franchise with full business support, Stiner for on-ship recruitment for hair and beauty, recruitment drive										*				

6 <sup>th</sup> Form - Next steps programme (12 weeks) for all Y12 students	A Level Learners	A Level Learners									*				
6 <sup>th</sup> Form - Y12 day at University of Liverpool	A Level Learners	A Level Learners										*			
6 <sup>th</sup> Form - Y12 visit to UCAS Conference at ACC in Liverpool	A Level Learners	A Level Learners											*		
6 <sup>th</sup> Form - Y12 work experience week	A Level Learners	A Level Learners												*	
Building Services Digital Engineering & Business - Employment in Building services, Engineering, Automotive - employer led event	FE Learners	FE Learners			*										
Building Services Digital Engineering & Business - Employment in Business - employer led event	FE Learners	FE Learners			*										
Building Services Digital Engineering & Business - employer led Projects – Denholm (Business), Peel Port (Engineering)	FE Learners	FE Learners							*						
Building Services Digital Engineering & Business - Careers Week - events for Construction and BSE	FE Learners	FE Learners								*					
Building Services Digital Engineering & Business- Women in Construction	FE Learners	FE Learners										*			

ESOL - Employability week - workshops on CV writing, interview skills and income/tax (Payslips)	ESOL Learners	ESOL Learner								*					
ESOL - Job Fair with employers who actively recruit BAME learners - link with the Race Hub in Liverpool	ESOL Learners	ESOL Learners									*				
Learners to attend workplaces to understand the importance of M&E for employment	ESOL Learners	ESOL Learners										*			



## **Key Contacts**

If you have any questions on this strategy, please contact us through [careers@hughbaird.ac.uk](mailto:careers@hughbaird.ac.uk)

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