



Chelmsford College

# PARTICIPATION & PROGRESSION

Courses and support for young people who are not in education, employment or training (NEET), and adults seeking employment or re-training.



# A guide for:

- Young people not in education, employment or training
- Adults seeking employment or re-training
- Careers Advisors
- DWP Advisors
- Youth Workers
- Alternative Provisions
- Employment Support Providers
- Local Authority NEET leads
- Schools
- SENCO's



## Welcome from the Principal

As Principal of Chelmsford College, I believe deeply in the power of education to transform lives. For young people who are not in education, employment or training (NEET), and for adults seeking to re-enter the workforce, a supportive, flexible, and inclusive learning environment can be life-changing. Our mission is to 'unlock potential', providing clear pathways, personalised support, and genuine opportunities for every learner - regardless of their starting point.

In partnership with local authorities, employers, and community organisations across Essex, we are committed to helping every learner build confidence, gain valuable skills, and take meaningful steps toward their future.

A handwritten signature in black ink, appearing to be 'D Warnes', written over a horizontal line.

**David Warnes**  
*Principal & CEO, Chelmsford College*

# Our Commitment to Tackling the NEET Challenge

Across the UK, the number of young people not in education, employment or training (NEET) continues to rise, placing pressure not only on families and communities but also on the wider economy. As an FE college, we stand at the forefront of the national response to this challenge.

Colleges play a vital role in shaping the country's talent pipeline. We have partnered with Gateway Qualifications to offer vocational pathways, technical qualifications, apprenticeships and essential employability skills that equip young people for the modern labour market.

Our programmes are designed with employers, ensuring learners gain the practical experience and industry-relevant knowledge required in growth sectors such as digital, engineering, health and clean technologies. For adults seeking to retrain, upskill or re-enter the workforce, we provide flexible learning routes, professional programmes and wrap-around support that help remove the barriers to sustainable employment.

This work is not just socially important - it is economically essential. A skilled, adaptable workforce is at the heart of the UK's growth model. Reducing the NEET population strengthens productivity, boosts regional economies and supports the long-term competitiveness of the country. By investing in people and building opportunity, colleges drive social mobility and power the economic engine that communities rely on.

Our college is proud to be part of the solution. Together - with learners, employers, and partners - we are creating real pathways to progress, and a stronger future for all.



## Our Offer at a Glance

Chelmsford College provides a comprehensive curriculum designed to support learners who may face barriers to education or employment. Our programmes prioritise confidence-building, practical skills, work-readiness, and progression into jobs, apprenticeships, or further study.

- Re-Start
  - Re Set
  - Re-Connect
  - Re-Boot
  - Re-Charge
  - In2
- Supported Internships
- Accessible Apprenticeships
- Sector-based Work Academy Programmes (SWAPs)
- Skills Bootcamps
- ESOL (English for speakers of other languages)
- Stand-alone maths and English programmes

# Courses for Young People (16-18) Who Are Not in Education, Employment or Training

## Re-Start

Our Re-Start programmes are tailored specifically for those young people that need to 're-start' their learning. Whether that is after a period of homeschooling, time spent in alternative provision, time away from formal education due to mental health or anxiety, or those unsure of their chosen pathway after returning to education. There are five programmes to choose from:



### Re-Connect

**Full-time, 1 year, 3-4 days per week  
Aged 16-18 (or 16-25 with an EHCP)**

#### PROGRESSION PATHWAY

Next steps would include a level 1 or level 2 full time vocational study programme or an Apprenticeship

**Learner Profile:** Amber has been out of formal education for over a year, having spent time abroad and a period being homeschooled.

She can cope with a full-time course (3-4 days a week), but prefers to be in a smaller class to help build her confidence with some extra support from her tutors.

**Course Content:** Gateway Qualifications Diploma in Progression, communication skills; personal development; confidence building; self-awareness + taster sessions exploring different vocational areas + maths and English qualifications.



### Re-set

**Flexible timetable, 14-20 weeks per year, September  
& February start points.  
Aged 16-18 (or 16-25 with an EHCP)**

#### PROGRESSION PATHWAY

Next steps could include the Re-Connect or Re-Charge programme or a full time vocational study programme

**Learner Profile:** Jamal has suffered mental health challenges over a number of years and has an EHCP for anxiety and his neurodiversity.

