Big Creative Training

STRATEGIC CAREERS PLAN 2026-27







MEET THE CAREERS TEAM

Meet the Team

Our experienced and dedicated careers team provides specialist careers advice and guidance to students.

We'll lead you through your careers learning with professional development sessions, fun extra-curricular activities and work with our industry partners. At Big Creative Training you'll have all the information, skills and networks you need to start your career.



Kews Chulakasevee
Careers Manager



Liana Eleftheriou
Careers Officer



Saskia Summerhill
Careers Advisor

Our Aim...

"Big Creative Training will create your career. You will learn creative skills and practice them, learn how to be professional and understand the creative arts industry to make a living from your passion."

Why the creative arts?

The creative arts is one of the fastest growing sectors in the UK and especially London. Walthamstow is London's cultural quarter, therefore the courses Big Creative Training offer reflects the skills required in the area.

Did you know?

1 in 5 jobs are in the creative arts, 1 in 8 businesses are creative.
Every business needs a graphic designer and creativity is the number one employability skill.
Local opportunities in the creative sector with the East London Fashion District, East Bank studio developments in Dagenham and Waltham Cross .

Develop Talent | Transform Lives | Create Careers

LEARNER NEEDS ANALYSIS

TOOLS FOR THE REAL WORLD

- CVs - both Professional and creative
- Portfolio/showreel
- Professional social media platforms
- Support with business plan
- Career & CEIAG Action Plans
- Unifrog Careers Guides & Resources
- Application resources for HE and Employment

CAREERS EDUCATION

- Professional development through careers education
- Learning about careers and the world of work
- Developing career management and employability skills
- Identifying own Skills, Strengths and weaknesses

NETWORKING

- Peer to peer collaborations
- External industry contacts
- External HE/FE Contacts
- Industry based Tutors and Staff Team









INTENT, IMPLEMENT & IMPACT

INTENT

At Big Creative Training we want to provide bespoke, individualised careers advice and guidance for all students. Our intent is:

- To give students the appropriate Information, Advice & Guidance to support with making informed choices about their future
- To ensure students understand the creative sector and career pathways, and the skills they have.
- To support students to have a positive attitude and work ethic to progress within the creative sector
- To provide motivation and experience for students through industry collaboration and opportunities

IMPLEMENT

There are a number of delivery elements to achieve our aims, underpinned by the Gatsby benchmarks for careers, and Quality in Careers Standard:

- Professional development sessions with the team
- Creative sessions to build cultural learning and promote experimentation
- Careers learning embedded within vocational sessions
- Big Creative Training enrichment programme
- One to one sessions with a L6 qualified careers advisor
- Career management skills and work ethic built within the personal development curriculum
- Dedicated Careers Sessions focused on next step and progression
- Work experience placements including overseas experiences

IMPACT

By the end of their course students will have developed professional skills to take out into the world of work:

- Understand their own Soft/Hard Skills, Strengths and Weaknesses and how to implement them in the world of work
- How to follow their passion to professional success and manage their career throughout their life
- Students have the resilience and integrity to build professional relationships, network and manage their careers and work well collaboratively
- Level 3 students progress to HE courses in creative degrees
- The majority of BCT Students are prepared to progress to the next level of study
- BCT Students gain a range of key employability skills including a CV, Reference and a creative portfolio

BCT CAREERS PROGRAMME 2026-27
LEVEL 1 - BUILDING YOUR SKILLS

Learning Outcome:

- Students begin to explore the course they have chosen and take their first step to their creative career
- Students assess their skills and interests and learn how this fits into their chosen creative careers
- Students take part in work experience Students recognise and record career opportunities
- Students develop reflection skills with regard to career opportunities
- Students take part in a self development programme to improve personal and professional skills

Professional Development & Careers Week

Sessions with the careers team to build employability skills and explore progression options

Self Development Programme

Weekly session with our Self Development team to explore and learn personal, life and professional skills

Vocational Sessions

Learning about how to enter the creative industry as aiming to achieve a level 1 within vocational subjects

Individual Careers Advice

Personalised advice from the careers team either via Pre-Arranged 1-1 IAG Appointments or Careers drop in sessions

BCT Enrichment Programme

Extra curricular clubs for students to collaborate with other students and develop their professional skills

BCT CAREERS PROGRAMME 2026-27
LEVEL 2 - PROGRESSING FORWARDS

Learning Outcome:

