



Higher Education Interviews	A2/L3 Y2	Careers Team				✓	✓									1,2,3,
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Activity	Level	Team	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Gatsby Benchmark
*Employability: CVs & Covering Letters Interview Skills	All	Careers Team/Work Experience Team				✓	✓	✓	✓	✓	✓	✓	✓		1,2,3
Progression (16-18)	E3-L2	Careers Team						✓	✓	✓	✓	✓	✓		1,2,3,4,7
Progression (Adult ESOL)	E3-L2	Careers Team								✓	✓	✓	✓		1,2,3,4,7
Next Steps in... (Hair & Beauty, Childcare, Electrical, Construction, Sport)	L3 Vocational	Careers Team						✓	✓	✓					1,2,3,4
Introduction to Careers	E3-L1	Careers Team							✓	✓					
Introduction to Higher Education	L3 Y1	Careers Team						✓	✓	✓					1,2,3,4,7
Introduction to Apprenticeships & Jobs	L3 Y1	Careers Team							✓	✓	✓				1,2,3,4
UCAS Next Steps & Finance for Higher Education	L3 Y2	Careers Team													
Apprenticeships	L2-L3	Careers Team													

### Events

\*(All events are publicised on the Student Hub – Enrichment Calendar)

BSC Higher Education Fair (Barnet Campus) Access only to college students	L3				✓											1,2,3,4,7,8
BSC Careers Fairs (Colindale, Barnet, Southgate Campuses ) Access only to college students	All				✓				✓	✓	✓					1,3,4,5,7,8
BSC Careers SEND Fair (Southgate Campus) Access only to college students	TPC				✓											1,3,4,5,7,8
External Higher Education Fairs and Visits ( <a href="#">more information here</a> )	L3		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			1,3,4,7,8

Employer and Apprenticeship Guest Speakers and Masterclasses <i>(Refer to Student Hub – Enrichment Calendar – students apply to attend)</i>	All			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,3,4,5,8
Higher Education Guest Speakers and Workshops	L3			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1,3,4,7,8

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\*Optional Workshop

## CDI Framework – Barent and Southgate College’s Career Development Planning 2025–2026

At Barnet and Southgate College, we believe that every learner deserves the tools, guidance, and confidence to shape their future. This Careers Development Plan, built around the [Career Development Institute \(CDI\) Framework](#), sets out how we support learners at every level, to explore possibilities, build resilience, and make informed choices about their next steps.

The CDI Framework provides a clear structure for careers education, focusing on six key areas of development: **Grow Throughout Life, Explore Possibilities, Manage Career, Create Opportunities, Balance Life and Work, and See the Big Picture**. These areas help learners understand themselves, the world of work, and how to navigate it with purpose.

This plan is designed to:


- Embed careers learning consistently across all learner levels.
- Support staff in delivering meaningful and appropriate careers education.
- Align with the [Gatsby Benchmarks](#) and national expectations.
- Promote aspiration, equity, and lifelong career confidence.



This plan is a working document—one that will grow and adapt with our learners, our staff, and the world around us.



### Gatsby Benchmarks


At Barnet and Southgate College, we use the Gatsby Benchmarks to guide our careers education programme. This nationally recognised framework ensures every student receives high-quality, personalised support to explore their options and prepare for future pathways.

