

## A guide to Career Colleges for employers

**Are you finding it hard to source the right skilled labour for your business?**


**Is there a shortage of skilled individuals to serve your industry?**

**The Career Colleges Trust can work with you to source the right education partners to design training to meet your needs – enabling talented young people to become part of your workforce.**

**The concept is flexible education for young people, through an employer-designed curriculum, with pathways into work.**

In short, Career Colleges are sector specialist education opportunities for 14 to 19-year-olds, with career-led pathways to work. The curriculum is strongly directed by lead employers in the sectors to set high aspirations for learners, for example:

- A Michelin Star chef leading a culinary Career College with Apprenticeships in local and national hotels and restaurants
- A group of Tech City companies setting real work briefs for students to design Apps for mobile phones and tablets
- A major NHS health care trust/FE college collaboration ensuring young people have access to exciting local and national jobs.

The Career Colleges Trust researches growing industries and employers who will work with young people to prepare the workforce of today and tomorrow. 



## The employer-led Career College model

- Career Colleges are new, highly innovative models of education, for 14-19 year olds
- Career Colleges are employer driven – with industry taking the lead in shaping the curriculum to ensure that the ever-growing skills gap can be filled with a competent work force
- The initiative takes advantage of the Government’s decision to allow FE colleges to recruit students at the age of 14 – giving young people a head start in terms of gaining qualifications, skills and quality work experience – but does not require 14 to 16-year-olds to attend full-time
- Each Career College is developed in conjunction with an existing high performing FE College working alongside employers and industry partners, with support from the Career Colleges Trust.

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## Employers are integral to the success of Career Colleges

**...and are key in establishing a two-way street between education and work.**

### Employers are in a unique position to offer:

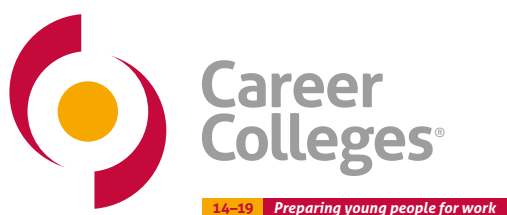
- Real work scenarios and an industry focus
- Branded assurance to attract the best students
- ‘On the job’ project work with students
- Industry open days and master classes
- Help with designing the Curriculum
- Quality work experience and employment opportunities
- The development of employability skills for young people
- Guidance to prepare young people for work
- The ability to enthuse and excite young people, setting high aspirations and nurturing ambition
- Mentoring and coaching
- Practical and realistic careers advice.

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## The Career Colleges Trust helps businesses and industry sector groups gain:

- Assurance of a skilled and motivated future workforce
- A guarantee that students have followed programmes of study that fully meet the needs of the sector/business
- Opportunities for staff to develop through mentoring and coaching young people
- Partnerships with appropriate organisations to provide all the necessary educational expertise and resources – enabling employers to focus specifically on the skills and training needed to provide their business with work-ready employees.

And importantly: all of the above, without needing to replicate any back office support systems or find new premises – Career Colleges are built around existing FE college infrastructure, including support and inspection systems, so they can be set up fast and efficiently. FE Colleges are the logical education lead sponsor to grow sector specialist education in growth industries to serve young people and employers.



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