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Welcome to the termly Soham Village College Careers Newsletter. This goes out to all SVC staff, parents, the governing body, selected local businesses and other stakeholders.

Careers education is a fundamental part of preparing students for their future. The SVC careers programme is fully inclusive of all students, and is constantly monitored and evaluated to ensure it meets the needs of everyone.

We hope that you continue to find this newsletter useful and interesting.

If you want to find out more about anything in this newsletter, please contact the Careers Team.

Likewise, if you have any feedback on what you have read or have items you wish us to include in future editions, please let us know.

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The Gatsby Benchmarks



The Gatsby Benchmarks provide a framework around which schools can develop and improve their careers programme. We are working hard towards adopting all of the benchmarks, and have made good progress since Sept 2018 with Benchmarks 1, 4, 5, & 8 fully achieved. Our programme is now 90% back on course after the Covid disruptions.

This is far from being simply a tick-box exercise to meet government expectations — research has shown that the Benchmarks have been proven to raise students' aspirations and make them as work-ready as they can possibly be.

1. A stable careers programme	100% (100%)
2. Learning from career and labour market information	60% (80%)
3. Addressing the needs of each student	90% (90%)
4. Linking curriculum learning to careers	100% (100%)
5. Encounters with employers and employees	100% (100%)
6. Experiences of workplaces	50% (50%)
7. Encounters with further and higher education	100% (95%)
8. Personal guidance	100% (100%)

(figures in brackets = previous attainment level. Audit carried out every Nov, Mar and June)



A parents' toolkit for career conversations

It has long been acknowledged that the most influential people in a young person's life are their parents or carers, and that many of the ideas related to their careers and future are formulated in their early school years and through conversations with family members.

Talking Futures is a recently released suite of resources, designed to help schools support parents to have informed and constructive careers and education conversations with their children.

The website is full of useful information and guidance on the various pathways available. There are loads of helpful conversation starting points to help parents approach the subject with their children, which can be the trickiest part. The earlier these conversations take place, the more informed and prepared students are when they reach Year 11.

Visit the site at <https://www.talkingfutures.org.uk/> and make it your go-to website for up-to-date information!

Careers Website

<https://www.sohamvc.org/post16careers>

The section is always kept as up-to-date as possible, and is a great source of information across many aspects of Careers Education. There are some links to key websites that you are encouraged to visit.

We would also encourage students to regularly access and use the website so please take time to talk to your son/daughter about it.

Careers Policy, Strategy and Programme

All schools have a statutory requirement to publish their policy, strategy and programme.

All three publications can be found on the Careers section of the school website:

Policy - this is our guiding principle and determines what should be done at the top level. It is approved by the Advisory Board and reviewed every 3 years

Strategy - this is our comprehensive plan which helps to shape what we do and provide more detail and structure. It is a flexible plan and is reviewed every six months

Programme - this is the detail behind the strategy that highlights the key activities through the year. It is not an exhaustive list and is updated annually but it gives a good flavour of what the Careers Team deliver

Please take the opportunity to glance at these documents as they all provide a good insight into what we do and why we do it.

Introducing our Enterprise Advisor.....

All secondary school should be linked with an Enterprise Advisor, to help provide a valuable link between schools and businesses— employer contacts, awareness and promotion of the business world, group work focused on specific topics etc. Rebecca became our EA in the summer term of 2022 and she was invited to say a few words by way of an introduction —

I am delighted and honoured to be SVC's Enterprise Advisor. As a person who has worked within recruitment, employability, and training for the last 15 years I am passionate about the importance of these skills for young people, in making a difference in their career choices and prospects.

I live locally, with my husband, 2 daughters and 3 cats! My daughter is a student at the school so not only do I have a professional invested interest but also personal to endeavour to enhance the relationship between G's and SVC.

G's and I are proud to support the school and its leadership team with the already fantastic careers programme, by adding insight and knowledge of the skills and behaviours a large local employer looks for in young talent. We have been part of the community for the last 70 years and hope that this partnership also continues to showcase the career opportunities within the food and farming sector and the important role we play in putting food on the table.

