



Dynamo Healthcare Training Academy Careers Strategy

DHCTA Introduction

Dynamo Healthcare Training Academy (DHCTA) has been set up to support young people in Cornwall to commence careers in healthcare through Apprenticeships. We prepare individuals for opportunities in Social Care, Clinical Health, Medical Reception and Administration. Individuals learn the knowledge needed in our training centre and the practical skills required within our simulation centre as Healthcare Cadet to prepare them for the working environment as a Healthcare Apprentice.

We work closely with employers to ensure that our curriculum is fit for purpose and our Cadets are suitable and effective by the time they become paid Apprentices. We encourage employers to work in partnership with us to ensure we meet their needs with regards to recruitment, training and workforce development. Any employers keen to get involved please view or download employer academy flyer

The Academy is based in a business environment near Redruth, Cornwall, however we do support employers across Cornwall. Students are given a DHCTA tunic to wear from their first year and expected to present themselves in a professional capacity as they would in a job.

DHCTA is not College! It is preparation for work!

Students undertake a 2 stage process that will guarantee them good earning potential and career planning. They complete a cadetship, with embedded employability, work and practical skills that will prepare them for their chosen apprenticeship. They have full support throughout to help them realise their potential and future career aspirations.

DHCTA Careers Planning Process:

1. Learners will complete the Career Planning programme as part of the cadetship programme.
2. The Careers Planning Programme will be integrated throughout the Cadetship programme with 7 career planning workshops covering a range of work skills topics including:
 - Careers planning
 - CV building
 - Values assessments
 - Professional boundaries and communication
 - Team Building
 - Employer expectations
 - Interview skills
 - Employer visits, apprenticeship visits, patient and service user interaction sessions
 - Voluntary and work experience placements

- Job shadowing opportunities
3. Cadets will receive 1 – 1 Careers Education Information Advice and Guidance (CEIAG) Employability Reviews from an occupationally competent careers advisor.
 - a. Advisor will set SMART targets to support the cadet to meet their career planning goals throughout the programme.
 - b. Advisor will undertake 4 Employability Reviews with each Cadet during their programme.
 - c. Advisor will ensure each Cadet has a progression opportunity in place as they finish the Cadetship programme
 4. All cadets are expected to progress onto an apprenticeship or higher education following the cadetship programme.
 5. All cadets will complete a reflective diary regularly identifying what they have learnt, which client groups they think you would like to work with and our tutors will help you to achieve these goals.
 6. Cadets will undertake practical assessments to monitor their practical skills

DHCTA expectations:

- Voluntary placements covering 25 hours (**this can be multiple services to gain a good understanding of where they want to complete their work experience block placement**)
- Work experience placement covering 30 hours
- Presentations from Apprentices about their experiences
- Interactions with different employers and client groups
- Interaction with an elderly service, LD service and reception/clinical setting (**this could be achieved through attendance with apprenticeship tutor to meet different services**)
- Attendance at extra-curricular activities eg Proud to Care events, Service User/Patient Services events.
- Cadets to complete reflective diary, Careers Workbook and ensure all actions identified in Employability Reviews are achieved.

Careers Strategy Background

In 2012 provision for the delivery of careers support for young people underwent one of the most profound changes in four decades. From 1973, for almost forty years, schools and colleges worked in partnership with the local careers guidance service to provide careers education, information, advice and guidance to young people. Over that period the external provider of careers advice and guidance went through four changes, from local education authority (LEA) careers services, through privatised careers companies and, later, Connexions, to local authority managed, or commissioned, IAG services. Nevertheless, the service was universally available across England and free of charge to schools and colleges. It was a national service, locally delivered and funded by government. The Education Act 2011 transferred responsibility for careers guidance from local authorities to schools and colleges.

The Government's careers strategy, published on 4 December 2017, sets out a long term plan to build a world class careers system that will help young people and adults choose the career that is right for them.

To achieve this aim, the careers strategy sets out that every school and academy providing education should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision.

Statutory duties of Schools, Colleges and Academies

1. Section 42A of the Education Act 1997 requires governing bodies to ensure that all registered pupils at the school are provided with independent careers guidance from year 8 (12-13 year olds) to year 13 (17-18 year olds).

2. The governing body must ensure that the independent careers guidance provided:

- is presented in an impartial manner, showing no bias or favouritism towards a particular institution, education or work option;
- includes information on the range of education or training options, including apprenticeships and technical education routes;
- is guidance that the person giving it considers will promote the best interests of the pupils to whom it is given.

3. The Technical and Further Education Act 2017 inserts section 42B into the Education Act 1997 and came into force on 2 January 2018. This new law requires the proprietor of all schools and academies to ensure that there is an opportunity for a range of education and training providers to access all pupils in year 8 to year 13 for the purpose of informing them about approved technical education qualifications¹⁵ or apprenticeships.

4. The proprietor must prepare a policy statement setting out the circumstances in which education and training providers will be given access to pupils, and to ensure that this is followed. The policy statement must be published and must include:

- any procedural requirement in relation to requests for access;
- grounds for granting and refusing requests for access;

- details of premises or facilities to be provided to a person who is given access.

The proprietor may revise the policy statement from time to time. The proprietor must publish the policy statement and any revised statement. It is expected that a policy statement will be published for each academy within a multi-academy trust.

6. The School Information (England) Regulations 2008 require schools to publish information about the school's careers programme. This information must relate to the delivery of careers guidance to year 8 to 13 pupils in accordance with Section 42A of the Education Act 1997. For the current academic year, you must include:

- the name, email address and telephone number of the school's Careers Leader
- a summary of the careers programme, including details of how pupils, parents, teachers and employers may access information about the careers programme
- how the school measures and assesses the impact of the careers programme on pupils
- the date of the school's next review of the information published

Gatsby Benchmarks

As part of a programme to improve career guidance in schools and colleges, the Department for Education published a new careers strategy at the end of 2017. The strategy is based on the eight Gatsby benchmarks.

The careers strategy confirmed that The Careers & Enterprise Company will take on a more ambitious role building on their progress to date, offering all schools an Enterprise Adviser by 2020.

- The careers strategy sets out that every school needs a Careers Leader who has the skills and commitment, and backing from their senior leadership team, to deliver the careers programme across all eight Gatsby Benchmarks. Every school is expected to name this Careers Leader and publish contact details on their website from September 2018.
- The way in which careers guidance will continue to be considered during Ofsted inspection is set out in Ofsted's Common Inspection Framework and School Inspection Handbook. A successful careers guidance programme will also be reflected in higher numbers of pupils progressing to positive destinations such as apprenticeships, technical routes, school sixth forms, sixth form colleges, further education colleges, universities or employment.

8 Gatsby Benchmarks

1. A stable careers programme
2. Learning from labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance