

## Welcome to our Careers Newsletter Issue 1

2020 has been a difficult year due to COVID-19 restrictions not only in College, but in life in general. In spite of this, we have continued with our careers programme and adapted this where required. I have been appointed as Careers Lead to enhance and lead on the work of Careers in College.

The careers team will lead, manage and co-ordinate all aspects of careers and 'life after Catmose' and will provide guidance for parents and guardians where required.

*Mark Smith*

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## CAREERS TEAM

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*"CHOOSE A JOB YOU LOVE AND YOU WILL NEVER HAVE TO WORK A DAY IN YOUR LIFE"*

CONFUCIUS

# GATSBY BENCHMARKS

This year, we have used the Gatsby Benchmarks (GB) to focus the contents of our Careers Programme (GB1), which is set not only within our PHSE tutorial programme but cross-curricular. The 8 Gatsby Benchmarks are a framework for good career guidance which have been developed with the best possible careers education, information, advice and guidance.

There are 8 benchmarks that schools and colleges should aim to reach. They are listed below. In the past year, and despite issues with COVID-19, we have made great progress in working towards achieving the 8 Gatsby Benchmarks by the end of 2020, in line with Government guidance.

**The Gatsby Benchmarks are:**

## 1. A STABLE CAREERS PROGRAMME

Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.

## 2. LEARNING FROM CAREER AND LABOUR MARKET INFORMATION

Every student, and their parents, should have access to good quality information about future study options and labour market opportunities.

## 3. ADDRESSING THE NEEDS OF EACH STUDENT

Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.

## 4. LINKING CURRICULUM LEARNING TO CAREERS

All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

## 5. ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES

Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

## 6. EXPERIENCES OF WORKPLACES

Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

## 7. ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION

All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

## 8. PERSONAL GUIDANCE

Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.

# WORLD OF WORK (GB2)

Each week, a different career is promoted on our screens as part of our World of Work 'promotion' which highlights Local Market Information from the Careers Service Website (GB2). The job roles are mainly suggested by staff which complement teaching within the curriculum (GB4).



## Interested in a career as an architect?

Average salary £27,000 - £90,000

How to become an architect:

A degree recognised by the Architects Registration Board

A year of practical work experience

Two years' full-time university course, eg. Masters

A year of practical training

A final qualifying exam

5 GCSEs grades 9 - 4 including English and maths

2 or 3 A levels or equivalent for a degree

Apprenticeship

An architect degree apprenticeship

4 or 5 GCSEs grades 9 - 4 & A levels or equivalent

for a higher/degree apprenticeship

## TUTORIAL AND COMPULSORY ELECTIVE PROGRAMME TERMS 1 AND 2

Year 7 have worked on identifying their own strengths and areas for development, the setting of realistic and challenging goals and their preferred learning style. They have also talked about life skills such as communication, teamwork, confidence, listening and thinking skills.

Year 8 have been working on their performance profiles in tutor time. This includes topics such as time management, life goals, careers and work, stress management, school and university study, being organized and positive thinking.

In Year 9 the students have been looking at setting personal targets, self-esteem and confidence as well as a personal reflection and target review.

We were mindful that the current Year 11 students missed out on preparation for work experience which included job applications, writing CVs and personal statements. Form tutors have incorporated this work within the tutorial programme during term 1 to prepare any student applying for post-16 and colleges. This work was complemented by a number of assemblies led by Mr Smith about the different types of post-16 routes and the various providers available to our students.

## POST-16 EVENT (GB7)

A Post-16 event was planned for early September, with about 25 providers of post-16 courses, apprenticeships, training courses, members of the armed forces and police force as well as a number of smaller career providers. Unfortunately, this was unable to take place due to Covid-19 restrictions. Instead, the Year 11 elective programme incorporated virtual presentations from the providers. Links to virtual open days and tours were sent out to Year 11 students via email for them to access in their own time along with their parent or guardian.

