

Careers Programme

Our Careers and Employability Programme offers an extensive range of activities to promote career opportunities and allow pupils to develop essential skills required to succeed in work and life. The programme is benchmarked against Gatsby Benchmarks and the CDI Career Development Framework, to ensure pupils acquire the career development skills required to achieve positive careers:



This is supported by a framework of impartial, personalised careers advice and guidance, delivered by our Level 6 qualified professional, ensuring all pupils receive expert advice at the time they need it.

Our challenge is to produce a highly skilled and creative workforce which is flexible and sufficiently adaptable to move into forms of employment which have yet to emerge within our economy. This is achieved through:

- *Providing all pupils with the opportunity to acquire cultural capital / social assets that enable equality, social mobility and challenge stereotypes*
- *Protected Characteristics*
- *Raising aspirations and supporting young people to achieve their full potential*
- *Providing comprehensive information on all options at key transition points*
- *Empowering young people to plan and manage their own futures*
- *Enabling young people to understand the current and future labour market and acquire the essential skills and qualifications they need to sustain employability and achieve personal and economic wellbeing throughout their lives*

Every pupil is provided with unique careers experience, with differentiation to meet their individual needs. This is achieved through a variety of initiatives run from Year 7 to Year 11:

All pupils can access:

- **Careers through the Curriculum**
- **Kings' Career Companion: A dedicated Online Careers Hub**
- **Careers Advice and Guidance lunchtime drop-in sessions**
- **Career Pilot & Skills Builder** – online career platforms
- **Careers & Employability Fair**
- **National Careers/Apprenticeship/Sector Themed Weeks**
- **Alumni Resources/Case Studies**
- **Inspiring Futures Careers Programme:** sector specific talks to raise awareness of and aspirations for the current and future array of career sectors and job roles in the local, national and global labour market
- **Kings' Enterprise** – pupil led businesses

Bespoke Year Activities:

Year 7

- *Future Skills Questionnaire: Autumn Term*
- *Brebas Computing Challenge: Autumn Term*
- *Introduction to Careers at Kings': Spring Term*
- *World of Work – Spring Term*
- *Introduction to Children's Rights – child labour/employability laws: Spring Term*
- *Skills Builder Essential Skills: Spring Term*
- *Career Pilot: Spring Term*
- *Inspiring Futures Careers Masterclasses - Summer Term*
- *Future Skills Progress Questionnaire: Summer Term*
- *Local Government / Community LMI – Summer Term*
- *Activities Week - Summer Term*
- *1:1 Personalised Careers Interviews for EHCP/SEND/Disadvantaged pupils: Ongoing*

Year 8

- *Brebas Computing Challenge: Autumn Term*
- *World of Work – LMI (Labour Market Information): Autumn Term*
- *Diversity in the workplace: Autumn Term*
- *STEP into the NHS (PAL) – Spring Term*
- *Skills Builder Essential Skills: Spring Term*
- *Career Pilot: Spring Term*
- *Inspiring Futures Careers Masterclasses - Summer Term*
- *Sparsholt Futures STEM Fair: Summer Term*
- *Activities Week - Summer Term*
- *1:1 Personalised Careers Interviews for EHCP/SEND/Disadvantaged pupils: Ongoing*

Year 9

- Brebas Computing Challenge: *Autumn Term*
- Careers: Personal Values /Employability Skills Assessment: *Autumn Term*
- Careers & Employability Fair: *Autumn Term*
- FE/HE/Apprenticeship Encounters: *Autumn & Spring Terms*
- Skills Builder Essential Skills: *Spring Term*
- Career Pilot: *Spring Term*
- GCSE Options: *Spring Term*
- STEP into Vocational Education and Apprenticeships Project (PAL) : *Spring Term*
- Inspiring Futures Careers Masterclasses: *Summer Term*
- Sparsholt Futures STEM Fair: *Summer Term*
- Work Experience Launch: *Summer Term*
- Future Skills Progress Questionnaire: *Summer Term*
- Activities Week - *Summer Term*
- 1:1 Personalised Careers Interviews for EHCP/SEND/Disadvantaged pupils: *Ongoing*

Year 10

- Work Experience Year 11 Case Studies: *Autumn Term*
- Attendance at the Careers & Employability Fair: *Autumn Term*
- Skills Builder: *Autumn Term*
- Career Pilot: *Autumn Term*
- Introduction to effective job applications and interview techniques: *Spring Term*
- Rights & Responsibilities in the Workplace: *Summer Term*
- Preparation for Work Experience: *Summer Term*
- Post 16 Provider assemblies: *Summer Term*
- Work Experience: *Summer Term*
- 1:1 Personalised Careers Interviews for EHCP/SEND/Disadvantaged pupils: *Ongoing*

Year 11

- Skills Builder: *Autumn Term*
- Career Pilot: *Autumn Term*
- Attendance at the Careers & Employability Fair: *Autumn Term*
- Post 16 Options Workshops (work experience evaluation, personal statements, preparing and applying for mock interviews, employability skills): *Autumn Term*
- Post 16 Provider assemblies & workshops: *Autumn Term*
- Post 16 applications: *Autumn Term*
- Elevate Interview Ready Workshops: *Autumn Term*
- Personalised mock interviews: *Autumn Term*
- Post 16 Provider taster events: *Summer Term*
- Sector specific career talks: *Ongoing*
- 1:1 Personalised Careers Interviews for all students: *Ongoing*
- Future Skills Progress/Knowledge Questionnaire: *Summer Term*

PARENT/CARER:

- *Open Evenings*
- *Meet the Tutor Events*
- *Year 9 GCSE Options Evening*
- *Careers & Employability Fair*
- *Apprenticeship Workshops*
- *Website*
- *PSHRE Resources*
- *Bespoke Activity Letters*
- *Newsletters*
- *Parent/Carer Bulletins*
- *Attendance at 1:1 Personalised Careers Interviews*

MONITOR, REVIEW AND EVALUATION:

- Every intervention is monitored, reviewed and evaluated by all stakeholders
- 1:1 interviews; reflective practice, pupil/parent/staff feedback
- Compass+, Career Pilot and website analytics used to monitor, manage and measure activity
- Pupil destinations and alumni data used to measure impact

USEFUL REFERENCES:

Gatsby Benchmarks: <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

Information about the Gatsby Benchmarks that inform careers provision in schools

CDI Framework: <https://www.thecdi.net/resources/cdi-framework>