



Strathmore
College

Into Employment Strategy

Through our approach to careers,
training and education



ASPIRATIONAL



POSITIVE



FUN & FRIENDLY



COURAGEOUS



INNOVATIVE

Strategic vision 1

Aspirational outcomes for all

Strathmore College is part of Aspris Children's Services and has a clear vision to deliver outstanding outcomes for all of our learners, providing innovative learning experiences, highly personalised support and individualised programmes of learning delivered in safe and creative learning environments.

RISE UP

Relevant
Internships
Supporting
Employment

Unleashing
Potential



Strathmore
College

"Look at me, what do you see? Can you see the other side of me?"

Our purpose

It is an essential role of Strathmore College to ensure that it provides high quality person-centred programmes of education and support for its learners, to ensure that all learners have a more realistic opportunity of gaining meaningful, preferably paid or voluntary employment.

Our learners are faced with significant challenges when considering how they can contribute to the world of work and to be recognised for their exceptional abilities, skills and value they can bring to the workplace.

It is recognised that nationally there is a low percentage of people with a learning difficulty in paid employment. The issue is being tackled with an added energy as there is an increased expectation of integrating people with learning difficulties/disabilities into work.

The "Into Employment" strategy aims to strengthen links with employers and set out our plan to improve outcomes into paid work, and to meet our responsibilities under the Careers Guidance and Access for Education and Training Provision 2022, and to continually improve practice against the Gatsby Benchmarks.

The employment strategy also takes into account the Skills and Post-16 Education Act 2022 and the new Provider Access Legislation, effective from January 2023. This ensures learners are made aware of what learning or training might look like, as well as any future learning or employment opportunities which may occur as a result of learning pathways undertaken.

It will support the delivery of an innovative curriculum that continuously evolves to build learners' work skills, preparing them with more informed choices about their future, to have work placements that enhance and embed work practices expected by the employer, and to expand options to deliver supported internships in the final stage of preparing learners for paid work.

In addition, where needed, learners will be provided with specific help and support to ensure they have the prerequisite work and social skills for them to be fully-integrated into the world of work, society and the wider community.

Facing our fears... Finding the strength to leave our protected shell and grow!

"We inspire our learners to tackle day to day challenges with confidence, resilience, and learn skills that will empower them to progress to the next stage of their lives."



Strathmore College

Strathmore College is committed to delivering its responsibilities through policies and procedures, and a management and staffing structure that delivers excellent outcomes through innovation.

Ensuring learners receive valuable and meaningful careers and next steps information is of high importance, and a focus of Governance and senior leaders of the college. Governors and Careers Lead influence continuous development to ensure that guidance set out as part of the Provider Access Legislation (January 2023) is followed as best practice within the college.

This provides learners with increased knowledge and understanding of the wider technical educational options available to them, thus empowering learners to be well informed to make the best possible choices of future career opportunities.

A meaningful careers programme for all learners takes into account their individual needs and abilities, and links clearly to their destination outcomes. It will, as good practice, work within and continually improve practise outlined by Gatsby benchmarks.

Gatsby benchmarks:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each learner
4. Linking curriculum learning to careers
5. Encounter with employers and employees
6. Experience of work placements
7. Encounters with further and higher education
8. Personal guidance

Strathmore College is committed to continually developing its careers provision and practice in-line with recognised external frameworks.

Businesses

To raise awareness amongst employers of the skills and unique qualities of people with learning difficulties/disabilities.

To develop understanding of the value they can bring to the workforce, and the mutual benefits to be gained by employing a person with learning difficulties/disabilities. To provide employers with the support and training that they need to build disability confidence.

Staff

To provide highly-skilled staff through continuous personal development (CPD) to meet the needs of the learner and to meet the mutually agreed work protocol and standards of the employer.

Stakeholders

To work collaboratively with organisations such as City Council, Department of Work and Pensions and Chamber of Commerce, Stoke-on-Trent & Staffordshire Local Enterprise Partnership and the Careers and Enterprise Company to deliver learner outcomes.

To ensure all 'supportive organisations' are kept fully apprised of Strathmore College's 'Into Employment' strategy. We will work with agencies, education and training providers to continually develop both new and existing partnerships, providing benefits for the college and its learners to provide safe and nurturing working environments.

Parents and guardians

To provide robust and clear information for parents about the development of outcomes and the direction of the college. To work in partnership with parents to support learners to develop their vocational outcomes and have an understanding of the learners programme, accredited and non-accredited learning. To provide parents with information that keeps them informed and in a position to support their son or daughter to make informed decisions with confidence.

Learner entitlement

Each learner's careers programme is developed in an individual way. It will take into account the learners' aspirations and identified outcomes in their education and health care plan (EHCP), and be delivered in a meaningful way in order to meet their needs. Learners will be provided with:

- **Opportunities to gain the social and "into work" skills necessary for a fully-integrated and safe life in employment and society**
- **Meaningful work activities that is interest-led and motivational to start to develop their work skills**
- **A range of work experiences and work placements to be able to make informed choices about their future**
- **Meaningful independent careers guidance – to include support from professionals who are able to meet and understand their individual needs**
- **Opportunity to develop interview skills and creative ways to showcase skills to employers, as appropriate**
- **Opportunity to build up a work history to showcase to others**
- **Meaningful information about potential employment opportunities in the local area**
- **Necessary support to access training into paid employment**
- **Continuous assessment and review of progress and achievement, and as necessary in-line with the employers' expectations**

To view our learner entitlement accessible document, please visit bit.ly/3tMdBCN, or [click here](#).



Implementation and delivery

- Work in partnership with the Chamber of Commerce, specific businesses, Stoke-on-Trent Council and the Department of Work and Pensions to raise the profile of the Learning Difficulty / Disability Agenda
- Identify a Careers Lead structure and ensure that the roles are fully implemented to strengthen the culture of 'work' within the organisation and within the curriculum
- To secure and work pro-actively with an ambassador to raise the profile with employers and contribute to the college development
- To build a link with one new business annually
- Enable employers to be disability confident
- The college will take account of the Gatsby benchmarks and develop its practice through implementation and continuous review
- Assess practice against external standards
- Hold parents and employers forums to continually improve practice
- Build links with agencies to ensure that all learners have access to meaningful independent advice and guidance (IAG)
- Ensure staff are provided with opportunities to undertake continuous professional development (CPD) through internal and external training opportunities



Monitoring and reviewing

- To ensure a robust system of monitoring and reviewing is in place. Termly monitoring through governance process and liaison with external agencies
- To provide businesses, parents and other applicable organisations or individuals the opportunity of supporting the college in its monitoring and reviewing process
- To review the sustainability of any work placement
- To review all activities of learners/college to ensure of their effectiveness
- To integrate the review process into the annual self-assessment
- To ensure that staff have review meetings that include a consideration of CPD
- The college will take account of the 8 Gatsby benchmarks and create the necessary bespoke benchmarks for its learners, which the college can use to evaluate its effectiveness
- To review the 'Into Employment' strategy annually as part of the self-assessment process



Governance

The employment strategy will be supported, validated and monitored through the college governance process and relevant stakeholders. We will aim to share practice with existing links with Aspris Children's Services and through the FE sector and other existing partnerships.

Contact us

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Aspris Children's
Services