<b>1</b> A Stable Careers programme	<b>2</b> Learning from careers and labour market information	<b>3</b> Addressing the needs of each pupil	<b>4</b> Linking curriculum learning to careers	<b>5</b> Encounters with employers and employees	<b>6</b> Experiences of workplaces	<b>7</b> Encounters with further and higher education	<b>8</b> Personal guidance
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CDI Learning Area	Entry Level - Level 1	Level 2	Level 3	Gatsby Benchmarks
 <p><b>Grow throughout life by learning and</b></p> <p>Facilitate self-reflection and personal strengths to help students understand their backgrounds and capabilities.</p> <p>Encourage recording and reflecting on achievements and areas for improvement in one-to-one meetings</p>	<ul style="list-style-type: none"> <li>Developing transferable skills</li> <li>Developing 21<sup>st</sup> C Skills (soft skills)</li> <li>One-to-one career guidance</li> <li>career assessments</li> <li>Personal tutorials: goal setting, attendance, safeguarding</li> <li>SV Reps training and elections</li> <li>SV Campus Council meetings</li> <li>National Careers Week (March 26)</li> </ul>	<ul style="list-style-type: none"> <li>Developing transferable skills</li> <li>Developing 21<sup>st</sup> C Skills (soft skills)</li> <li>One-to-one career guidance</li> <li>career assessments</li> <li>Personal tutorials: goal setting, attendance, safeguarding</li> <li>Careers guidance at transition points</li> <li>career assessments</li> <li>SV Reps training and elections</li> </ul>	<ul style="list-style-type: none"> <li>Development and application transferable skills</li> <li>Development and application 21<sup>st</sup> C Skills (soft skills)</li> <li>One-to-one career guidance</li> <li>career assessments</li> <li>Personal tutorials: goal setting, attendance, safeguarding</li> <li>SV Reps training and elections</li> </ul>	2,3,4,5,7, 8

	<ul style="list-style-type: none"> <li>• Careers Fairs</li> <li>• Career Enrichment</li> <li>• Student Ambassador programme</li> </ul>	<ul style="list-style-type: none"> <li>• SV Campus Council meetings</li> <li>• National Careers Week (March 26)</li> <li>• Careers Fairs</li> <li>• Career Enrichment</li> <li>• Student Ambassador programme</li> <li>• Volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• SV Campus Council meetings</li> <li>• National Careers Week (March 26)</li> <li>• HE/Careers Fairs</li> <li>• Career Enrichment</li> <li>• Student Ambassador programme</li> <li>• Volunteering</li> </ul>	
 <p><b>Explore the full range of possibilities</b></p> <p>Organise sessions to explore the full range of career options, including apprenticeships, higher education, and vocational routes.</p> <p>Provide access to up-to-date labour market information and vacancy resources.</p> <p>Use career development online resources showcasing diverse workplaces and job roles.</p>	<ul style="list-style-type: none"> <li>• Embedding careers in the curriculum</li> <li>• Careers quiz</li> <li>• Employer visits</li> <li>• National Careers Week (March 26)</li> <li>• Careers Fairs</li> <li>• Careers Enrichment workshops and guest speakers</li> <li>• Work experience</li> </ul>	<ul style="list-style-type: none"> <li>• Embedding careers in the curriculum</li> <li>• Apprenticeship workshops</li> <li>• Employer visits</li> <li>• National Careers Week (March 26)</li> <li>• Careers Fairs</li> <li>• Careers Enrichment workshops and guest speakers</li> <li>• Work experience</li> <li>• Volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• Embedding careers in the curriculum</li> <li>• HE, Jobs &amp; Apprenticeship Fairs</li> <li>• Apprenticeship workshops</li> <li>• Employer visits</li> <li>• National Careers Week (March 26)</li> <li>• Careers Fairs</li> <li>• Careers Enrichment workshops and guest speakers</li> <li>• Work experience</li> <li>• Volunteering</li> </ul>	2,3,4,5,6,7
 <p><b>Manage Career</b></p>	<ul style="list-style-type: none"> <li>• One-to-one career guidance</li> <li>• Supported decision-making</li> </ul>	<ul style="list-style-type: none"> <li>• One-to-one career guidance</li> <li>• Supported decision-making</li> </ul>	<ul style="list-style-type: none"> <li>• - LinkedIn workshops</li> <li>• UCAS and apprenticeship support</li> <li>• Careers workshops</li> </ul>	2,3,4,5,7,8