He struggles with attending full-time and prefers a more relaxed style of learning that is focused on his personal development and well-being. Attending part-time (1-2 days per week) will help build his confidence as he transitions back into full time study

**Course Content:** Gateway Qualifications Award in Progression, topics include: Making Choices [E3] • Managing Social Relationships [E3] • Healthy Living [L1] • Negotiation Skills [L1]



## Re-Boot

**10-week programme, 3 start points during the year (Sept, Jan, April)  
Aged 16-18 (or 16-25 with an EHCP)**

### PROGRESSION PATHWAY

Next steps could include employment, Apprenticeships or full time vocational courses

Delivered in off-site locations such as the Wilderness Foundation and outward bound centres in small groups over 3 days per week.

**Learner Profile:** Roger has spent time in alternative provision during his school years and needs support for his emotional behavioural needs.

He does not enjoy classroom learning and often acts out. He prefers more informal learning away from a traditional classroom setting, getting involved in developing practical skills and helping to build strong positive relationships.

**Course Content:** Gateway Qualifications Certificate in Progression, focused on community projects, outdoor activities and skills to support confidence building, resilience and wider life skills needed to transition into adulthood.



## Re-Charge

**20 Week programme, January start  
Aged 16-18 (or 16-25 with EHCP)**

### PROGRESSION PATHWAY

For those young people looking for a mid-year start into education or as a progression from our Re-set programme

**Learner Profile:** Phoebe started at college in September, but things didn't work out and she found herself not in education, employment or training and looking for opportunities mid-academic-year.

This programme suited her perfectly, with a January start and the chance to continue with her core maths and English whilst developing her personal skills and her resilience to commit to a shorter period of learning.

**Course Content:** Gateway Qualifications Award in Progression (Entry 3 or Level 1) a long side maths and English qualifications.



## In2

**Full-time, 1 year  
Aged 16-18 (or 16-25 with an EHCP)**

### PROGRESSION PATHWAY

For learners wanting to focus on next steps and English and maths requirements

**Learner Profile:** Ramita has left school with a small number of GCSE's in the 2-4 range. She is unsure of what career pathway to take, but enjoys learning and is curious about trying out new things.

**Course Content:** Level 1 Vocational Studies, including; being organised, working with others, designing a product, presenting an idea, shooting a short film + maths and English qualifications.



# Courses for Young People (16-18) Who Are Not in Education, Employment or Training

## Supported Internships

This programme is specifically designed for individuals who have moderate learning difficulties or disabilities, providing them with the support they need to succeed in the workplace. During the internship, they will work with an employer and receive training and guidance as you develop your work-based skills. You will also receive support with job applications to help you secure paid employment.



### Best suited for:

- Young people (16-25) with an EHCP who are looking to progress into full time employment
- Can cope with a work environment with the support of a job coach
- Roles available include: Broomfield Hospital (portering, catering & health care), retail outlets or hospitality venues

## Accessible Apprenticeships



A full-time apprenticeship but adapted to meet individual needs, which may include modified entry requirements, flexible learning methods and additional support. Depending on need, the personalised support plan may also involve a job coach, assistive technology or flexibilities around English and maths requirements.



### Best suited for:

- Young people (16-25) with an EHCP who are looking to progress into full time employment
- Those progressing from the supported internship and can cope with a work environment with reduced support
- Young people needing workplace experience and employability skills

# Courses for Adults Seeking Work

## 1. Sector-Based Work Academy Programmes (SWAPs)



Our SWAPs are free, short (3-6 week) courses designed to progress you into employment or retrain for a new career.

### Course content:

- Practical training linked to real job vacancies
- Recognised qualifications to strengthen your CV
- Guaranteed interviews with local employers
- Wrap around support to help you find sustainable work

### Best suited for:

- Adults looking to move quickly into employment
- Those retraining for a new career

### Learner Testimonial:



### Jane Peters

*Previous SWAP learner now working at Chelmsford College as a Business Services Administrator*



My confidence, office skills and mental wellbeing have improved dramatically by undertaking the SWAP Business Administration course. Part of the course was to have an interview for practice so we would be prepared when going for new jobs. We were all interviewed with the opportunities in mind as there were vacancies. I was thrilled to be offered the chance to work at Chelmsford College. I love my job and have been fortunate enough to progress from a temporary position to permanent. I now have the confidence to move from my comfort zone and challenge myself without fear, all stemming from my adult learning course.