Collectively, we have an abundance of knowledge and experience we can pass on to SVC across multiple facets within our business and have lots of exciting things planned already!

I am really looking forward to continuing working closely with the Careers Team at SVC, and will hopefully get to meet you at events in the future .

So far, Rebecca has delivered a Employability Skills workshop to teaching staff, has helped facilitate a number of student visits to G's Mushroom Farm in Littleport, and been heavily involved in organising G's employees coming into school to support subject teachers and classroom learning. Several more activities are planned in the coming months, including Yr11 mock interview preparation and support and hopefully more farm visits.



Employability Skills

G's Fresh recently delivered a training session to some of our school staff, based around what they and other businesses see as the key employability skills required these days. This is not an exhaustive list, nor should the skill in lower positions be viewed with any less importance than higher placed skills. Certain roles might require a certain combination of these skills, and individuals experience in some skills will increase as they become more experienced in their role or industry.

10 - Numeracy & IT

The ability to work with numbers and demonstrate good IT skills is almost a given these days, and all businesses need to see young people with at least passes in Maths and English. Many businesses have bespoke IT systems and so a good grasp of IT is required in order to make this training possible.

9 - Problem Solving

The ability to spot and overcome potential problems is seen as a real strength. It encourage lateral thinking and allows employees to overcome hurdles

8 - Valuing Diversity and Difference

Respecting and seeing value in other people is a large part of a modern business's ethos, which helps create an understanding of fellow employees and a harmonious workplace.

7 - Negotiation

Employees will usually be involved in negotiation regardless of their role, be that with colleagues, managers, suppliers or customers. The skill of being able to compromise but also stand your ground is one that can take years to perfect.

6 - Teamwork

Most businesses need strong teams to succeed. The ability to work well within a team is a skill businesses really look for in potential employees.

5 - Communication & Interpersonal

Communication is always key. The ability to relay information and instructions is a must, in order for all the other skills in this list to be demonstrated. Quite often a lack of effective communication is the cause of many workplace conflicts.

4 - Ability to Learn and Adapt

Flexibility is a strong skill in the workplace. The ability to adapt to new situations, and to self reflect and learn from experience helps to ensure businesses can keep up in a fast paced work environment.

3 - Working Under Pressure and to Deadlines

Pressure and deadlines exist in all jobs, so the ability to prioritise workload and cope with pressure enables businesses to meet targets and goals, which in itself leads to growth and continual success.

2 - Organisational Skills

Businesses need structure and planning, so the ability to be organised as an individual and also within a team is of high importance.

1 - Using Initiative and Self-Motivation

This is a difficult skill to identify in potential employees but regarded with high importance. The ability to think ahead and have the confidence to follow your own instinct allows businesses to support empowerment within their employees. Managers are able to trust their teams and promotes career development.

INDUSTRY SPOTLIGHT

GETTING INTO: *CONSTRUCTION*

NEW FEATURE!!

The construction industry covers a huge number of different jobs and roles, all of them playing a critical part in the building of housing, commercial buildings, and infrastructure (bridges, roads, water supply etc)

The routes into construction are numerous, depending on whether you want to go into one of the many trades (carpenter, plumber, electrician, bricklayer etc), or an office-based support role, or are aiming for a more senior role such as a Site Foreman or Project Manager.

In the Cambs and Peterborough area:

21,000 people are employed in construction, with 9,900 current job postings

Key Skills required:

**Teamwork Attention to detail
Decisions making Communication
Meeting deadlines IT skills**

Vocational colleges offer Level 1, 2 and 3 tradesperson diplomas, with each step up providing young people with increased knowledge and experience to move into employment. T Levels (a new vocational qualification focused on developing industry-specific skills) can currently be taken in Design, Surveying and Planning. Or the apprenticeship route can be explored in which young people earn whilst learning. Other associated roles, such as architects or civil engineers, require the A level/Level 3 and university route.

