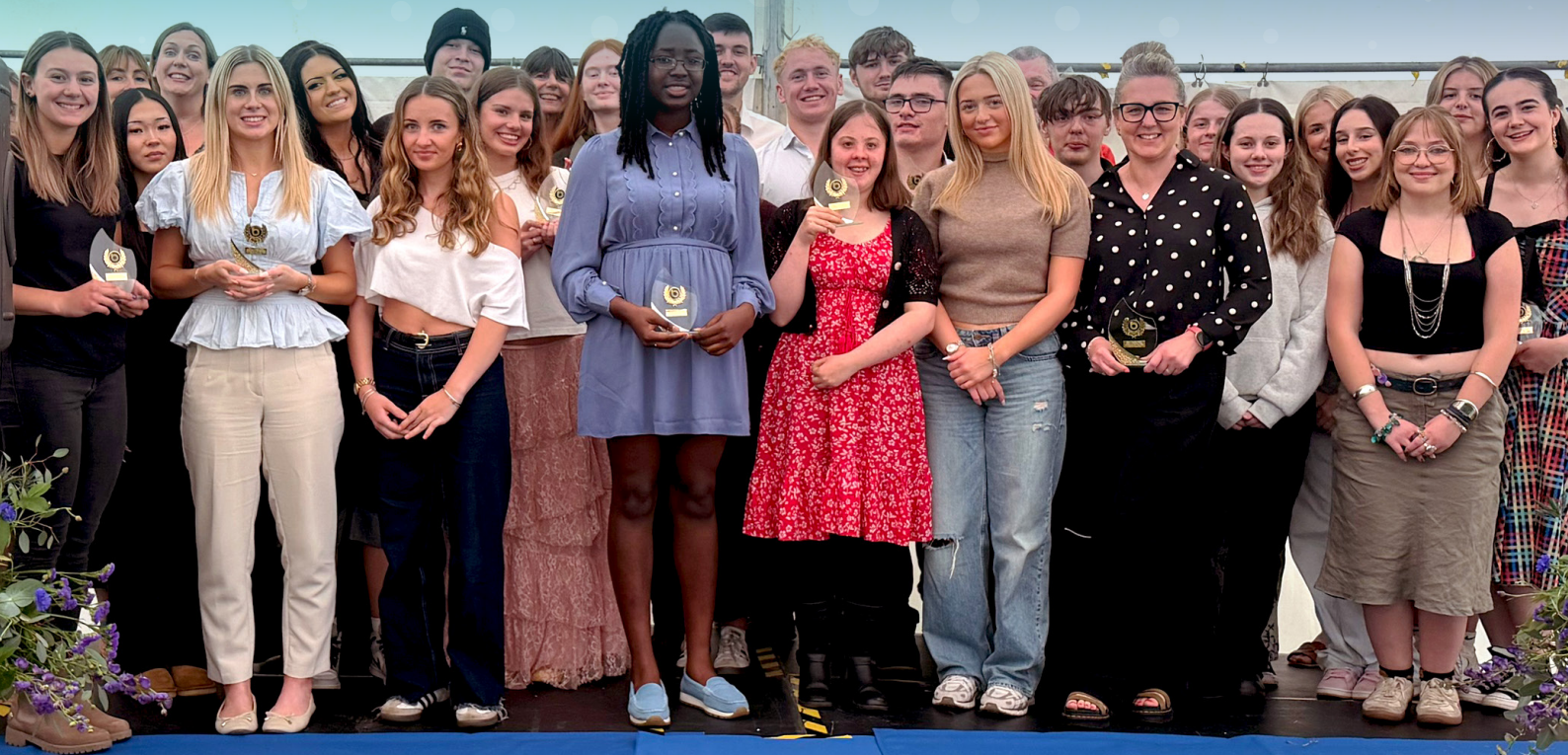


CAREERS STRATEGY

2026 / 2027



Bath College
REAL SKILLS
REAL FUTURES

OUR VISION AND MISSION

Bath College empowers people to grow and succeed through high-quality education. Our core values and training give learners the confidence, knowledge, and skills they need to thrive. We also contribute to the South West economy by working with local employers to create job opportunities.

