

## Vision for employability and enterprise: Ambitious College

### Ambitious College vision statement:

To provide each learner with an individualised employment provision that focuses on skill development, improved employability, and positive transition destinations, underpinned by a constant focus on quality of life and the Preparation for Adulthood curriculum model.

### Ambitious about Autism employability and enterprise vision:

Our guiding principle is that we want every autistic young person to have good careers education at school and in further and higher education, including experience of work. This will equip them to progress to employment and instil transferable life-skills.

**Date of last review:** July 2024

**Date of next review:** July 2025

### The Gatsby Benchmarks

The Gatsby Benchmarks were developed on behalf of the Gatsby Foundation. They define what world-class careers provision in education looks like and provide a clear framework for organising the careers provision. There are eight benchmarks for education provisions to meet. We have completed a self-evaluation against the Gatsby Benchmarks and utilised our scores to steer our objective focuses.

### Learner pathways

The employability and enterprise approach and curriculum at Ambitious College supports all learners to take part in activities and learning appropriate to them and the pathway they are on whilst with us.

- **Engagement and Interaction** learners do not have timetabled lessons nor targets specific to Employability and Enterprise, but they take part in our wider programme such as National Careers Week activities
- **Maximum Independence** has one employability and enterprise session a week
- **Exploring Employment** and **Preparing for Employment** have multiple sessions throughout the week ranging from careers education, information advice and guidance to skills for work.
- All pathways access our work experience programme which includes internal opportunities within the college and external opportunities in local businesses, these are bespoke opportunities

### Strategic objectives

Strategic objective 1:	Strategic objective 2:	Strategic objective 3:	Strategic objective 4:
Develop our Careers	Learners will be empowered to develop their employability through	Employability and enterprise learning and meaningful encounters will	Learners will be empowered to develop their employability via workplace encounters. This will be achievable through creating a sustainable network of

<p>Programme, ensuring it is personalised to Ambitious College and the learning cohort. The programme will have the Preparation for Adulthood model and quality of life at its core and be widely available and understood.</p> <p>(Aligns with Benchmark 1 and 3)</p>	<p>skill acquisition and personal careers guidance, leading to raised aspirations and positive transition destinations.</p> <p>(Aligns to Benchmarks 3 and 8)</p>	<p>be embedded across all curriculum.</p> <p>(Aligns to Benchmarks 4 and 5)</p>	<p>partners that will engage with our learners and support the development of their career pathways.</p> <p>(Aligns with Benchmark 6)</p>
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**Learning outcomes**  
**To deliver strategic objectives**

**Strategic Objective 1:** Develop our careers programme, ensuring it is personalised to Ambitious College and the learning cohort. The programme will have the Preparation for Adulthood model and quality of life at its core and be widely available and understood.

**Link to Gatsby: 1, 3**

<p><b>Actions</b></p>	<ul style="list-style-type: none"> <li>• <b>Deliver an annual programme of events</b> (transition events, NCW, celebration events etc.)</li> <li>• <b>Continuously review curriculum</b> to ensure employability and enterprise is embedded.</li> <li>• <b>EHCP Outcomes and North Star Goals collated</b> for employability and enterprise action plans.</li> <li>• <b>Parent and carer transition events</b> take place termly.</li> <li>• <b>Review and update our learner Journey visual</b> to showcase our Careers Programme.</li> <li>• Complete a <b>Gatsby Benchmark</b> self-evaluation 3 times a year.</li> <li>• <b>Employment-focused Learner Council session</b> run across both campuses.</li> </ul>
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- Conduct a staff survey to highlight areas for **staff CPD** and deliver teacher twilight sessions on highlighted topics.
- **Review Careers Programme and LMI on website**, ensuring up to date and accessible information.
- Obtain the **Quality in Careers Standard**
- Ensure **Governor Engagement** in wider employability and enterprise work and support

**Strategic Objective 2:** Learners will be empowered to develop their employability through skill acquisition and personal careers guidance, leading to raised aspirations and positive transition destinations.

**Link to Gatsby:** 3, 8

**Actions**

- Develop a learner **Employability Portfolio** which includes a vocational profile and work experience logbook.
- An external **careers advisor** offers information, advice and guidance sessions to learners on the exploring employment and preparing for employment pathways
- Explore opportunities to upskill internal college staff in delivering information, advice and guidance.
- The **skillsbuilder framework** is rolled out across the curriculum
- **Employability and Enterprise targets** for learners on Maximum Independence are written by the curriculum managers and targets for Exploring Employment and Preparing for Employment are written by the Employment Specialists and teachers.
- A new **learner action plan** is created for Employability and Enterprise

**Strategic Objective 3:** Employability and enterprise learning and meaningful encounters will be embedded across all curriculum.

**Link to Gatsby:** 4, 5

**Actions**

- **Employment Embedded via Skill Acquisition** in the curriculum, developing core competencies (via the skillsbuilder framework)
- Our college **alumni** are contacted to support with our employability and enterprise programme e.g. National Careers Week
- **Employer Visits and Workshops** are planned throughout the year by Employment Specialists. We will focus on expanding our employer network through a variety of opportunities
- Our **internal work experience programme** is expanded and refined across both campuses

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|  | <ul style="list-style-type: none"><li>• A <b>resource bank</b> for teachers is developed to support curriculum planning</li><li>• An audit and refresh of all display boards across campuses</li></ul> |
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**Strategic Objective 4:** Learners will be empowered to develop their employability via workplace encounters. This will be achievable through creating a sustainable network of partners that will engage with our learners and support the development of their career pathways

**Link to Gatsby: 6**

**Actions**

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|  | <ul style="list-style-type: none"><li>• Continue to build a sustainable <b>network of employers</b> by onboarding new employers throughout the year. We will ensure that all employers have the right resources to best support our learners through training available from our employment specialists and documents such as: an employers guide to work experience</li><li>• Employer engagement events are organised at both campuses to encourage an <b>employer champion</b> network</li></ul> |
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