#CollegesWeek2026



### Sectors available include:

- Construction (including CSCS)
- Barista
- Security / SIA / CCTV / Door supervision
- Clean energy
- Business admin / AI / Digital

# Courses for Adults Seeking Work

## 2. Skills Bootcamps

Skills Bootcamps are short (c8 weeks), flexible training programmes to fast-track you into a new career, progress in your current role, or support self-employment.

Skills Bootcamps are free to eligible adults, although employers looking to upskill existing staff will pay a small fee. Hybrid delivery with online classes and classroom-based classes during the day.

### Best suited for:

- Adults returning to work looking to develop a new skill
- Those considering a career change or looking to upskill
- Employers seeking to develop staff
- Self-employed adults looking to develop new skills

### Bootcamp Sectors

- Project Management (Inc APM PFQ)
- Renewable clean energy (Air source heat pump)



## 3. ESOL (English for Speakers of Other Languages)

### Best suited for:

- Adults whose first language is not English
- Jobseekers needing stronger communication skills

### The Award in ESOL skills for life includes:

- Reading
- Writing
- Speaking and Listening



## 4. English and Maths

Functional Skills Awards at Level 1 and Level 2 delivered flexibly via online tutorials (with a requirement to come to campus for exams)

### Best suited for:

- Adults exploring new careers
- Those needing a confidence-building route into work



# Wrap-Around Support

## All learners benefit from:

- Small classes with specialist teachers
- Dedicated classroom facilities with a more relaxed look and feel
- Careers guidance and progression planning
- Safeguarding and wellbeing support
- Help with travel, equipment and bursaries (where eligible)
- And not forgetting Jo Jo, our therapy dog who is always on hand



# Financial Support

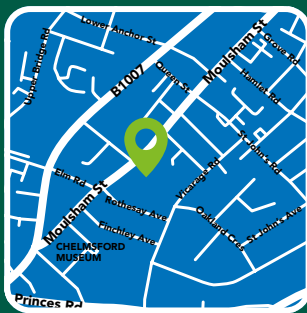
Young People and adults can apply for financial support during their course, to help with travel, equipment, meals or uniforms. Information on bursaries and grants can be found on the college website.

In addition, those young people who have left care or still in care, or who are in receipt of Income Support or Universal Credits can receive a one-off grant of £1,200 to help with their studies.

Eligible learners can also receive a free school meals allowance in addition to the bursaries above.

# Our Partners in Essex

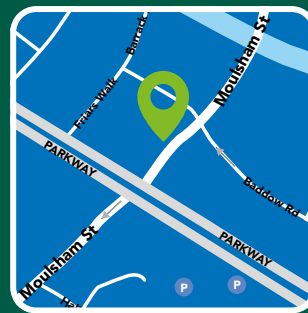
Chelmsford College partners with a number of alternative provisions to support transitions back into mainstream education, apprenticeships or employment:



Moulsham Street Campus



Princes Road Campus



Chelmsford City Centre  
(will open in September 2026)



Billericay Town FC Skills Academy

The College also works with a wider network of stakeholders that support our work with young people and adults seeking work:

- Essex County Council (Youth Services, SEND teams, NEET support)
- Jobcentre Plus / DWP
- Chelmsford City Council and surrounding district councils
- Essex Youth Hubs and community outreach organisations

These collaborations ensure learners benefit from coordinated support and clear pathways into sustainable futures.





Scan to visit our social media



Scan to visit Re-start programmes



Scan to visit SWAP programmes



@ CHELMSFORD COLLEGE



**01245 265611**

[www.chelmsford.ac.uk](http://www.chelmsford.ac.uk)

## **Our Training Centres**

**Moulsham Street Campus** Chelmsford CM2 0JQ

**Princes Road Campus** Chelmsford CM2 9DE

**City Centre** Chelmsford CM2 0LR

**Billericay Town FC** CM12 9SA