BEACON PLUS CEIAG OVERVIEW 26-27

CEIAG Programme Intent

Every learner is on a personalised route towards employment. Careers is embedded in all aspects of the curriculum and opportunities to link and develop skills are maximised.

Work based skills assessments are captured and triangulated using data from the learner, staff and employer.

Learners are supported to develop curriculum outcomes at work and work outcomes though their curriculum.

Beacon Plus intend to transition all learners from this programme into sustained voluntary or paid work through a personalised programme.

Where possible Beacon Plus tracks learners from 2019 to the present year to explore trends and sectors where our learners succeed and thrive. All learners receive annual impartial advice and guidance from a qualified advisor.

Alumni form an essential part of our programme and are key role models to support learner aspirations.

Beacon Plus utilises the Compass Plus Tracker tool to create and review their annual CEIAG development plan. We make use of tools such as the Internal Leadership Review to continue to develop our careers provision.

Learners develop key skills to support their progress towards employment. Through assessment and feedback learners can focus on skills required to effectively perform their work role in addition to developing curriculum skills at work.

Learners are matched to an industry and employer through a skills assessment and their personal areas of interest. Learners are expected to complete a weekly journal to capture their progress and encourage self-reflection. Progress is also tracked through employer feedback and staff assessments.

All learners engage in a range of employability skills digital and work skills including the use of VR to support holistic development for work placements and can gain industry qualifications according to their own area of focus. These programmes have a tiered approach to match the experience of learners.

With over 12 employers offering work placements to learners, Beacon Plus is working hard to create a secure place in the heart of local businesses. Local and national employers complete our annual mock interviews, and visit learners to give advice and guidance on running businesses and how to be a successful employee. These experiences give our learners greater aspirations beyond their local community for employment goals. Our community café hosts a range of groups and events for the local community on a regular basis, all of which are managed and staff by learners who work in the café.

Gatsby Benchmark	Activities to support learner development for each Benchmark
1. A Stable Careers Programme	• All learners access weekly work skills lessons to support their work placements plus employability lessons. • Careers is embedded throughout all curriculum areas. • Compass Plus tracker used to evaluate the provision and develop further.
2. Learning from Career & Labour Market Information	• All learners regularly use their Indeed accounts to explore jobs currently available in their location and sector. • Local labour market information shared by staff, link to Kent KMI on our website for learners, parents/carers and employers. • Learners, employers, stakeholders (including parents) and alumni are invited to fully participate in annual National Careers Week.
3. Addressing the Needs of Each Learner	• All learners have a personalised timetable including work placements up to 3 days per week. • All learners have a meeting with the Work Placement lead ahead of joining Beacon Plus to explore their skills, experience and interests in relation to work. A suitable placement is then secured for each learner at an appropriate time in their education plan. • All learners complete a base line skills assessment to measure their readiness for work. Throughout the year skills evaluations are completed by the learner, a staff member and the employer. Any additional training or adjustments are made as required. • Where appropriate learners are supported to gain part time paid work. • All learners attend an annual bespoke mock interview on a job role of their choice and receive personalised feedback. • All leavers receive 1:1 support from their coach to attend Job Centre appointments to ensure they are accessing all resources available to them as they prepare to move fully into adulthood including paid work or voluntary posts. • All targets are triangulated using their EHCP outcomes as a starting point and developing them into class and work place targets. • All learners receive at least 1 careers guidance session per year with an external qualified advisor which is tailored to their individual needs. Additional guidance is provided where a need is identified and delivered by the college's qualified advisor.
4. Linking Curriculum Learning to Careers	• Curriculum map updated for 26-27 to now include opportunities for developing digital skills for work and life. • All learners have a coach to support them work towards personal targets linked to career aspirations and progression routes. • Learners complete industry specific qualifications in line with their area of work to further enhance their career prospects. This training includes manual handling, food hygiene and safeguarding. A log has been created to monitor this training.
5. Encounters with Employers & Employees	• All learners have at least one work placement they attend weekly. • During National Careers Week learners meet with employees from a range of sectors including the Police, fast food chain managers, Council workers, Kent Coastal Volunteers, and the manufacturing industry to learn about their sector and businesses. They explore how all these different businesses operate and consider which businesses might be accessible career choices for themselves, these encounters are tailored to ensure they are meaningful.
6. Experiences of Workplaces	• Strong relationships with all work placements providers and good communication links ensure all learners remain successful at work and making progress towards employment. • Regular visits to work placements support the opportunity for first hand experiences in addition existing learner work placements. • TikToks are created to share with the learners to give meaningful, real-life examples of people working in careers they might aspire to. • All learners receive feedback from employers on areas of success and points for developments ensuring the placements are meaning full and developmental. • Multiple Beacon Plus business teams run weekly to support the running of the café and bakery. • Learners manage all aspects of the business to give additional real-life context to their learning.
7. Encounters with FE & HE	• Learners are encouraged and supported to visit colleges if they have identified an area they wish to study further in rather than move into employment. • Learners will also have the opportunity to attend relevant careers fairs and engage with future learning providers and employers as appropriate.
8. Personal Guidance	• Annual advice and guidance from both an external source, plus 'ad-hoc' meetings with the internal L6 Careers Advisor. • All learners receive a personal action plan to support their progress towards a career. • All learners evaluate their experience of impartial advice to offer future development points.
During their time at Beacon Plus learners will access all areas of the CEIAG curriculum at a level that is appropriate and relevant to their current skill and attainment levels in relation to accessing the world of work. Learners are supported to move on from Beacon Plus when they can successfully move into and sustain work.	