



WESTON  
COLLEGE

CEH CAREER  
EXCELLENCE  
HUBS

# THE CAREERS EXCELLENCE HUB CHARTER

**Placing aspiration, inclusion, wellbeing, digital and career readiness at the heart of Weston College's strategic plan to create Brighter Futures for all learners - regardless of their background and starting point in life.**

**The Charter** is a commitment from myself, senior leaders, governors and each faculty to deliver a dynamic curriculum in order to deliver the 21st Century skills behaviours and attributes that the College and our partner employers believe are key to building career aspiration and positive wellbeing for our learners. The Charter is designed to share best practice and to achieve our mission of 'Creating Brighter Futures' – ensuring all our learners develop 'real world' skills and behaviours to maximise their progression and career goals.

## OUR MISSION

Creating Brighter Futures is the underpinning mission and purpose of the Weston College Group. We are driven to achieve this for all our learners and staff through the development of a learning and working culture that is inclusive, aspirational and focused on assuring success and progression.

**Adopted by every faculty**, this charter not only acts as the vehicle to ensure positive progression for all learners, it is also a commitment to our employers to bridge the skills gap for the region as identified in the **FE White Paper Skills for Jobs: Lifelong Learning for Opportunity and Growth**.

Employers who have signed up to be Career Excellence Hub Partners, are vital in supporting our learners to gain 'real world experience.' By doing so, each employer is helping to achieve our ambition of developing a diverse and talented workforce for the region - ensuring that our learners are not only sector ready they are also job ready. Employers can register an interest by emailing [employers@weston.ac.uk](mailto:employers@weston.ac.uk)

**Dr Paul Phillips CBE Principal and Chief Executive Weston College**

## Within the Careers Excellence Hub as a College we will:

**1. Position employers at the centre of our curriculum design**, contextualising learning using work experience, simulation, employer projects/scenarios with industry & HE visits/talks/masterclasses tailored to each programme of study. This design will maximise career opportunities, progression and enhance the academic experience, by providing up to the minute industry knowledge and expertise.

**2. Ensure job readiness through embedding unrivalled sector-based employability skills.** Our approach is designed to build confidence and inform learners of the industry expectations and behaviours within their chosen field, as well as seeking improvements in English maths and digital skills. Supporting students with CV writing, mock interviews, presentation skills, and using the College's ID employability skills builder, allows tutors to create a bespoke learning experience. Through differentiation this is designed to transition learners into their chosen entry point into the world of work, or for progression to further study to enter their profession at a higher level through a higher vocational and/or academic route.

**3. Develop an inclusive talent pipeline** through embedding inclusive learning opportunities within each programme of study, giving learners the opportunity to learn from each other and the wider community. Challenging stereotypical thinking and allowing differences to be celebrated is designed to embed the principles of **FREDIE** Fairness, Respect, Equality, Diversity, Inclusion and Engagement – across the College to build a stronger cohesive community.

**4. Promote inclusive workplaces. As a national SEND Centre for Excellence**, the College is proud to have developed a unique specialist support model to maximise progression for all its students with SEND (Special Educational Needs and Disabilities) e.g. into employment and/or further learning. The college is committed to working with employers to build inclusive workplaces to grow and sustain career opportunities which are accessible for all.

**5. Develop the leaders of the future** by offering learners the chance to become an ambassador for their community and/or for their career, creating a diverse group of role models who can effect positive change within wider society. In addition, as part of the **WorldSkills UK Innovation Network**, tutors can now access the WorldSkills UK global skills resources to support learners at all levels through differentiation, to elevate their career skills beyond the knowledge of their qualification. Giving learners a world class aspirational experience is a key driver to sustain the College's teaching excellence. For those learners who wish to excel

in their chosen subject, the College offers a range of skills based competitions including the chance to represent the College at the highest level by competing at WorldSkills UK - fostering a learner culture of world class excellence.



#### **6. Enable every learner to develop a digital portfolio -**

differentiated to record achievement, skills, attributes, and progression to encourage learner motivation. Allowing the learner to progressively develop their professional profile and digital capability through an intent framework that is differentiated by level and industry sector. Enabling them to digitally showcase their ability in this way is also designed to capture their flair, dynamism, uniqueness, and personality - to support with interviews etc for progression into employment/further study. The skills to develop the portfolio will be enabled through their course design, and through bespoke/differentiated digital ID skills to build the digital collaboration, efficiency, and problem-solving skills to be ahead of the curve with technological trends.

#### **7. Create an open culture of optimal mental health, designed to 'remove the stigma' to strengthen resilience for 21st Century life.**

Through a highly visual and dynamic Body and Mind strategy, learners & staff are supported to increase holistic wellness. Designed to develop and enhance coping mechanisms (as well as embracing the proven benefits of exercise for mental health) - individual wellness is achieved through inclusive [wellbeing@weston](mailto:wellbeing@weston) initiatives, tools and resources, created by experts - all designed to encourage emotional and mental wellbeing. In addition, a team of highly qualified mental health/welfare/SEND practitioners support learners discreetly to overcome any specific barriers to lifelong progression and aspiration. Individualised support is provided to encourage confidence & self-esteem and technology is embedded via a hybrid model that recognises mental health needs are present both inside and outside of our college.

#### **8. Create ambition using real time careers advice** using the latest Labour Market Intelligence (LMI) with tutors embedding the key strands of the [Weston College Careers Programme](#) into their programme of study.

Building on the 8 Gatsby Benchmarks for careers excellence and the Careers Develop Institute's Careers Development Framework, learners can access individual, impartial careers education, information, advice, and guidance. A team consisting of highly qualified (level 6 and above), dynamic careers advisors ensures that all learners are equipped with the tools **to make an informed decision about their next steps** to university, employment or further programmes at college. Our careers programme is already highlighted as a leading example within the college sector, though with the introduction of Careers Excellence Hub and its focus on

employer engagement this will not only **strengthen and enhance our mantra of 'careers not courses'**, but also guarantees our learners will leave Weston College with the knowledge, skills and behaviours to maximise the potential and achieve their goals.

#### **9. Upskill using industry standard state of art facilities, to bridge the skills gap for the regional economy.**

Through maximising government funding opportunities and using employer led designs, the College continues to provide aspirational environments for its learners to grow and thrive. Higher skills partnerships e.g. University Centre Weston (TEF Gold); UWE and through being the West of England Institute of Technology lead, will ensure we continue to deliver regional career innovation in relation to meeting the demand for higher 'STEM' based careers to aid recovery.

#### **10. Deliver continuous career excellence hub**

**improvement** by collecting student, tutor and employer views and working with the Student Union, Employer Industry Boards, and wider stakeholders such as parents, awarding organisations, governors, trade association and the regional Chamber of Commerce networks. This will ensure the delivery of a curriculum that continues to be ambitious in its design and is based on employer need to ensure sustainable learner career progression.

**Feedback and review** will take place at an individual course level to shape the future aims of this charter - ensuring a process of continual self-improvement exists with best practice championed and shared across the College.