

Careers Programme 2025-26

The TEC Partnership holds the Matrix Standard for the provision of Careers Education Information Advice and Guidance (CEIAG). This programme highlights the CEIAG offer available to learners.

This Careers Programme is mapped against the Gatsby benchmarks for IAG see www.goodcareerguidance.org.uk for more information.

The Gatsby Benchmarks are:

- 1 A stable careers programme
- 2 Learning from career and labour market information
- 3 Addressing the needs of each student
- 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

TEC Partnership's Careers Leader is Tamarra Taylor, Group Executive Director of Learner Services.

In addition to the Careers Guidance Team, there are a range of staff involved in the delivery of the careers programme including an Advice Team, Success Coaches, a Skills and Employability Team, Inclusion Team, Intensive Support Team and Curriculum Teams.

Main Points of Contact:

Site	Grimsby, UCG and The Academy Grimsby	Skegness	Scarborough	Bridlington	Beverley & Hull
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Activity	Intended outcomes	When this is planned	Lead support area/dept	Target Groups	Gatsby Benchmark
1:1 Personal guidance careers appointments	1:1 Professional guidance interview to support learners with careers information, advice and guidance (Level 6 qualified)	All year	Careers Advisors	All learners who self-refer or who are referred for support. All year 10s and 11s.	3, 8
Induction Programme	Learners will be offered information advice and guidance, labour market information, encounters with employers and a range of induction and group tutorial activities to support their curriculum and pathway development	Sept - Oct	Curriculum teams and success coaches	All learners	1, 2, 3, 4, 5, 8
'Swap not Drop'	Learners who are at risk of dropping out of education or training are supported to consider alternative progression opportunities. Initial IAG covered by curriculum and success coaches. Appointments with Careers Advisors for further CEIAG when required	Sept - Oct	Curriculum teams and success coaches Careers Advisors	All learners who self-refer or who are referred for support	3, 8
Transition checks - right learner right course	Learners can re-affirm they are on the right programme for their intended career aspirations	Sept - Oct	Curriculum teams and success coaches	All learners	3, 8
Careers Advice at Open Events	One to one careers guidance interviews, discussions with parents, appointment booking and management	Dates published on website	Careers Advisors Admissions Advisors	All learners	3, 8
Community IAG/engagement events	Prospective learners receive careers support at live or virtual community events	Throughout the year	Careers Advisors Marketing Team	General public/community	7, 8
Skills Fair for year 10s/9s	Young people can access careers and curriculum support at Skills Fair	July	Schools' liaison	Years 9-10	4, 7, 8
Pre-entry schools outreach and engagement work	Young people are introduced to different training and education pathways and options and different career pathways	Throughout the year	Schools' liaison	All ages/stages	7, 8
Careers Advice at Enrolment	Learners will be able to access professional careers guidance appointments and look at different progression options	Aug-Sept	Careers Advisors	Years 11, 12 and upwards	7, 8
Employability Skills Programme delivered within curriculum	Learners will develop essential employability skills	Throughout the year	Employability and Placement Team	All learners	1, 2, 3, 4, 5, 6, 8
Employer guest speakers /employer showcase events/workplace visits	Learners will have positive and inspirational engagement with employers	Throughout the year	Curriculum and Employability and Placement Team	All learners where possible	2, 5, 6
Work Placements	Learners will gain employability skills and experience the workplace	Throughout the year	Employability and Placement Team	All learners where possible	5, 6
CV Support	Learners will be able to produce, develop or update their curriculum vitae to a higher standard	Throughout the year	Employability and Placement Team	All learners on request	3, 8

Activity	Intended outcomes	When this is planned	Lead support area	Target Groups	Gatsby Benchmark
Careers Support for learners with SEN and parents / carers	Careers support for learners at EHCP reviews, in addition to usual access to one to one professional careers guidance interviews.	Throughout the year	Careers Team Inclusion Team	Vulnerable learners in years 10-11	3, 8
Access to current vacancies	Dedicated Job Shop for vacancies across all faculty areas	Throughout the year	Employability and Placement Team	All learners	5, 6
National Careers Week	Learners will have targeted interventions that inform them about different career areas and employability options which includes a careers and progression fair	3 rd to 7 th March 2026	Careers Team Employability and Placement Team	All learners	1, 2, 5
National Apprenticeships Week	Learners will be offered information about apprenticeship pathways, options and apprenticeship application processes	9 th to 15 th February 2026	Apprenticeship team	All learners	2,5,8
Competitions - World Skills inter-college competitions	Learners will participate in competitive skills based challenges that support their potential for progression and employability	Throughout the year	Curriculum areas	Learners in participating skills areas	4, 6
Mock Job Interviews	Learners will undergo mock interviews to develop their employability skills	Throughout the year	Employability and Placement Team	All learners through referrals/ requests	3, 8
YPSS IAG Support for The Academy Grimsby's vulnerable learners	Learners will have targeted external support with careers guidance	Throughout the year	YPSS (Grimsby)	Vulnerable learners in years 10-11	3, 8
Apprenticeships Information Sessions	Learners will be offered information about apprenticeship pathways, options and apprenticeship application processes	Throughout the year	Apprenticeship team	All learners	7
YPSS NEET IAG Support for learners	YPSS based onsite periodically to support with engaging NEET learners	Throughout the year	YPSS (Grimsby)	All learners	3, 8
Group tutorials	Learners will undertake activities that will develop their soft skills, employability skills, develop their resilience and well-being and enable their continuous development	Throughout the year	Curriculum	All learners	1, 3, 8
School assemblies	Learners will be introduced to what they might expect in a further education learning environment. They will be invited to open days, taster days.	Throughout the year	School Liaison	Years 10-11	7
One to one Careers Guidance Interviews to explore and support progression options, whilst raising aspirations.	Learners will access the information, advice and guidance they need to make a successful transition to their next level of education or training, or into employment.	Throughout the year	Careers	Entry - HE	3, 8
Careers CPD for colleagues	Attendance at Faculty and Curriculum Teams meetings with careers updates	Throughout the year	Careers	Entry - HE	1,3,4

