

Careers & Enrichment Programme Framework



2026/27

Progression & Future Development

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Aug	GCSE Cafe	EPYP, Apprentices, SEN	GB3, GB4, GB8	Communication, Critical Thinking, Company Behaviours
Aug-Sept	Initial Careers Guidance & Progression Discussions	All Learners	GB1, GB3	Communication, Critical Thinking
Sept	Digital Skills Induction	EPYP, Apprentices, SEN	GB1, GB3	Critical Thinking
Sept	Own Your Future Launch	All Learners	GB1	Company Behaviours
Sept-Oct	GroFar Skills Assessment	EPYP, SEN	GB3	Critical Thinking
Nov	GroFar Skills Assessment Pt2	EPYP, SEN	GB3	Critical Thinking
Feb-Mar	Potential Pathways	All Learners	GB7	Collaboration
Mar	UCAS Discovery Day	EPYP	GB7	Creativity
Mar	Intended Destinations	EPYP, SEN	GB3, GB7, GB8	Communication, Critical Thinking, Company Behaviours
Mar	GroFar Skills Assessment Pt3	EPYP, SEN	GB3	Critical Thinking
Apr-May	Destinations Extravaganza	All Learners	GB1, GB8	Communication
May-June	Progression Reviews	EPYP, SEN	GB3, GB8	Critical Thinking
May-Jun	UCAS Hub Information Week	All Learners	GB7, GB8	Communication
Throughout Year	Specialist 1:1 Careers Guidance	All Learners	GB8	Communication, Critical Thinking
Throughout Year	Specialist 1:1 Careers Guidance	All Learners	GB8	Communication, Critical Thinking



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Participation & Engagement

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Sept	Induction	All Learners	GB1	Communication, Company Behaviours
Sept	Freshers Fair	EPYP, SEN	GB1	Communication
Oct	Student Ambassador Induction	EPYP, SEN	GB1, GB3, GB5	Communication, Collaboration
Nov	Learner Leadership Team Induction	EPYP, SEN	GB1, GB3, GB5	Communication, Collaboration
Jan	Career Conversation Cafes	All Learners	GB8	Communication
Throughout Year	Open Events & School Liaison Activities	Staff, All Learners	GB1	Communication, Collaboration
Throughout Year	Careers Day (School Liaison)	Staff, EPYP	GB1	Communication, Collaboration

Achievement & Recognition

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Jun	FE Awards	All Learners	GB1	Communication

Work Experience & Enterprise

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Sept	Work Experience Preparation and Launch	EPYP, SEN	GB5, GB6	Communication, Company Behaviours
May	Enterprise Week	All Learners	GB5, GB6	Creativity, Critical Thinking
Throughout Year	Work Experience Placements	EPYP, SEN	GB6	Company Behaviours, Collaboration

Personal Development & Wellbeing

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Sept-Oct	Target Action Setting	All Learners	GB3	Critical Thinking
Throughout Year	EHCP Careers Reviews	EPYP, SEN	GB3, GB8	Communication



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Leadership

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Throughout Year	Student Ambassador Projects	EPYP, SEN	GB3	Communication, Collaboration, Creativity
Throughout Year	PATH Mentoring Programme	EPYP	GB3	Collaboration, Communication
Throughout Year	Learner Leadership Team	EPYP, SEN	GB3	Collaboration, Communication

Social Action & Citizenship

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Nov	Volunteering and Social Action Week	All Learners	GB3, GB5, GB6	Collaboration, Communication, Company Behaviours, Creativity, Critical Thinking

Employer & Industry Engagement

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Nov	Green Careers Week	All Learners	GB2, GB5	Communication
Feb	National Apprenticeship Week	All Learners	GB5, GB7	Collaboration, Communication
Mar	HE Fair & Parents Information Evening	All Learners, Parents	GB7	Communication
Apr	Employer Engagement Event	All Learners	GB5, GB7	Communication, Company Behaviours
Apr	Job Fair	Adult Learners	GB5, GB7	Communication, Company Behaviours
Throughout Year	Guest Speakers & Employer Encounters	All Learners	GB5	Communication, Collaboration
Throughout Year	Elements - Employer Led Projects	EPYP	GB4, GB5, GB6	Collaboration, Critical Thinking, Creativity



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Skills Development

Month	Activity	Learner Group(s)	Gatsby Benchmark(s)	5Cs
Nov-Dec	Digital Skills Workshops	All Learners	GB4	Creativity, Critical Thinking
Throughout Year	Elements - Employer Led Projects	EPYP	GB4, GB5, GB6	Collaboration, Critical Thinking, Creativity
Throughout Year	Staff CPD	Staff	GB1	Company Behaviours, Communication, Collaboration, Critical Thinking, Creativity

Contact Details

Redditch and Bromsgrove

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Important Dates

Induction

2nd - 3rd September 2026

Freshers Fair

8th - 10th September 2026

UCAS Internal Deadline Date

7th December 2026

UCAS Equal Consideration Deadline

13th January 2027

Potential Pathways Weeks

22nd February - 5th March 2027

National Careers Week

1st - 6th March 2027

National Apprenticeship Week

8th - 14th February 2027



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