

Careers Strategy

2025-2029

Our Mission

Raising Aspirations, Unlocking Potential, Advancing Futures

Our Values

Excellence, Passion, Team Work, Integrity, Innovation,
Sustainability, Valuing Others and Supportiveness

Sparsholt College Group

The Sparsholt College Group (the College Group) includes Sparsholt College, Andover College, University Centre Sparsholt, Sparsholt College Services, Westley Enterprises and Andover Town Football Club. College Group policies apply to each part of the group unless specified otherwise.

The Careers Strategy 2025-2029 was approved by the Board of Governors in July 2025.

Originator: Director of Careers & Stakeholder Engagement

Located: College Group intranet

Due for review: July 2029

Careers Strategy

1. Background

- 1.1 Sparsholt College Group (incorporating Sparsholt and Andover College and University Centre Sparsholt) is committed to offering a Careers Strategy accessible to the whole college community and ensuring all students are fully equipped with the skills and knowledge to make confident careers decisions effectively and independently in like and work.
- 1.2 Our commitment to provide an excellent Careers Service that will enable students to understand the range of opportunities available to them to acquire the skills and qualifications they need to succeed. This strategy sets out the ambitions and plans to maintain and expand, proactive, flexible service, consistently embedded across further education, apprenticeships, higher education and part-time provision.
- 1.3 The College group firmly believes that by providing high quality, impartial careers information, advice and guidance, students will be empowered to make confident careers decisions. The Gatsby Benchmarks of Good Career Guidance will be used as the infrastructure for the careers strategy and its delivery (see Appendix A) resulting in the following.
 - Students understand the full range of opportunities available to them,
 - Delivery of a careers service that represents the whole college community.
 - Students receive access to an excellent programme of information, advice and guidance delivered by individuals with the right skills, training and experience.
 - Through the embedding of emerging technologies, Artificial intelligence and virtual reality, students will have access to relevant and current information on careers and green skills.
 - Students have access to careers advice and guidance that is tailored to their individual circumstances.
 - Information for students', parents and supporters are accessible and shared regularly.
 - The College meeting its key strategic priorities are outlined in the College Strategic Plan.

2. Our Careers Programme

The College Group will offer a careers programme that is stable and structured. We will use the 8 Gatsby Careers Benchmarks to measure the results and impact of the following ambitions:

- 2.1 Students will access high quality, impartial careers information advice and guidance from appropriately qualified staff to help clarify their aspirations for work, understand the options open to them and make informed decisions about employment, further study and apprenticeships. All students are actively encouraging to attend a one-to-one careers meeting; provided with Local Market

Information (LMI) and have a personalised career and progression plan.

- 2.2 Students will receive support to develop their skills, knowledge and confidence to enter the employment market.
- 2.3 Students will receive support to find suitable work placements or work experience to help develop the skills they need to secure and sustain meaningful employment.
- 2.4 The College will provide an accessible process to record both work experience and part-time paid employment.
- 2.5 The College will focus on Career Technologies that improve the advancement of sectors in all areas of study.
- 2.6 Students will receive information to improve knowledge and development of Green Skills, providing a level of competitive advantage and an understanding of social responsibility.
- 2.7 All students, including students who meet the widening participation criteria as defined by Uni Connect will receive targeted and tailored support and interventions.
- 2.8 We will continue to provide accessible platforms for students, parents and supporters which contain clear labour market information about carer outcomes through occupational maps, wage returns data and case service.
- 2.9 We will continue to support the individual tracking of career activities and destination data to inform the development of the careers service. To provide a full account of individual progress in the realisation of chosen career pathways and to allow the college to evaluate the extent to which it is meeting strategic intent.
- 2.10 Through the Curriculum, Skills and Stakeholders Committee, The College career programme will be evaluated and challenged by the College Governing Body and senior leadership team to ensure that it meets the needs of all students.
- 2.11 Bi-annual yearly monitor of the provision will ensure that Equality, Diversity and Inclusion are placed at the heart of the carers programme, ensuring that it meets the needs of the whole college community.

3. Delivery

3.1 Careers Lead

The Director of Careers and Stakeholder Engagement will lead the implementation of a service which achieves the Gatsby Benchmarks, regularly reporting progress to governors, senior leadership, staff, students and parents. The Director of Careers and Stakeholder Engagement will regularly keep

Curriculum Leaders informed about LMI, Employer Engagement and professional development.

