



CAREERS PROGRAMME

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At West Herts College, we are committed to empowering our students to reach their full potential and achieve their career aspirations. Our approach to a comprehensive Careers Programme takes shape through GAP. GAP is our answer to preparing students personally and professionally for life after college. GAP is built on four key pillars:



CAREERS ADVICE

Tailored advice and guidance that will shape your career plan, preparing you for your next steps.



EMPLOYER ENCOUNTERS

Dive into on-the-job training, industry placements, masterclasses, live briefs and much more.



PROJECT BRAVURA

Gain skills that go above and beyond those on your qualification, that employers tell us are exactly what they're looking for.



PERSONAL DEVELOPMENT

A full programme of activities is planned to help you grow, develop confidence and enhance life skills.

GAP is designed to provide you with the information needed to make informed decisions about your future. We offer one-on-one careers advice, helping you to identify strengths, interests, and goals. Through career assessments and expert advice, we'll assist you in making well-informed choices regarding your academic and career path.

Career Education is embedded into our curriculum and TPA sessions it includes masterclasses, live briefs, workshops, events, and access to valuable resources that will prepare you for the competitive job market. We believe in fostering a strong connection between education and employment, ensuring you are equipped with the skills, experience and knowledge necessary to thrive in your chosen field.

Our Careers Programme is mapped against the Gatsby Careers Benchmarks (GB) and the Careers Development Institute (CDI) new Career Development Framework (CDF).



GATSBY BENCHMARKS

The Gatsby Benchmarks are recognised nationally as a holistic framework to support the delivery of careers education and guidance. Our curriculum and careers programme have been closely mapped to the benchmarks. For more information on the Gatsby Benchmarks click here:

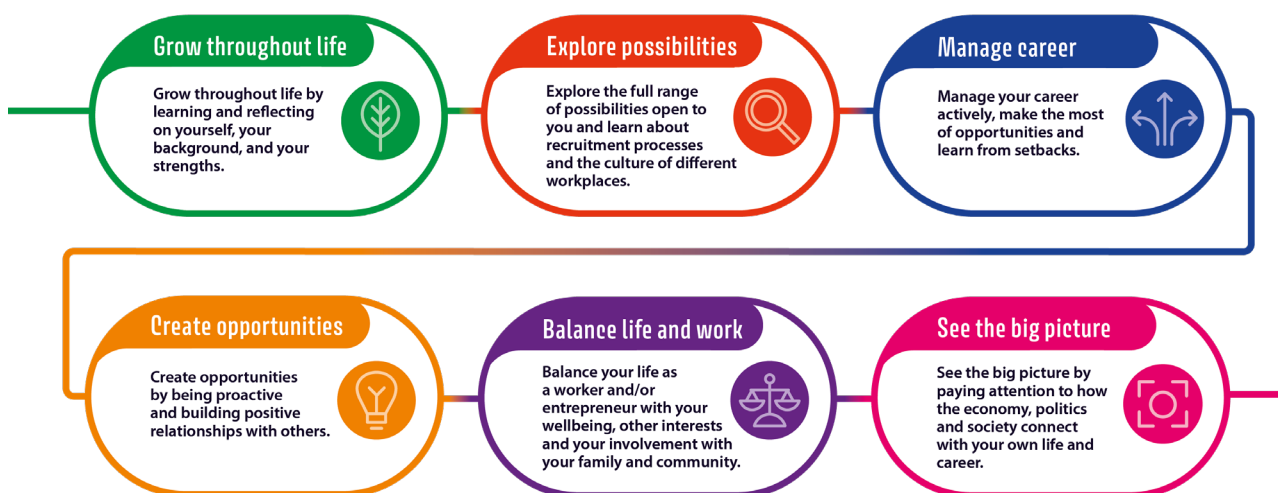
<https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

The eight Gatsby Benchmarks of Good Career Guidance are:

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 employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

CDI CAREER DEVELOPMENT FRAMEWORK

The CDI launched their new Career Development Framework (CDF) in 2021 which looks at six key areas to enable learners to have a successful career. Our curriculum and careers programme has been closely mapped to the framework to give our learners the tools they need to manage their own career journey.







