



Greenbank College

Careers Strategy

Aligned to the Gatsby Benchmarks & National Careers Strategy

Document History			
Author	Mary Beaumont	Ref and Document Version	Careers Strategy
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Vision

Greenbank College ensures that every learner, including those with SEND, develops the knowledge, skills, confidence and aspirations required to achieve sustained positive destinations in employment, supported employment, apprenticeships, supported internships or further education.

Our careers programme increases inclusion in the workplace, raises aspirations and enables learners to make informed, realistic and ambitious progression decisions.

Strategic Intent

Our CEIAG provision is structured to:

- Secure sustained positive destinations for all learners.
- Close the employment gap for learners with SEND.
- Embed employability skills across the curriculum.
- Provide independent, impartial and professionally qualified careers guidance.
- Develop strong and sustainable employer partnerships.

Key Personnel and Responsibilities

Grace Last – Head of Foundation Learning and Curriculum Design

Provides strategic leadership and monitors KPI performance.

Amanda Tozer – Careers & IAG Officer (Level 6 qualified)

Leads delivery of the careers programme and provides impartial guidance.

Sophie Preece – Recruitment & Work Placement Coordinator

Leads employer engagement and oversees placement quality and compliance.

Amanda Muir – Supported Internship Employability Tutor Supports interns at Broadgreen Hospital.

Kimberley English – Supported Internship Employability Tutor

Supports interns at Liverpool City Council placements.

Impact Measures and KPIs

Destination Outcomes:

- ≥90% progression to positive destinations.
- Sustained destination tracking (3–6 months).

Gatsby Benchmarks:

- Annual Compass+ assessment.
- Improve Gatsby benchmarks (2,5,6 and 7)

Work Placements:

- ≥95% completion rate.
- Develop employer survey to capture Employer satisfaction with work placement.

Personal Guidance:

- 100% of learners offered annual Level 6 interview.
- 95% learners understand more about skills and knowledge to achieve next steps.

Review Cycle

Autumn Term – Analyse destination data and complete Compass+.

Spring Term – Mid-year KPI review and employer engagement review.

Summer Term – Full KPI evaluation and Careers Impact Report.

The strategy is formally reviewed annually by the Head of College and approved by Senior Management Team.

Agreed by Greenbank Board of Trustees

A handwritten signature in black ink, appearing to read "Alan Irving". The signature is written in a cursive style with a vertical line at the end.

Dr Alan Irving, Chairman