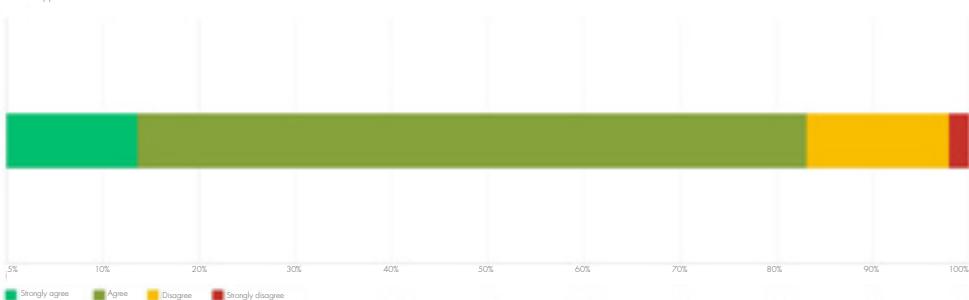
## ONE-TO-ONE GUIDANCE (GB3, GB8)

Providing independent careers advice, which is personalised for our students, is an important part of our careers programme (GB3, GB8). During terms 1 and 2, 98% of Year 11 received a one-to-one careers meeting with either Mrs Meynell, Mr Williams or Mr Harrison. In the case of students with an Education Health and Care Plan (EHCP), they met with Mrs Ward, who is the Youth Education and Careers Adviser for Rutland County Council. In these meetings, guidance regarding career choices and post-16 options is given. Mrs Ward has also met with Year 9 students with an EHCP plan for one-to-one career interviews. These are at key transition times when students start to make decisions about their career aspirations with GCSE and vocational choice options for Years 10 and 11, and again moving into post-16 choices for college places, apprenticeships or supported internships from Year 11.

## STUDENT FEEDBACK

During terms 5 and 6, students completed the student survey. It is pleasing to note that 83% of students who responded felt that the career guidance offered to them was useful. By giving us this feedback, it will help us as a team, to help us shape our careers provision over the year. Although we cannot invite any external speakers into College, we send out regular emails to students about virtual talks or conferences and place any links to these online events on Show My Homework.

Careers guidance was offered to me {series of careers talks or 1:1 careers advice} and was useful.  
Answered: 96      Skipped: 366



# CAN YOU HELP?

As we are all aware, we are now living in difficult times and it is more important than ever that we support and prepare our students for when they transition from Catmose to post-16 education, training or apprenticeships. We want to ensure that we prepare them as much as we can and provide them with up-to-date and relevant labour market information as they think about their next steps in education and their future careers.

According to TES (<https://www.tes.com/news/students-dont-feel-college-prepares-them-work> - accessed 2.9.20), only 39% of students are confident they will get the job they want. A study asked 18-24 year olds if they felt that their school or college prepared them for adult life. This question received a negative score of -20% in the UK. Therefore, as part of our ongoing careers programme, we are looking for innovative ways to improve our careers provision.

Would you as an individual or business be willing to partner up with our subject areas to share your wealth of knowledge with students and staff and become one of our career champions? Could you offer support or advice to our subject teachers to assist them as they include careers-related learning within their lessons, with links to real life problems and solutions? This could be a virtual talk, offer of resources to showcase your career or business, or offer support and advice in other ways with real-life examples to include in their lessons. If the answer is yes, please contact a member of the careers team and we will link you with a suitable subject area.

Similarly, if you would like to participate in National Apprenticeship Week (8 -12 February 2021) or National Careers Week (1 - 5 March 2021), and share knowledge about your skill or trade, please contact the careers team.

## SPEAKERS FOR SCHOOLS VIRTUAL TALKS

During lockdown, we were able to access the virtual careers talks broadcast by the Speakers for Schools charity. All links are on Show My Homework to allow students the opportunity to access the talks. They can also access them on Stream using their College login on Microsoft Teams.

Speakers for Schools is still producing careers talks; the latest broadcast is with England Football Manager, Gareth Southgate - [www.speakersforschools.org/vtalks/how-to-achieve-anything-gareth-southgate-and-sharky/](http://www.speakersforschools.org/vtalks/how-to-achieve-anything-gareth-southgate-and-sharky/)

You can access the full broadcast library here: [www.speakersforschools.org/inspiration/vtalks/vtalks-video-library/](http://www.speakersforschools.org/inspiration/vtalks/vtalks-video-library/)

# T LEVELS, TRAINEESHIPS AND APPRENTICESHIPS

	T levels	Traineeships	Apprenticeships
Description	A mainly classroom based technical qualification (80% of the time) with industry placement experience included (20% of the time).	A skills development programme to support individuals with their employability skills through a mix of classroom-based and workplace delivery.	Full-time paid employment while gaining qualifications in the chosen field. Mainly based in the workplace with 20% 'off-the-job' training.
Age range	16-19	16-24* (*25 with EHCP).	16+ (no upper age limit).
Duration	2 years (there is also an optional 1 year transition programme).	6 weeks - 12 months	12 months+ depending on the level, the experience of the apprentice and the delivery model.
When can you start?	Usually a September intake.	Throughout the year.	Throughout the year.
Level	Equivalent to level 3 qualification or 3 A levels.	Typically contains qualifications at level 1 or 2.	Includes levels 2 through to level 7 (master's).
English, maths and digital skills	If grade 4 has not been achieved, then functional skills at the appropriate level will be incorporated into the apprenticeship. There are also exceptions for learners who have an EHCP.	If grade 4 has not been achieved in maths and English they will continue to be on the programme, but they will not be required to sit the exams.	If grade 4 has not been achieved, then functional skills at the appropriate level will be incorporated into the apprenticeship.
Additional skills gained	Industry recognised certification and workplace experience.	Employability skills and workplace experience.	Industry knowledge, skills and behaviours, plus sector recognised certification.
Work experience	Minimum of 315 hours industry placement unpaid.	A high-quality work placement of at least 70 hours.	Full-time paid employment (with paid 'off-the-job' time too).

<b>How are they assessed?</b>	All elements of the T level are assessed and graded by the training provider. All elements must be passed for the student to receive their overall grade.	At the end of the traineeship, the trainee will have an 'interview experience'. Strengths and development areas are identified to help them progress. Observations, discussions and assessments will be carried out throughout the programme.	The apprentice will be observed, hold discussions and complete written work for the training provider who will grade the work. At the end of the apprenticeship, the apprentice will be required to complete an End Point Assessment.
<b>How are they graded?</b>	Pass, Merit, Distinction, Distinction*. If not all elements are met, they will receive a statement of achievement.	They are not graded at the end.	Pass, Merit, Distinction.
<b>Salary</b>	Unpaid.	Unpaid.	At least the National Minimum Wage for apprentices.
<b>Additional information</b>	The provider may provide discretionary financial support.	May be eligible for travel, meal and childcare costs.	Apprentice would receive the company's rewards and annual leave.
<b>Are they included on the UCAS tariff?</b>	Yes.	No.	It depends on the qualifications included within the apprenticeship standard.
<b>Next steps / progression pathway</b>	Apprenticeships, Further Education, employment.	Apprenticeships or employment.	Higher/degree apprenticeships, professional qualifications or employment.
<b>How to find a...</b>	T level: <a href="http://www.tlevels.gov.uk">www.tlevels.gov.uk</a>	Traineeship: <a href="http://www.gov.uk/find-traineeship">www.gov.uk/find-traineeship</a>	Apprenticeship: <a href="http://www.gov.uk/apply-apprenticeship">www.gov.uk/apply-apprenticeship</a>

# APPRENTICESHIP VACANCIES

For further details and to apply for any of the apprenticeships listed below, visit: [www.findapprenticeship.service.gov.uk](http://www.findapprenticeship.service.gov.uk).

## **WAREHOUSE & TRADE COUNTER ASSISTANT - VACANCY NO: 1623807**

You will join our team at this leading Electrical Wholesaler. You will be working in the warehouse learning all aspects of warehouse management stock control and orders. Later on you will progress to the sales counter – EDA Learning and Development Ltd.

Location: Oakham

Closing Date: 18 December 2020

## **LOGISTICS ADMINISTRATOR (Advanced) - VACANCY NO: 1652702**

We are the leading home appliance manufacturer in Europe. Working in the logistics department your role will involve working alongside hauliers internal colleagues and external customers – BSH Home Appliances Limited.

Location: Corby

Closing Date: 16 December 2020

## **EQUINE GROOM - VACANCY NO: 1655887**

You will carry out the day to day horse care including the general care and condition of the horses. You will also prepare them for competition or riding – Russell Edward Atkin.

