

## Year 7 Careers Programme

### Theme: Who am I? What do different jobs look like?

Aim: Students will be able to explore their interests and personality and understand a variety of industries and job roles. They may start to link jobs to their interests and personalities.

Baseline information recorded: Future Skills Questionnaire completion in Autumn Term

Learning outcome	Delivery	Performance indicator	Assessment / Evaluation
Students identify their interests and personality profiles	Unfrog sign-up and Interests/Personality Quiz completion <i>GB3</i>	Unifrog account	Year 7 download and tracking (Tutor)
Students can start to recognise different industries and jobs	Job of the Week in Tutor times (Picture News)  Virtual Workplace tours and associated activities. <i>GB2/5/6</i>  Tutor activities during National Careers Week <i>GB2/4/5/6</i>	Students will be able to recognise different job roles in industries. They may start to recognise similar job roles across different industries.	Engagement with Tutor time activities.  Completion of feedback / survey and reflection for Virtual Tours.  Compass+ evaluations.
At least one in-person employer encounter with a pre-agreed / communicated learning outcome	Employer delivery in either; Assembly School trip Tutor activity Cross-curricular activity Workshop <i>GB2/3/4/5/6</i>	Student participation in activity	Student survey via Edulink.  Other stakeholders: Survey / feedback questionnaire  Compass+ evaluation.
Students & Parents/carers will be introduced to pathways of progression for Post-16	Tutor activities during Career calendared weeks: National Apprenticeship week National Careers Week National T-Level Week <i>GB7/8</i>	Student participation in activities.  Padlet access numbers.	Engagement with tutor time activities  Improved knowledge evidenced in FSQ  Parent/carer survey

## Year 8 Careers Programme

### Theme: What are skills? Why are skills important?

Aim: Students will explore their personal skills and strengths and start to understand how these are important for future choices. They may start to link jobs to their skills.

Learning outcomes	Delivery	Performance indicator	Assessment / Evaluation
Students will be able to identify their skills and qualities that can be used to explore potential future pathways & careers	Unifrog: Re-do interests and personality quiz. Complete Skills quiz and explore the Careers Library (tutor time/PSHE/Computer Science?) GB3	Students will be able to identify a career/job that matches their interests, personality and skills	Unifrog tracking for completeness
Students will be able to link different skills to jobs and will start to recognise how the same skills are required in multiple jobs	Job of the Week expanded to include skills in Tutor time. GB2/3  Year 8 Runner Day to include worksheet to explore jobs in the school. GB5/6	Students will be able to discuss different skills in tutor time.  Students will learn about the different roles undertaken in a school and how the same skills are needed in different roles.	Student engagement during tutor activities  Students will successfully complete worksheet  Compass+ evaluation
At least one in-person employer encounter with a pre-agreed / communicated learning outcome	Employer delivery in either: Assembly School trip Tutor activity Cross-curricular activity Workshop Small group workplace visit GB2/3/4/5/6	Student participation in activity	Student survey via Edulink.  Other stakeholders: Survey / feedback questionnaire.  Compass+ evaluation
Students & Parent/carers will have knowledge of Post-16 progression routes and pathways	Activities during Career calendared weeks : National Apprenticeship week National Careers Week National T-Level Week Could be Tutor led, Alumni, College / ITP GB7/8	Student participation in activities.  Padlet access numbers.	Engagement with tutor time activities  Improved knowledge evidenced in FSQ  Parent/carers survey.

## Year 9 Careers Programme

### Theme: Preparing for KS4

Aim: Students will be able to link subject choices to future pathways and choices. Students will make informed subject choices for KS4. They will start to understand choices at Post-16/18. Some students may be starting to identify a future career.

Overall success and effectiveness of the Careers Programme FSQ at the end of KS3 will be measured by FSQ results and low changes to GCSE subject choices.

Learning outcomes	Delivery	Performance indicators	Assessment / Evaluation
Students will understand influence in making decision	PSHE module Autumn term 1. <i>GB3</i>	Attendance and engagement in lessons	Student confidence in GCSE choices / low changes
Students will better understand how subjects link to future careers and some may use this understanding to make KS4 options choices.	Unifrog and subject's library  Informative subject display resources in classrooms/departments linking careers to curriculum. <i>GB4</i>  Subject cross-curricular learning during lessons <i>GB4</i>  KS4 Options preparation via non-core subject tasters in tutor time, website information and in-person Options Evening information by subjects and Careers . <i>GB2/3/4</i>	Students have used the subject library to identify subjects and careers of interest.  Resources displayed in faculty areas and classrooms.  Schemes of work include links to careers  Resources and information links provided to future careers	Unifrog tracking of profiles favoured.  Visual check to confirm  Subject audit reviews  Student & parent/carer engagement with KS4 options information. Low changes to subject choices.  Compass+ evaluations

