

Wickersley Works – Careers & Employability

Context

Careers and Enterprise Company

Strategic Goals

- All schools to begin working toward the Gatsby Benchmarks, meeting them by the end of 2020.
- All schools to have a named Careers Leader in place by September 2018.
- Schools and colleges should offer every young person in years 7 – 13 at least one encounter a year by 2020.
- Schools and colleges to have access to an Enterprise Adviser by the end of 2020.
- All schools should have in place a link governor for careers.
- Every school must ensure that there is an opportunity for a range of education and training providers to access all pupils in year 8 to year 13

The eight Gatsby benchmarks of Good Career Guidance

1. A stable careers programme
2. Learning from career and 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

Wickersley School & Sports College – Phased Careers Education, Information, Advice and Guidance

Each year group is seen as a 'stage' in the process of working towards a career goal and becoming 'able and ready for work' and being the best that you can be.

Aspiration + Knowledge x yourself = a plan

Year Group	Stage	Focus
Years 7 & 8	Experience & Knowledge Experience & Choice	Opportunities out of school and a variety of external visitors into school to 'broaden horizons', increase interactions with employment, FE and HE providers and develop students own expectations of themselves. Students develop awareness of individual skill strengths and career preferences through drop-down days, information on careers related to subject areas and options lessons – some use of the 'are you ready' tracker in Y7 and Y8 around developing enterprise skills.. Developing the understanding of KS4 options and impact on career choice.
Year 9	Empowerment	Personalised development including: Employer led and higher education led mentoring projects. Subject/interest specific opportunities both out of school and curriculum based linked to clear identification of student interests
Year 10	Education & Information	Specific information around: <ul style="list-style-type: none"> • qualification levels • career pathways • subject related job families and routes into careers i.e. apprenticeships • local labour market information and job opportunities • funding and financial support • employer engagement and experience of the work place and volunteering delivered through a Y10 post-16 day (June) and parental information sessions (May). Giving students the opportunity to experience the workplace and build up skills and experience through encouraging voluntary work experience.
Year 11	Individualisation	Impartial personalised individual advice and guidance. Further development of employability skills and knowledge of opportunities Active support for all student post-16 applications and subsequent securing of offers from college and sixth forms Informed and successful post-16 transition and engagement
Year 12	'Be the best you can be'	Schedule of Wednesday P4 opportunities to include study skills, HE information etc. Enrichment opportunities including: Paired reading, mentoring, teaching, work experience Student enrolment on Wickersley+ and university outreach programmes such as SOAMS
Year 13	Progression	UCAS Application Process A range of provision for students choosing alternative pathways such as apprenticeships.

Delivery method

Year 7 – drop down day: exploring jobs and ‘self’ and linking the two together

Year 8 – focus on options, tasters, subjects linked to careers (through the curriculum)

Year 9 – focus on local labour market information/opportunities linked to possible volunteering/WEX

Year 10 – drop down day/afternoon – identifying routes to progression and trying taster activities

Year 11 – drop down day – focus on employability skills: mock interviews, personal statements, applications, routes into higher level study and employment/apprenticeships.

Year 12 – enrichment through a range of supported opportunities throughout the year

Year 13 – support for individualised progression into HE and employment

Year 7 : Experience & Knowledge

Curriculum
Year 7 Careers Day:

Pastoral
Year 7 ‘Jobs and Careers’ drop-down day inc: job workshops, Kudos, careers personality etc..
UniGo Sheffield Hallam University

Year 8 : Experience & Choice

Curriculum
PSHE/Social Studies:
Subject options linked to specific careers

Pastoral
Year group charity: ‘Are you Ready’ enterprise tracker
Barclays Lifeskills digital awareness and future entrepreneur workshops t.b.c
Parental involvement: Options evening

Year 9 : Empowerment / School – external links

Curriculum
Subject related careers lessons – departmental led and supported by HEPPSY+ HE Advisers

Pastoral
Visits: Subject (post-16 and post-18) and workplace specific visits
Survey: identify and collect student preferred area of career interest
Enterprise – Year group charity work, Tenner Challenge etc
HE – opportunities through HEPPSY+ and ‘Discover US’

Year 10 : Experience & Choice

Curriculum

Post:16 taster day:

Specific information around:

- qualification levels
- career pathways
- taster sessions
- subject related job families and routes into careers i.e. apprenticeships

Pastoral

Business – mentoring through MOSAIC

Work Experience: helping students to experience the workplace and build up skills and experience by encouraging voluntary work experience during the holidays.

Parental involvement: Year 10 Information Evening

Year 11 : Individualisation

Curriculum

Year 11 drop-down day: including mock interviews, personal statements, apprenticeships and employability, HE input

Pastoral

Visits to FE providers

External provider input: assemblies and careers fair

Parental involvement: Y11 parents evenings

Year 12/13 : Be the best you can be / Progression

Curriculum

Tutorial time – focused support for UCAS and apprenticeship / employment applications

Pastoral

Visits to HE and apprenticeship providers

External provider input: through Wednesday P4 programme of activity including NCS, HEPP and HEPPSY+

Enrichment opportunities: including work experience within and beyond the school

Parental involvement: Y12/13 parents evenings