- Students assess how they are changing and are able to match their skills and interests to careers
- Students reflect on the positive elements of their career, are able to recognise areas to develop
- Students are proactive in taking part in careers activities
- Students recognise and record career opportunities to create a CV and portfolio
- Students can summarise the creative arts labour market, including progression options such as traineeships, apprenticeships and employment Work experience of industry via assignment briefs, trips and workshops.
- Students can identify the top 10 employability skills and articulate when they have demonstrated them Students take part in a robust Self Development Programme

Professional Development & Careers Week

Sessions with the careers team to build employability skills and explore progression options

Self Development Programme

Weekly session with our Self Development team to explore and learn personal, life and professional skills

Vocational Sessions

Learning about how to enter the creative industry as aiming to achieve a level 2 within vocational subjects

Individual Careers Advice

Personalised advice from the careers team either via Pre-Arranged 1-1 IAG Appointments or Careers drop in sessions

BCT Enrichment Programme

Extra curricular clubs for students to collaborate with other students and develop their professional skills

BCT CAREERS PROGRAMME 2026-27
LEVEL 3 YEAR 1 - DEVELOPING A PLAN

LEARNING ABOUT CAREERS & WORLD OF WORK:

- Reflect on changing careers processes
- Discuss different work and careers satisfactions
- Explain why businesses change structures
- Draw conclusions from labour market information to support future plans
- Reflect critically on workplace equality
- Understand rights as a students or employee
- Work experience industry via assignment briefs, trips and work- shops

Learning Outcome:

- Match skills and interests to careers
- Reflect on positive elements of your career
- Be proactive in careers activities

DEVELOPING CAREERS MANAGEMENT & EMPLOYABILITY SKILLS:

- Evaluate progression options and return on investment Write a creative and plain English CV
- Create a portfolio/showreel
- Establish professional social media

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Self Development Programme

Weekly session with our Self Development team to explore and learn personal, life and professional skills

Vocational Sessions

Learning about how to enter the creative industry as aiming to achieve a level 3 year 1 within vocational subjects

Individual Careers Advice

Personalised advice from the careers team either via Pre-Arranged 1-1 IAG Appointments or Careers drop in sessions

BCT Enrichment Programme

Extra curricular clubs for students to collaborate with other students and develop their professional skills

Planning for the Future

Specific Workshop & Support available thoughout the academic year including UCAS, Apprenticeships, Employment & Many More

BCT CAREERS PROGRAMME 2026-27
LEVEL 3 YEAR 2 - ACHIEVE YOUR GOALS

LEARNING ABOUT CAREERS & WORLD OF WORK:

- Develop professional networks of support
- Explain your developing employability skills
- Develop and apply enterprise qualities and skills in your approach to career planning
- Develop your personal financial capability
- develop strategies to deal with the challenges of managing career transitions
- Know how to prepare for and perform well in selection processes
- Know how to make career enhancing decisions and develop the resilience to sustain them

LEARNING OUTCOME:

- Complete targets towards plans for the future
- Secure progression option for the following year
- Be proactive in careers activities

DEVELOPING CAREERS MANAGEMENT & EMPLOYABILITY SKILLS:

- **T**ake part in an overseas work placement in the creative industries
- Experience industry through industry professional workshops, talks & Visits

Professional Development & Careers Week

Sessions with the careers team to build employability skills and explore progression options

Self Development Programme

Weekly session with our Self Development team to explore and learn personal, life and professional skills

Vocational Sessions

Learning about how to enter the creative industry as aiming to achieve a level 3 year 2 within vocational subjects

Individual Careers Advice

Personalised advice from the careers team either via Pre-Arranged 1-1 IAG Appointments or Careers drop in sessions

BCT Enrichment Programme

Extra curricular clubs for students to collaborate with other students and develop their professional skills

Planning for the Future

Specific Workshop & Support available throughout the academic year including UCAS, Apprenticeships, Employment & Many More

BCT CAREERS PROGRAMME 2026-27 IN DETAIL...

Professional Development

Weekly sessions for all students with schemes of work, delivering careers and personal development education:

Level 1 & 2
Students build their personal skills learning about relationships, British values and employability skills and how they demonstrate them. They will also use psychometric testing to find out about Soft & Hard skills as well as Work Environments and Roles that may suit their personalities and skills.

Level 3
Students build on the personal development sessions and also learn about the creative arts sector and develop their careers plan. Using the same psychometric testing this is now a great tool to support with identifying progressions options and research in more detail.

National Careers Week 2027

Celebration during National Careers Week for learners to experience the industry and the workplace as well as explore, network and connect with employers and HE.