Bath College is the leading provider of further and technical education in BANES. As part of the West of England Combined Authority, we deliver the Local Skills Improvement Plan priorities in health, care, creative industries, construction, engineering, and digital technologies.

CAREERS, INFORMATION, ADVICE, AND GUIDANCE

Bath College offers every student access to high-quality, impartial careers information, advice and guidance (IAG). We aim to help all learners explore their strengths, understand their options and make informed decisions about their future.

In line with Department for Education (DfE) expectations, we use the Gatsby Benchmarks to offer a careers programme that allows students to engage with employers, experience the workplace, and receive guidance from our Careers Advisers.

We also help all learners understand and consider vocational pathways - including apprenticeships, T Levels, Higher Technical Qualifications (HTQs) and other approved technical or vocational qualifications - so they feel confident when they choose a progression route that supports their goals.



QUALITY, MONITORING AND EVALUATION

We use:

COLLEGE DESTINATION

STUDENT VOICE

**FEEDBACK FROM PARENTS,
LECTURERS, EMPLOYERS, STAFF AND**

To improve and update the careers and employability service.

The team assesses the careers service programme through the Matrix accreditation once a year, and Compass reports once a term.

THE GATSBY BENCHMARK

Bath College applies the Gatsby Benchmarks framework to offer a quality careers education, information, advice and guidance programme.

This confirms that all learners experience:

- Meaningful workplace interactions
- Personalised guidance from qualified professionals
- Structured support to inform next steps

WEST OF ENGLAND CAREERS HUB

Bath College works with the West of England Careers Hub to assess the delivery of the 8 Gatsby benchmarks through the Compass evaluation and offer training and support throughout the year.

DFE GUIDANCE

Bath College follows the Department for Education (DfE) expectations by using the Gatsby Benchmarks to deliver a high-quality careers programme.

These benchmarks guide us to offer all students the following career opportunities:

- Employer engagement
- Workplace experiences
- Personal careers guidance
- Clear information about further study, training, and apprenticeships.

Although the framework is not statutory, it helps us meet the DfE's requirements for independent careers guidance for learners aged 11–18, and for learners up to age 25 with an Education, Health and Care Plan (EHCP).

The framework also supports our duty to give training providers fair access to highlight technical education and apprenticeship pathways.

THE MATRIX STANDARD

Every year, Bath College undergoes an annual Matrix Standard inspection. This is an evaluation of our information, advice, and guidance (IAG) across the college.

The inspection allows us to:

- Assess performance
- Measure the effectiveness of our practices
- Put in place targeted improvements
- Improve the management and delivery of our IAG services

THE GATSBY BENCHMARK

1

A stable careers programme

2

Learning from career and labour market information

3

Addressing the needs of each pupil

4

Linking curriculum learning to careers

5

Encounters with employers and employees

6

Experiences of workplaces

7

Encounters with further and higher education

8

Personal guidance

HOW WE EMBED CAREERS INTO THE BATH COLLEGE LEARNER JOURNEY

1

APPLICATION

The application process includes support with applications on Open Day, an interview with subject staff to discuss progression routes, opportunities, and the student's long-term ambitions, followed by an offer and a VIP day in the chosen subject led by specialist staff.

We help students make the right choices from the start of their journey. We encourage all to attend an Open Event to speak to lecturers, seek career guidance or try our Pathway app to explore career pathways.

2

ENROLLMENT

Support on GCSE and A Level Results Day from tutors and Careers Advisers to answer questions. Students can also meet the Careers and Employability team, the Student Union and the Welfare team.

3

INDUCTION WEEK

During induction week, students meet the careers and employability team for a work experience session and visit the Careers Hub to access year-round support and guidance.

Students also complete baseline assessments to check they are on the right course and level. Students can also attend Freshers' Week. During the event, they also meet the careers and employability team, the Student Union, and the Welfare team in a relaxed environment.

4

CAREERS IN THE CURRICULUM

The Careers team hold workshops throughout the academic year:

- Group tutorial sessions
- Labour-market information to inform next steps
- Progression pathway research
- Mock interviews
- Guest speakers

Students must complete mandatory work experience hours, voluntary work, and enrichment activities throughout the academic year.

HOW WE EMBED CAREERS INTO THE BATH COLLEGE LEARNER JOURNEY

5

PROGRESSION

Progression support includes:

- UCAS workshops
- Personal statement drop-ins
- Student finance talks
- University and industry visits
- Apprenticeship talks and fairs
- One-to-one tutorials
- A dedicated careers week with workshops
- Drop-ins and guidance
- In-house open events

These events allow students to explore different pathways to work and further study.

6

DESTINATIONS

Students take a survey in March and May to record their intended destinations. This early capture of plans enables targeted support, informed curriculum planning, and timely interventions for those who may need guidance.

We then collect final destinations in October so the college can identify each student's post-course status.

We work with the Local Authority to contact students who are not in education, employment, or training (NEET), connecting them with relevant opportunities or short programmes.

OUR CAREERS RELATED LEARNING PROGRAMME

Bath College students can access our Careers Hubs at both campuses, where our Careers Advisers offer expert support. This includes writing or improving a CV, exploring career ideas, and applying for apprenticeships or part-time jobs.

Students can also book a one-to-one guidance appointment with a Careers Adviser to help them explore their future options.

During the meeting, the adviser will discuss interests, strengths, qualifications, goals, and suitable pathways such as further study, apprenticeships, employment, or work experience.

Each session ends with a step-by-step plan. This way, students have a clear plan to achieve their ambitions.

Our Employability and Placements Officers help students find work experience and industry placements, contact employers, and use the Grofar platform to log placement hours.

Students can access these services during a drop-in session or a one-to-one appointment.

Activities. Events. Enrichment. Themed Weeks.	Entry Level and Level 1	Level 2	Level 3 (Year 1)	Level 3 (Year 2)	Level 4/5	Gatsby Benchmark
1:1 Careers, Advice and Guidance available throughout the year face to face or online. All students have access to a Careers Adviser to discuss options, pathways and seek help with applications.	✓	✓	✓	✓	✓	Benchmark/s • 3 • 8
Drop-ins and 1:1 are available to support students before and during their work experience or industry placements throughout the year.	✓	✓	✓	✓		Benchmark/s • 2 • 5 • 6
The Careers and Employability team welcome students to the Freshers fair. The Team deliver fun, engaging activities to promote the services.	✓	✓	✓	✓	✓	Benchmark/s • 1 • 3
Students are introduced and shown how to use Grofar through workshops delivered by the employability and placement officers during induction week.	✓	✓	✓	✓	✓	Benchmark/s • 5 • 6 • 8

OUR CAREERS RELATED LEARNING PROGRAMME

Activities. Events. Enrichment. Themed Weeks.	Entry Level and Level 1	Level 2	Level 3 (Year 1)	Level 3 (Year 2)	Level 4/5	Gatsby Benchmark
Linking careers to the curriculum. Lecturers will link subject areas to future careers and industry-focused skills. Students investigate Labor market information to inform next steps and local and national needs.	✓	✓	✓	✓	✓	Benchmark/s • 2 • 4
Local employers deliver employer talks and technical demonstrations to ensure students are learning about up-to-date skills and knowledge needed for industry.	✓	✓	✓	✓	✓	Benchmark/s • 2 • 4 • 5
HE Information Evening. This event will provide parents/carers with a greater understanding of HE studies, their benefits, and the process.				✓	✓	Benchmark/s • 3 • 7
Work experience volunteering and Work-related enrichment hours. Totaling 60 hours.	✓	✓	✓	✓	✓	Benchmark/s • 5 • 6
HE offers. This includes UCAS registration, finance talks, personal statements drop ins, and support with applications. Building skills set workshops. Alternative options exploration beyond Level 3.			✓	✓	✓	Benchmark/s • 7
UCAS Fair: Students can speak with a range of HE providers and explore L4 options.			✓	✓	✓	Benchmark/s • 7
Specific curriculum area students' groups will visit universities throughout the year.			✓	✓	✓	Benchmark/s • 7