PRIOR TO JOINING COLLEGE

ACTIVITY	TERM			GATSBY BENCHMARK	CDI FRAMEWORK
	AUTUMN	SPRING	SUMMER		
Open Events Understanding choices available to you				1 3 4	
School visits and fairs Delivering impartial post 16 CEIAG to prospective students				1 2 3 4	
Parents IAG and Tours Identify choices, progression and support networks for prospective students				1 3 4 8	
Course Introduction Meetings (CIM) Identify choices, progression and support networks for prospective students				2 3 4	

WHILST AT COLLEGE

ACTIVITY	TERM			GATSBY BENCHMARK	CDI FRAMEWORK
	AUTUMN	SPRING	SUMMER		
Introduction to GAP Discover what support is available from each of the 4 pillars of GAP and how to access it.				1 2 3 4	
Welcome Week Building confidence and your personal networks to support career opportunities				3	
1:1 Careers Advice Identify clear progression routes				1 2 3 8	
Career Planning & Progression Talks Develop aspirational goals, knowledge of progression routes and career management skills				1 2 3	
Intended Destination & Career Pathway Support Be able to make better informed choices based on LMI and future new career paths				3 4	
Employability Sessions CV Writing, Personal Branding, Careers Planning, Interview Skills and Assessment Centre Preparation				2 4 5 6	
Parent Engagement Evenings Identify steps needed in order to progress to intended destination				1 3 4 8	
Career Cafés Drop in employer, HE, Apprenticeships sessions.				1 2 3 4 5 7	
Training Provider Masterclasses Awareness of T levels, Apprenticeship & HE pathways for next steps.				4 5 7	

ACTIVITY	TERM			GATSBY BENCHMARK	CDI FRAMEWORK
	AUTUMN	SPRING	SUMMER		
Employer Masterclasses Encounters with employers and expert IAG from industry professionals	✓	✓	✓	2 4 5 6	 
Employer Live Briefs Encounters with employers and expert IAG from industry professionals	✓	✓	✓	2 4 5 6	 
Industry Placements Encounters with employers and expert IAG from industry professionals	✓	✓	✓	2 4 5 6	 
On-The-Job-Training Encounters with employers and expert IAG from industry professionals	✓	✓	✓	2 4 5 6	 
Social Action Project Encounters with employers and expert IAG from industry professionals	✓	✓	✓	2 4 5 6	 
Virtual Work Experience Encounters with employers and expert IAG from industry professionals	✓	✓	✓	2 4 5 6	 
Project Bravura Develop the additional skills employers tell us they need from new recruits	✓	✓	✓	3 7	 
Part Time Jobs Advertised Developing employability skills	✓	✓	✓	2 5 6	
UCAS Process Workshops Be able to make informed decisions about progression routes	✓			1 3 4 7	 
Aspire Higher UCAS & Personal Statement Masterclasses Be able to make informed decisions about progression routes	✓		✓	3 7	 
Visit UCAS Conventions Be able to make informed decisions about progression routes	✓			7	 
Seasonal Job Fair Developing employability skills	✓			3 5	 
National Older Workers Week Encounters with employers to provide advice and guidance around further training and employability changes.	✓			2 3 4 5 7 8	   
National Apprenticeship Week Encounters with employers to provide knowledge on apprenticeships on offer, entry criteria and how to apply		✓		1 2 3 4 5 7	 
National Careers Week Develop knowledge of Labour Market Information and local employment opportunities		✓		2 3 4 5 6 7	 
Higher Education Week Launch UCAS alongside encounters with Higher Education Providers. To be able to make informed decisions about progression routes.		✓		3 7	 

ACTIVITY	TERM			GATSBY BENCHMARK	CDI FRAMEWORK
	AUTUMN	SPRING	SUMMER		
University Visits and Open Days Encounters with Higher Education Providers. To be able to make informed decisions about progression routes.			✓	3 7 8	 
Aspire Higher Student Finance Masterclasses Encounters with Higher Education Providers. To be able to make informed decisions about progression routes.			✓	3 7	 

KEY DATES

UCAS 2026 Entry Opens: Tuesday 13 May 2025

Welcome Week: Monday 22 September 2025 - Friday 26 September 2025

UCAS Oxbridge, Medicine, Dentistry & Veterinary Science Deadline: Tuesday 15 October 2025 at 6pm

Older Workers Week: Monday 24 November 2025 - Friday 28 November 2025

UCAS Deadline: Wednesday 14 January 2026 at 6pm

National Apprenticeship Week: Monday 9 February 2026 - Friday 13 February 2026

National Careers Week: Monday 2 March 2026 - Friday 6 March 2026

Higher Education Week: Monday 16 March 2026 - Friday 20 March 2026

UCAS 2027 Entry Opens: May 2026

CAREERS LEAD

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