<p>Student Ambassador projects, decision-making, and career planning tools. Support students in developing career plans and setting goals for progression</p>	<ul style="list-style-type: none"> <li>• Careers workshops</li> <li>• Action planning in tutorials</li> <li>• Student Ambassador programme</li> <li>• Student Voice forums</li> </ul>	<ul style="list-style-type: none"> <li>• Careers workshops</li> <li>• CV writing, mock interviews</li> <li>• Employer visits</li> <li>• National Careers Week (March 26)</li> <li>• Careers Fairs</li> <li>• Careers Enrichment workshops and guest speakers</li> <li>• Student Ambassador programme</li> <li>• Student Voice forums</li> <li>• Volunteering</li> <li>• Work Experience</li> </ul>	<ul style="list-style-type: none"> <li>• CV writing, mock interviews</li> <li>• Employer visits</li> <li>• National Careers Week (March 26)</li> <li>• Careers Fairs</li> <li>• Careers Enrichment workshops and guest speakers</li> <li>• Student Ambassador programme</li> <li>• Student Voice forums</li> <li>• Volunteering</li> <li>• Work Experience</li> </ul>	
 <p><b>Create opportunities by being</b></p> <p>Facilitate networking opportunities by bringing in local employers, alumni, and employees for talks, workshops, or mentoring sessions.</p> <p>Encourage proactive relationship building through communication and social skills workshops.</p>	<ul style="list-style-type: none"> <li>• Careers Enrichment workshops and guest speakers</li> <li>• Careers Fairs</li> <li>• Student Ambassador programme</li> <li>• Cross-college Enrichment events/clubs and societies and workshops</li> <li>• Student Reps roles and induction</li> </ul>	<ul style="list-style-type: none"> <li>• Careers Enrichment workshops and guest speakers</li> <li>• Student Ambassador programme</li> <li>• Careers Fairs</li> <li>• Cross-college Enrichment events/clubs and societies and workshops</li> <li>• Student Reps roles and induction</li> <li>• Volunteering</li> <li>• Work Experience</li> </ul>	<ul style="list-style-type: none"> <li>• Careers Enrichment workshops and guest speakers</li> <li>• Student Ambassador programme</li> <li>• Careers Fairs</li> <li>• Cross-college Enrichment events/clubs and societies and workshops</li> <li>• Student Reps roles and induction</li> <li>• Volunteering</li> <li>• Work Experience</li> </ul>	3,4,5,7
 <p><b>Balance Life and Work</b></p> <p>Workshops on wellbeing, work-life balance, and</p>	<ul style="list-style-type: none"> <li>• Wellbeing and time management</li> <li>• Financial basics and support with LSF</li> </ul>	<ul style="list-style-type: none"> <li>• Wellbeing and time management</li> <li>• Financial basics and support with LSF</li> </ul>	<ul style="list-style-type: none"> <li>• Wellbeing and time management</li> <li>• Financial basics and support with LSF</li> </ul>	2,3,5,7,8

<p>managing commitments alongside study or work.</p> <p>Sessions on financial literacy and time management support career readiness.</p>	<ul style="list-style-type: none"> <li>• Cross-college Enrichment events and societies and workshops</li> <li>• Tutorial reflection and goal setting</li> </ul>	<ul style="list-style-type: none"> <li>• Cross-college Enrichment events and societies and workshops</li> <li>• Tutorial reflection and goal setting</li> <li>• Volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• Cross-college Enrichment events and societies and workshops</li> <li>• Careers workshops on Personal finance planning</li> <li>• Tutorial reflection and goal setting</li> </ul>	
<p> <b>See the Big Picture</b></p> <p>Include discussions on how economic, social, and political changes affect careers and sectors. Foster understanding of local, national, and global labour market trends.</p>	<ul style="list-style-type: none"> <li>• Cross-college Enrichment events and societies and workshops</li> <li>• Challenging stereotypes embedded in careers workshops/one-to-one meetings</li> <li>• LMI data embedded in Careers workshops</li> <li>• Student Ambassador programme</li> <li>• Tutorial themes: EDI/British Values</li> </ul>	<ul style="list-style-type: none"> <li>• Cross-college Enrichment events and societies and workshops</li> <li>• Challenging stereotypes embedded in careers workshops/one-to-one meetings</li> <li>• LMI data embedded in Careers workshops</li> <li>• Student Ambassador programme</li> <li>• Tutorial themes: EDI/British Values</li> </ul>	<ul style="list-style-type: none"> <li>• Cross-college Enrichment events and societies and workshops</li> <li>• Challenging stereotypes embedded in careers workshops/one-to-one meetings</li> <li>• LMI data embedded in Careers workshops</li> <li>• Student Ambassador programme</li> <li>Tutorial themes: EDI/British Values</li> </ul>	4,5,7, 8