Activity	Intended outcomes	When this is planned	Lead area	Target Groups	Gatsby Benchmark
Inspirational Speakers	Learners will anticipate challenges they may face in education and know what skills the need to make a successful transition to the next stage of their education or training (soft skills)	Throughout the year	Success coaches Employability and Placement Team Curriculum Teams	Entry - HE	3
Industry visit/talk with a relevant employer for learners to gain an insight into industry relevant information and potential career pathways they may not have considered previously.	Learners will link existing knowledge and interests to study programmes and academic disciplines in the workplace.	Throughout the year	Employability and Placement Team Curriculum Teams	Entry - HE	4, 5, 6, 8
Subject specific masterclass to provide relevant information on potential career pathways the learners may not have considered previously.	Learners will link existing knowledge and interests to progressions pathways and further/higher study programmes	Throughout the year	School Liaison and Curriculum Teams	Entry - HE	4, 7
Work experience, placements and internships	Learner have real work experiences, relevant to their careers aspirations and study programmes	Throughout the year	Employability and Placement Team Curriculum Teams	All levels	2,3,4,5,6,8

For Transition to Higher Education and Related Careers

Activity	Intended outcomes	When this is planned	Lead area	Target Groups	Gatsby Benchmark
Introduction to HE, UCAS and Student Finance for Parents/Carers Evening	Parents/carers will increase knowledge of HE destinations beyond their personal knowledge, identify misconceptions faced by families and will increase knowledge on the application process to support a confident progression.	Terms 1 & 3	Careers Team Uniconnect	Level 3	4, 7, 8
UCAS sessions including: One to one appointments with L3 learners, live registration group sessions, application advice sessions, university choices sessions, personal statement workshops.	Learners will evaluate different types of HEI's in terms of personal interests and career aspirations. Learners will be introduced to the UCAS Apply system and create personal accounts to enable them to start HE applications. Learners will be informed about how to complete their HE applications, produced good personal statements and be prepared for interviews and/or auditions. Learners will be able to create strong personal statements.	Throughout the year	Careers Team Uniconnect	Level 3	3, 7, 8

Activity	Intended outcomes	When this is planned	Lead area	Target Groups	Gatsby Benchmark
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University Campus Visit Learners to visit university campus and experience 'life at university'	Learners will have a positive first-hand live or virtual experience of student life and a university environment	Throughout the year	Uniconnect / Careers Team	Levels 2-3	7
UCAS Convention Trip	Learners will evaluate different types of HEI's in terms of personal interests and career aspirations.	Summer Term	Careers Team	Level 3	7, 8
Becoming a self-directed learner and research skills	A self-directed research session with an optional follow on independent research project*. Learners will participate in a research topic preparing them for some of the skills needed in HE, allowing them to compare courses. *L3/Y13	On request	Uniconnect / Careers Team	Level 3	2, 3, + supports 7
University survival session	A practical carousel-based activity where learners will participate in activities, practicing the life skills needed for independent living and their next steps such moving away from home to university.	On request	Uniconnect / Careers Team	Level 3	Supports 7
FE/HE Campus Visits	Learners will be given exposure and first-hand experience to different pathways. Learners will explore the wide variety of institutions and opportunities available to them to assist them with their own pathway planning.	On request	Uniconnect / Careers Team	All years	7
Student Finance	A session introducing Student Finance including student loan information, tuition fees, repayments according to the latest Student Finance England information.	On request	Uniconnect / Careers Team	Level 3, Year 2	7
Options and Pathways - Choosing a Post 18 destination	Session covering Post 18 routes including applying for university, apprenticeships, gap years and moving into employment	On request	Uniconnect / Careers Team	Level 3	2, 3, + supports 7
Occupational Routes - Apprenticeships	A session looking at apprenticeships in more detail such as apprenticeship levels including degree apprenticeships, occupational areas and how to start researching opportunities to make applications	On request	Uniconnect / Careers Team	Level 3	3, 7, 8
Preparing for HE Study	Session covering organisation, time management and critical thinking skills with practical application. Session will aim to bridge the gap between L3 and L4 study.	On request	Uniconnect / Careers Team	Level 3	7, 8
Resilience and Target Setting	Session exploring potential barriers and challenges to HE study. Session will include personal goal setting.	On request	Uniconnect / Careers Team	Level 3	3
Interview Skills and Communication Skills	Exploring the different types of interview, research and preparation techniques. Learners will identify effective and ineffective body language examples and put this into practice themselves.	On request	Uniconnect / Careers Team	All years	2, 3, + 5 if supported by employer
Social Media and your Digital Footprint	Session will explore use of social media platforms and managing digital footprint including online safety. The session will explore the benefits of creating a professional brand online.	On request	Uniconnect / Careers Team	All years	3 + 5 if supported by employer
Student Budget Challenge	A session explaining Student Finance and support available. Learners will take part in a practical workshop around budgeting with consideration of student load, accommodation, lifestyle costs and part time work.	On request	Uniconnect / Careers Team	Level 3	Supports 7