<p>Some students may have formed strong opinions of their future career and aspirations. All students will know how to link future careers choices on interest, Labour Market Information (LMI) and changing job markets.</p>	<p>PSHE lessons.</p> <p>Job of the Week to include curriculum information.</p> <p>Unifrog subject / career library exploration.</p> <p>Future job activities.</p> <p>KS4 Options Evening</p> <p><i>GB2/3/4</i></p>	<p>Student participation in learning</p> <p>Tutor time discussion.</p> <p>Careers favoured in Unifrog</p> <p>Student participation</p> <p>Student &amp; Parent carer attendance at evening</p>	<p>Student completion of worksheet</p> <p>Student engagement during discussions</p> <p>Unifrog tracking download</p> <p>FSQ survey results</p> <p>Student &amp; parent / carer engagement with career resources</p>
<p>Students &amp; Parent/carers will have knowledge of Post-16 progression routes and pathways</p>	<p>Activities during Career calendared weeks: National Apprenticeship week National Careers Week National T-Level Week</p> <p>Could be Tutor led, Alumni, College / ITP</p> <p><i>GB7/8</i></p>	<p>Student participation in activities.</p> <p>Padlet access numbers</p>	<p>Engagement with tutor time activities</p> <p>Improved knowledge evidenced in FSQ</p> <p>PAL compliance</p> <p>Parent/carers survey</p> <p>Compass+ evaluation</p>
<p>At least one in-person employer encounter with a pre-agreed / communicated learning outcome</p>	<p>Employer delivery in either: Assembly School trip Tutor activity Cross-curricular activity Workshop Small group workplace visit</p> <p><i>GB2/3/4/5/6</i></p>	<p>Student participation in activity</p>	<p>Student survey via Edulink.</p> <p>Other stakeholder/s: Survey / feedback questionnaire</p> <p>Compass+ evaluation</p>

# Year 10 Careers Programme

## Theme: Investigating and Exploring Post-16 options

Aim: Students will understand the different levels and pathways available at Post-16 and will have started to make decisions about the most appropriate option for them. They will understand how to write a CV and prepare for interviews. Students will be forming stronger opinions on their future career.

Measurement: FSQ in Autumn term to determine intentions and engagement opportunities

Learning outcomes	Delivery	Performance Indicators	Assessment / Evaluation
Understand all Post-16 Pathways and Levels	Dependent on need this could include: Assembly Lessons Workshops Visits In-house Group/1-to-1 To include – Colleges, ITP's, 6 <sup>th</sup> Form and options for SEND. GB 3/7/8	Student attendance  PAL compliance	Student survey via Edulink  Stakeholder survey via email / in-touch  Compass+ evaluation  FSQ results
Understand application and interview process	PSHE lesson – CV writing  Mock interview with external partner  GB 3/5/8	Successful submission of a CV  Student participation in an interview	Feedback from external partner to student  Feedback from external partner to school  Feedback from other stakeholders on event
At least one in-person employer encounter with a pre-agreed / communicated learning outcome	Employer delivered in either: Assembly School trip Tutor activity Cross-curricular activity Workshop Small group workplace visit Industry talk	Student participation in at least one event/activity	Student survey via Edulink.  Other stakeholder/s: Survey / feedback questionnaire  Compass+ evaluation

	GB2/3/4/5/6		
Developing knowledge of Post-18 options	FE/HE encounters to include colleges, universities and apprenticeship providers. Could be FE/HE Fair, single provider visits/assemblies, targeted encounters. GB7	Student attendance and participation.  PAL compliance	FSQ  student completion of pre-provided worksheet  PAL compliance  Compass+ evaluation

# Year 11 Careers Programme

## Theme: Preparing and applying for Post-16 choices

Aim: Students will be confident in their Post-16 applications and with achieving the entry requirements of their choice. Students will have knowledge of Post-18 options. Some students will feel secure in their future career choice.

Measurements: no NEET at end of Year 11 and evidence of sustained destination up to 3 years

Learning outcomes	Delivery	Performance indicators	Assessment / evaluation
Students have made appropriate Post-16 applications and are confident in their preparation for formal exams to reach required entry requirements.	1-to-1 Careers meetings Year 11 Conference Small group interventions Assemblies 6 <sup>th</sup> Form Taster Day Career Lead attendance at Year 11 Parent Evening events Website information GB3/7/8	Student attendance and participation. Parent engagement at events	No/low NEET on Year post-16
At least one in-person employer encounter with a pre-agreed / communicated learning outcome	Employer delivered in either: Assembly School trip Tutor activity Cross-curricular activity Workshop Small group workplace visit Industry talk GB2/3/4/5/6	Student participation in at least one event/activity.	Student survey via Edulink. Other stakeholder/s: Survey / feedback questionnaire Compass+ evaluation

# Year 12/13 Careers Programme

## Theme: Preparing for Post-18

Aim: Students will have the information required so they can make an informed decision about their Post-18 choices. They will understand the pathways available to them, make a competitive application and understand the financial implications associated with their choices.

Measurement: FSQ and Post-18 sustained destination information.

Learning outcomes	Delivery	Performance indicators	Assessment / Evaluation
Students understand University – the application process, cost and student finance, clearing and future career pathways from the course of study.	<p>HE Discovery Day</p> <p>Open days</p> <p>On-site encounters with universities</p> <p>In-house presentations/Assemblies</p> <p>Unifrog</p> <p>Offer of 1-to-1 careers meeting GB3/4/5/7/8</p>	<p>Student attendance and participation in events / opportunities</p> <p>Student applications submitted to UCAS by school deadline</p> <p>Unifrog usage</p>	<p>University shortlists in Unifrog</p> <p>Student surveys via Edulink</p> <p>FSQ</p> <p>Compass+ evaluations</p>
Students understand Apprenticeship levels, the application process, and where to find apprenticeship opportunities.	<p>Activities during National Apprenticeship week:</p> <p>Assemblies</p> <p>Encounter with Apprenticeship providers.</p> <p>Industry talks.</p> <p>Alumni talks.</p> <p>Offer of 1-to-1 career meeting GB 2/3/4/5/7/8</p>	<p>Student participation and engagement</p>	<p>FSQ</p> <p>Student survey via Edulink</p> <p>Compass+ evaluation</p>

Students have experience of the workplace with agreed goals and objectives	Year 12 Work Experience GB 2/3/5/6	Student engagement and participation	All Year 12 take part in in-person work experience as evidenced in Unifrog Placement Tool / Interactions  Feedback from employers and students completed in unifrog
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