Activities during National Careers Week includes:

- Internal Careers Fair
- Industry Speakers
- Visits to Employers
- Workshops & Visits to HE
- Mock Interview Workshops
- Work & Industry Specific Trips
- Industry Briefs
- Portfolio Workshops
- Employability Workshops
- Apprenticeship & Traineeship Talks

Enrichment Programme

Weekly sessions for learners to explore their creativity and building skills within their industry and wider transferable skills.

Artist Development Programme
For students to collaborate, write songs, create videos and perform in front of industry professionals.

Fusion Magazine
Students create a digital magazine for Big Creative Training

Coding Club
for students to hone their coding skills to industry standard

Esports Club
Gaming and Esports for students to practice their skills and meet other Student gamers. As well as compete in National & Local tournaments representing BCT

Wellbeing & Sports sessions
Including Football, Fitness, Basketball & Boxing

BCT CAREERS PROGRAMME 2026-27 IN DETAIL...

Vocational Sessions

Fully embedded careers programme within vocational classes, including:

Mock business set up for Level 2 and Year 1 learners, exploring the creative sector and labour market information to understand progression pathways, employability skills.

Using Labour Market Information within Classroom learning too be able to make links between Vocational Subjects and Careers Development

Production of career tools - CVs, portfolios, showreels, professional social media, career plans

Exploring the logistics of freelance work within the creative industry including the financial, planning and marketing aspects and many more...

1-1 Careers Interviews

Impartial and confidential 1-1 Careers, Information, Advice and Guidance Interviews for all learners across the BCT Study Programme.

All learners will have an individual careers interviews with the Careers Team to join up tutorials, discuss progression options and advice on Careers related topics.

All learners will also receive an Action Plan following their Careers Interview with SMART Goals, Targets, Actions and any useful information that was discussed during the interview or the student may need

Level 3 students will have a 1-1 CEIAG with a Level 6 Qualified Careers Advisor to discuss progression options, planning for the future and set SMART Careers goals & targets for the academic year and beyond.

Self Development Programme

Learners understand their own values and aspirations and how to manage their careers during the year within SDP and throughout a dedicated Careers Term within the Programme's Scheme of Work.

Students understand how to be professional, develop a work ethic, explore employee rights
Students begin to understand themselves in the workplace, how their careers will evolve over time and how to manage them .

Students learn about relationships both professional and personal and about acceptable behaviours in the wider community.

Students will also explore the themes of Sex, Religion, Grief, Mental Health, Personal finance and Exam Stress amongst others.

BCT CAREERS PROGRAMME 2026-27 IN DETAIL...

Industry Projects

Throughout their time at Big Creative Training students will continuously interact with creative arts employers:

All assignment briefs are industry scenarios, with at least one delivered by an employer in their chosen industry, who will also provide feedback for the students.

Industry sessions are held in professional environments which give the learners the experience of the industry first hand within their education environment.

Industry sessions equip students with the skills to apply for industry internships or job and having the right soft & hard skills and good industry knowledge to start the roles.

Previous organisations that have partnered up with BCT for Industry briefs include Leyland Records, Island Records, Fully Focused, ect.

Planning for the Future

With a diverse student population at Big Creative Training, We naturally have students with various destination ideas and plans for next year.

University and HE
Dedicated sessions with the careers team walking the students through the UCAS application process, ensuring learners are maximising their options. Other sessions also include Student finance, life at Uni and Student Accommodation.

Apprenticeships & Training
Similarly to University and HE, The Careers Team will support student with identifying, finding, applying for opportunities as well as supporting with the Interview Process and discussing Life at Work

Other Routes
Those who have other plans or are unsure of what they want to do can move onto a mentoring programme run by the careers team to support them in their chosen destination

Work Experience (UK & Overseas)

Drawing on Big Creative Training's employer network, we source opportunities for learners to work on projects with employers in the workplace or complete the traditional Work placements:

- Matching employer opportunities with students' aspirations
- Learners complete log books to record their learning and receive references from employers.
- Students leave with a professional network and a reference within the industry to progress their career

Level 1 & 2 Students
Students can expect, Industry briefs, employability, taster days and face to face.

Level 3 Students
Students experience face to face & international Work

PROGRESSION OPTIONS AT BIG CREATIVE



APPRENTICESHIPS

Learners who finish their vocational study with us, or a traineeship can apply for an apprenticeship.