Location: Ingthorpe near Great Casterton

Closing Date: 31 December 2020

## **MAINTENANCE ENGINEER (Advanced) - VACANCY NO: 1661793**

The main aim over the first year is for you to get to grips and gain full understanding of our product how it's made how it fits together and how it works – Mecc Alte (UK) Limited.

Location: Oakham

Closing Date: 11 December 2020

## **PRODUCTION ENGINEER (Advanced) - VACANCY NO: 1661337**

The main aim over the first year is for you to get to grips and gain full understanding of our product how it's made how it fits together and how it works – Mecc Alte (UK) Limited.

Location: Oakham

Closing Date: 11 December 2020

## **DENTAL NURSE (Advanced) - VACANCY NO: 1659851**

We are a modern private dental practice looking to recruit a multi skilled individual who will need to be confident with patients. They will also carry out reception duties – Dr Dipti Lad Ltd.

Location: Uppingham

Closing Date: 2 January 2021

**COMMIS CHEF - VACANCY NO: 1656791**

We are looking to recruit a trainee chef to support the Head Chef. You will deliver high quality food from breakfast through to the evening – The Crown Inn.

Location: Uppingham

Closing Date: 15 January 2021

**EARLY YEARS NURSERY ASSISTANT (Advanced) - VACANCY NO: 1660908**

You will provide support for the Foundation Stage teachers and other nursery staff with meeting the learning development and care needs of the children – Bluecoat School & Nursery.

Location: Stamford

Closing Date: 1 January 2021

**VEHICLE PAINT TECHNICIAN (Advanced) - VACANCY NO: 91135889**

We are looking for an enthusiastic individual to join our skilled team of Vehicle Paint Technicians – Fleet Automotive Group Ltd.

Location: Corby

Closing Date: 29 January 2021

**ACCOUNTS ADMINISTRATOR (Advanced) - VACANCY NO: 1658268**

This is a fantastic opportunity for a recent school/college leaver looking to start their career in accounts within the logistics/transport industry – Maxim Logistics Group Ltd.

Location: Corby

Closing Date: 9 December 2020

**DENTAL NURSE (Advanced) - VACANCY NO: 1666196**

You will learn how to provide efficient and reliable chair-side support to Practice Clinicians.

You will also be required to carry out reception duties – Park Road Dental Practice.

Location: Melton Mowbray

Closing Date: 16 December 2020

**EARLY YEARS PRACTITIONER - VACANCY NO: 1667835**

You will be working as part of a highly motivated and professional team. You will provide children with a safe secure and stimulating environment – Scallywags Day Nursery.

Location: Oakham

Closing Date: 14 December 2020

**DIGITAL MARKETING TRAINEE (Advanced) - VACANCY NO: 1669982**

We are looking for someone who has a passion for digital marketing and with your help we will reach customers both nationally and internationally – Forces Solutions Ltd.

Location: Oakham

Closing Date: 16 December 2020

**DENTAL NURSE (Advanced) - VACANCY NO: 1670355**

This is an opportunity to join our team at a modern and unique dental practice – JDRM Dental Care Limited.

Location: Melton Mowbray

Closing Date: 3 January 2021

**NURSERY PRACTITIONER (Advanced) - VACANCY NO: 1670249**

This is an opportunity for you to join an experienced and friendly team. You will be looking after children from 6 weeks to 5 year olds within our unique nursery setting – Park Lane Kids Ltd.

Location: Melton Mowbray

Closing Date: 18 December 2020

**BUSINESS DEVELOPER - VACANCY NO: 1670643**

You will learn how to build relationships with new and existing customers using telephone sales techniques to generate business and gain new leads – Howdens Joinery Ltd.

Location: Stamford

Closing Date: 18 December 2020

**CUSTOMER RELATIONSHIP TRAINEE - VACANCY NO: 91139055**

Due to ongoing rapid growth across our UK sites we have opportunities for people seeking a new challenge – Oakland International Ltd.

Location: Corby

Closing Date: 4 January 2021

**CUSTOMER ADVISOR - VACANCY NO: 1663722**

Tasks will include handling customer enquiries via incoming and outgoing telephone calls as well as booking service visits whilst identifying and ordering spare parts and accessories – BSH Home Appliances Limited.

Location: Corby

Closing Date: 23 December 2020