OUR CAREERS RELATED LEARNING PROGRAMME

Activities. Events. Enrichment. Themed Weeks.	Entry Level and Level 1	Level 2	Level 3 (Year 1)	Level 3 (Year 2)	Level 4/5	Gatsby Benchmark
Careers and employability workshops, delivered throughout the personal development and enrichment programme, including Kudos psychometric tests to discover skills and motivations. • Exploring Career pathways. • Labour market information. • CV builder workshops. • Mock Interviews • Job Searches and where to start. • Work experience, research and support • Behaviors in the workplace	✓	✓	✓	✓	✓	Benchmark/s • 1 • 2 • 3 • 4 • 5
Apprenticeships and jobs fair. Students speak with local and national employers to gain insight into apprenticeships and jobs on offer.	✓	✓	✓	✓	✓	Benchmark/s • 5
Green Careers Week. Lecturers promote Green Careers in their subject areas. Students pledge how they can lead a more sustainable lifestyle.	✓	✓	✓	✓	✓	Benchmark/s • 2 • 4
National Careers week. Activities in the classroom include encouraging students to investigate next steps.	✓	✓	✓	✓	✓	Benchmark/s • 2 • 4
Raising aspirations, HE fair. Local universities, colleges, and employers come to the college so students can ask questions and investigate progression routes.		✓	✓			Benchmark/s • 2 • 4 • 7

OUR CAREERS AND PROGRAMME

Activities. Events. Enrichment. Themed Weeks.	Entry Level and Level 1	Level 2	Level 3 (Year 1)	Level 3 (Year 2)	Level 4/5	Gatsby Benchmark
Progression week. Apprenticeships roadshows offer students tips and advice on how to find and apply for apprenticeships. Activities to support students with progression. Targets guidance to support students that are unsure of their next steps.	✓	✓	✓	✓	✓	Benchmark/s • 3 • 5 • 7
Internal Open events. Students can speak with lecturing staff about progression options. On site careers advisors on site for guidance.	✓	✓	✓			Benchmark/s • 3 • 7
1:1 Destination Tutorials. Students meet tutors at the end of the academic year to discuss their plans for next year. Tutors ensure students have a plan and support with applications. Students are directed to Careers Advisers if further guidance is needed.	✓	✓	✓	✓	✓	Benchmark/s • 3

WORK EXPERIENCE, VOLUNTEERING AND EMPLOYER ENGAGEMENT

Bath College partners with schools, universities, employers, the NHS, and local councils to tackle skills gaps, drive inclusive growth, shape our curriculum, and offer further work experience opportunities.

All full-time students take part in work experience, volunteering or work enrichment activities to build valuable work experience and make informed career choices.

Bath College recognises the importance of learning inside and outside of the classroom, this is why we have an Employer engagement team and employability and placement officers:

- Builds strong relationships with employers
- Creates apprenticeship opportunities
- Sources meaningful work placements
- Our Employability and Placement Officers also help students:
- Find work experience or industry placements
- Record work experience

The team works with each curriculum area and invites employers to deliver industry talks and technical demonstrations to our students.

If you are a parent or carer and you would like to get in touch for further information on careers please email careers@bathcollege.ac.uk

We are always looking for local employers to help set the standard and engage with our young people, if you feel like you could offer a talk or technical demonstration, work placement or any other employer engagement activities, please get in touch placements@bathcollege.ac.uk.

That is all, thanks for your continued work on this.

Students can scan the QR code on the back of their ID card to book a one-to-one appointment, email careers@bathcollege.ac.uk or drop into one of our Careers Hubs:

- City Centre Careers Hub - M011
- Somer Valley Careers Hub - W002



Gatsby
Benchmark

CONTACT DETAILS

Work experience and industry placement enquiries

placements@bathcollege.ac.uk

Careers information, advice and guidance

careers@bathcollege.ac.uk



This document will be reviewed **every 2 years**.
DfE states that the date by which the institution will review information.