Big Creative Training apprenticeships take place in the creative sector with support from industry specific partners. The careers team at Big Creative Training will also support progression to apprenticeships with alternative non industry providers.



TRAINEESHIPS

Learners who finish their vocational study with us, but are not yet ready to go into the workplace can apply for a traineeship.

A 12 week programme that gives the learner a work placement and support from the traineeship team
Typical progression from a traineeship is an apprenticeship



ADULT EDUCATION

For learners 19+ they are able to progress into our Adult education provision which offers a cutting edge insight into the creative industries.

Our courses include:
Animation, App Design, Creative Media Production, Coding Fundamentals, Content Creation, Creative Writing , Digital Marketing, Sound Production, Graphic Design, Music Data Analytics, Music Technology, Photography , Podcasting, Soundtrack for Creative Media, Theatre Technician, Visual Effects and Web Design

ACHIEVING GOOD OUTCOMES FOR LEARNERS

Big Creative Training regards the benchmarks as a minimum standard for careers provision and sets high expectations for learners.
Learners will log all careers activities on digital platform Unifrog, creating a learning journal. This will help students to understand when they are demonstrating employability skills, what they learned from industry experiences and how they can manage their own career journey.

The Gatsby Benchmarks are national benchmarks for careers provision which all schools and colleges have to demonstrate.

1: A stable careers programme
2: Learning from labour market info
3: Addressing the needs of each learner
4: Linking curriculum to learning
5: Encounters with employers and employees
6: Experience of workplaces
7: Encounters with FE and HE
8: Personal Guidance

There are several factors that make a good careers service and Big Creative Training considers multiple metrics to ensure learners are getting the best support.

Internal progression is strong within Big Creative Training, with learners progressing through the levels available internally.
Progression information data is tracked carefully to ensure that the students are supported beyond their time at Big Creative Training.

EVALUATION & FEEDBACK

Students

Assessing learning outcomes:

- Baseline survey at the start of each year to gauge understanding and goals, repeated at the end of the year to assess distance travelled
- Learning outcomes assessed within 121 careers interviews
- Review of student learning journals within Unifrog
- Review UCAS data, destination data to ensure students are aspiring to ‘good’ universities and ‘good’ jobs

Feedback from students:

- Students complete regular feedback about their experience at Big Creative Training throughout their time with us
- Students complete regular feedback in Unifrog regarding industry trips, work experience and Careers 1-2-1 interviews

Alumni

Big Creative Training actively follows the careers of our students and students attend Big Creative Training to speak to our current students about their experiences.

Senior Management Team (SMT)

Review careers embedding with curriculum teams
Learning walks and observations monitoring participation in enrichment activities
Quality assurance of 121 careers interviews
Reports to SMT every term

Employers

Feedback provided after each work experience placement and regular meetings throughout the placement

Advisory Board

Can board members respond positively to these questions about BCT’s career programme?

- What are the basic learning aims for students and how are they sequenced?
- What makes it an ambitious programme for all students?
- How does it enhance cultural capital?
- How do students learn about different pathways and the world of work?
- How is careers learning embedded and reinforced?

Parents

Surveys completed after events but we encourage parent feedback after events and throughout the year

External

WE regularly keep in contact with our key partners and progression destinations including inviting for visits to BCT campuses for talks and workshops.

2025/26 BCT PARTNERS & PROGRESSION DESTINATIONS

ESCAPE STUDIOS

Twïn

HOOTANANNY BRIXTON

DITTO

UNIVERSITY OF WESTMINSTER

sky ACADEMY

MEMORY BOX

Teesside University

BIMM INSTITUTE

SMALL GREEN SHOOTS

University of Staffordshire

V&A

SADLERSWELLS

ABBA Voyage

POINT BLANK MUSIC SCHOOL

NAVIGATE

BCE CAFE WORKS

Specialist Job Centre

Cafe Works is a public advice and guidance centre all about careers in the creative arts. It is a hub for creative arts businesses and practitioners, and the Cafe Works instagram posts all the creative arts opportunities across London.
Our advisors will help identify the right opportunity for you.

Jobs & Business Support

- Talent agencies and business links
- Support for creative SMEs
- Brokering for businesses and individuals

Mentoring and short courses

Matching young people with industry experts and opportunities to support career planning and development

Apprenticeships and Traineeships

In house team running apprenticeship and traineeship programmes, working to prepare learners for industry

Alumni

Cafe Works is a hub for our alumni, where they will be able to find support for each stage of their career. Our advisors will collate opportunities and signpost individuals to what they need.