3.2 Work Experience

Students will receive support from subject teachers, progress coaches and the Industry Work Placements team to engage in:

- Industry Work Placements
- Work experience – course based
- Work experience which aids career exploration and progression
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3.3 Access to information, Advice and Guidance

All students will be able to access high quality, impartial careers information, advice and guidance through one-to-one and group meetings with a qualified Careers Advisor, as well as from experienced and qualified subject teachers and progress coaches during their college journey and beyond.

We will ensure students with additional learning needs such as those with Education Health and Care Plans and Experience of Care for example will receive appropriate advice and guidance in conjunction with our wider college teams including Wellbeing and their keyworker.

3.4 Pre-Enrolment

Applicants, prospective students and their supporters will be signposted appropriately to information, advice and guidance to inform their choice of study. Training and regular CPD will be given in order to ensure all those involved in a learner's journey are able to signpost to relevant information and advice.

Our Schools Liaison team will support schools to provide opportunities for every pupil, including those with special educational needs and disabilities, to meet apprenticeship providers and to learn about technical education options. To this end we will provide multiple opportunities for prospective students to access subject tutors at events in-school, online and on campus including Open Days and visits themed around careers.

3.5 The Careers Programme

The Careers Service will support all students to understand how they can access training and learning throughout their lives and are well informed about what it on offer. The Director of Careers and Stakeholder Engagement will liaise with subject teachers and progress coaches to embed careers content through the Tutorial Programme.

The Careers Team will support teaching and support staff to link careers to the curriculum. Students will have access to a range of events, visits, workshops and activities to support them to understand a wide range of options in order to make focused and informed career decisions. These activities will include:

- Futures Week
- Choices Week
- Careers and Higher Education Fairs
- Guest lecturers and masterclasses

- Visits to HE conventions
- University taster days university visits
- University preparation workshops
- Student finance talks
- Timetabled HE progression briefings
- Employability skills workshops
- Employer engagement, Industry Curriculum Boards, focus groups bespoke to learning areas
- Access to emerging Careers Technologies
- Alumni talks
- Workshops that are delivered by staff who are vocational specialists
- Educational visits
- Work placements and experience
- Recorded one-to-one careers meetings resulting in a personalised progression plan
- Careers induction session for staff and students
- Careers briefings
- Development of work related competencies through practical components of study programmes.

- 3.6 The Careers Team commits to communicating with parents and carers through its college and university websites, parent portal, information evenings, webinars, careers platforms and careers meetings where appropriate.

4. Progression

- 4.1 The College Careers Service and subject teachers will support students at every stage of applying to university.
- 4.2 Subject teachers will provide a high quality, personal written and proof read Academic Reference for all students wishing to apply to HE.
- 4.3 The Careers Service will support subject teachers with quality checking UCAS applications prior to their submission
- 4.4 The College will hold an HE progression day where all Level 3 First Year students will be invited to take part in workshops on: 'Choosing a Course', 'Personal Statements', 'HE Student Finance' and 'UCAS Application Process' delivered by College staff and external university staff.
- 4.5 The College Careers Service will organise regular drop-in sessions to cover all UCAS enquires such as: application, personal statements and academic reference. The College will deliver organised talks to parents and carers on how to support the student through university including HE Student Finance to help clarify the student finance process.
- 4.6 The College Careers Service will facilitate attendance at the relevant UCAS Exhibition to discuss progression opportunities with a broad range of universities.

4.7 Jobs Board

The College Service and Subject Teachers will provide information on current employment opportunities relating to the local labour market.

4.8 Students with special needs or at risk

All students with an EHCP will have an annual review of conjunction with the Careers Team

Foundation students will be offered links to other providers and guidance for moving on.

Students who are at risk of becoming NEET or withdrawing from their course will be contacted by the subject teacher or progress coach and signposted to the Careers Service to be provided with high quality support and options.

4.9 Students will receive a personal progression plan to guide them towards, further or higher education, Apprenticeships or employment opportunities.

4.10 Contact details for the Careers Service

Laura Asbridge, Director of Careers and Stakeholder Engagement:
careers@sparsholt.ac.uk

Suzanne Grant, Chief Operating Officer: suzanne.grant@sparsholt.ac.uk

5. Quality and Review

5.1 Progress will be monitored by the Chief Operations Officer and Director of Careers and Stakeholder Engagement and the Marketing Manager who will regularly report on progress to governors, senior leadership, staff and students.

5.2 The quality of Career Advice and Guidance will be monitored through the College Self-Assessment Process which will inform the College Quality Improvement and Strategic Plan.

5.3 The College will achieve all 8 Gatsby Benchmarks and maintain 'Matix' quality standards.

5.4 The Careers Strategy will be updated by the Director of Careers and Stakeholder Engagement every three years. Next review date 2029.