If you're interested in Construction, the first step is to do some research to look at the range of jobs available:

<https://www.goconstruct.org/why-choose-construction/whats-happening-in-construction/what-are-the-different-categories-for-construction-jobs-and-why-are-they-important-for-a-construction-company/>

<https://nationalcareers.service.gov.uk/job-categories/construction-and-trades>

There is a current push to encourage more women into the construction world. Women represent around half of the UK's workforce, yet they account for just 13% of construction workers, of whom only 1% work on-site. Organisations such as Women into Construction (<https://women-into-construction.org/>) promote gender equality in construction and do some amazing work to help reduce the skills gap and create a more gender-equal work force.

At the tradesperson level, apprenticeship and normal vacancies are sometimes advertised but there is also a lot of word of mouth recruitment. The benefit of young people **developing their own network and contacts** is something that will bring huge benefits and is something seriously worth considering. Family contacts, friends of friends etc can quite often be the way in for some young people. Even contacting local building and construction companies, large and small, can lead to job offers in the future.

The salary range for a tradesperson can vary from £15,000 - £40,000 depending on qualifications, experience and location. Other roles, such as Building Control Officer, Architect, or Civil Engineer, can attract salaries up to £50 - £60,000

Looking back at Autumn 2022.....

Yr11 college and apprenticeship presentations - virtual events to help students with their Post 16 decision making

Yr11 college application support - a dedicated careers day where students could focus on their applications

Yr11 Post 16 parents information evening - another opportunity to meet Post 16 providers

Careers-related Tutor Time sessions for all Year groups

Yr10 Ely Cathedral Careers Fair

Our annual visit to the cathedral gave students the chance to meet and speak to some of the local businesses, and find out what jobs might be available in the future



Yr8 Mushroom farm visits

Some of our Yr8s visited the G's mushroom farm in Littleport, to see how mushrooms are grown. They saw the process from start to finish, including a visit to the packhouse to see the produce being packed



.....and looking towards Spring 2023

Yr9 'Eyes on the Prize' event - the whole year group will visit Anglia Ruskin University

Yr9 World of Work (GCSE Options support)

Yr10 Careers guidance meetings - will start in Jan/Feb

Yr11 Mock Interviews - students will go through a mock interview process, which includes completion of an application form as well as the 20min interview

National Careers Week - external speakers will be invited in to talk to students about their career journey

Qualifications

The Parents' Guide to
www.theparentsguideto.co.uk

Level	Qualification / educational route				
8	Doctorate (PhD)		NVQ 8		
7	Masters degree (MA)		Degree apprenticeship / NVQ 5, 6, 7		
6	Bachelors degree BA or BSc				
5	Foundation degree FdA or FdSc	Higher National Diploma (HND)			
4			Higher apprenticeship / NVQ 4		
3	A levels Grades A-E	International Baccalaureate	T Levels	BTEC diploma BTEC certificate	Advanced apprenticeship / NVQ 3
2	GCSE Grades 4- 9 (C, B, A or A*)			BTEC first diploma	Intermediate apprenticeship / NVQ 2
1	GCSE Grades 1- 3 (D,E,F or G)			Foundation diploma / entry level qualifications	Traineeship / NVQ 1
		Academic route	Vocational route	Applied / work route	

The range of courses available to students can appear to be a bit mind-boggling sometimes, and this is one area that students need to be clear about when they start looking at their options.

Colleges will have their own specific entry requirements but the table above can be used as a general guide.

Some colleges will require specific grades in certain subjects in order for students to study that course. Colleges that offer courses linked to apprenticeships may advise that a student should apply for a 1 year vocational course first to gain the basic industry knowledge rather than move straight to an apprenticeship. This will increase the

Feedback

If you have any feedback about specific careers events we organise then we are very happy to receive them.

Likewise, if you have any suggestions about events you feel we should be putting on, or employers/businesses you would like us to invite into school, then feel free to let us know. We are always open to new ideas or proposals!!

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