

Careers and Employability Strategy 2019 - 2020

Rationale: The nationally recognised ‘Gatsby benchmarks’ of careers education are used by the school as a basis for setting our careers and employability strategy. Expected key performance indicators (KPIs) are provided below for each key stage; the expectation is that the careers provision should have enabled students to achieve these by the end of each key stage.

This is based on the premise that every school and college should have an embedded programme of careers education and guidance that is known and understood by pupils, parents, teachers and governors (Gatsby benchmark 1).

Gatsby Benchmarks (2-7)	Detail	Lower School (KS3)	Upper School (KS4)	Sixth Form (KS5)
		KPIs	KPIs	KPIs
2. Learning from career and labour market information	<p>Learning from career and labour market information.</p> <p>Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p>	<p>Describe how the world of work is changing and be able to identify the skills that promote employability.</p>	<p>Be aware of what job and labour market information (LMI) is and how it can help inform future career plans.</p> <p>Be able to access relevant information and make critical use of a range of sources to explain how careers are changing.</p>	<p>Draw conclusions from researching and evaluating relevant job and labour market information (LMI) to support future plans.</p>
3. Addressing the needs of each pupil	<p>Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school’s careers programme should embed equality and diversity considerations throughout.</p>	<p>Ensure access to a progressive careers programme ensuring guidance is tailored so pupils are able to make timely, informed decisions about their option plans.</p> <p>Undertake a realistic self assessment of their qualities, aptitudes and abilities and identify areas for development. Build self confidence and develop a positive self image.</p> <p>Show an understanding of the importance of personal budgeting, money management.</p>	<p>Ensure access to a progressive careers programme ensuring guidance is tailored so pupils are able to make timely, informed decisions about the options available to them after Yr11.</p> <p>Know the attributes, skills and knowledge they should possess to ensure they have the employability skills to enable them to be effective in the workplace and of benefit to their employer and the wider economy</p> <p>Show an understanding of wages, taxes, credit, debt and financial risk.</p>	<p>Ensure access to a progressive careers programme ensuring guidance is tailored so pupils are able to make timely, informed decisions about the options available to them after A ‘levels, BTEC Level 3 qualifications or after the level 2 Foundation Year.</p> <p>Make the most of support networks including making effective use of impartial careers information, advice and guidance and be able to demonstrate that they have acquired and developed the skills needed to improve employability. Be able to translate their achievements, into skills and qualities that employers & training providers seek.</p> <p>All pupils will receive advice about interview technique, competitive HE applications and CV preparation.</p>

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				Show an understanding of cost of living, student finance and budgeting for independent living.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	Ensure pupils are aware of the value of English and Maths, the diversity of science, technology, engineering and mathematics (STEM) careers. Pupils are aware of the opportunities afforded by universities for pupils from all backgrounds and the potential for apprenticeships to offer a high-calibre route into employment including degree level apprenticeships.	<p>Pupils learn about careers and the world of work and are able to match their skills, interests, learning styles and values to requirements and realistic opportunities in learning and work.</p> <p>Pupils are able to plan their post-16 subject choices to enable them to achieve their career aspirations. They are clear about the links between post-16 options and further study/training / careers.</p>	<p>Pupils are able to see how a subject links to a career through:</p> <ul style="list-style-type: none"> • Qualifications • Hard skills • Soft skills
5. Encounters with employers and employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, school apprenticeship evening and enterprise schemes.	<p>All pupils will have had the opportunity to attend the school apprenticeship evening, attending talks from universities, apprenticeship providers, employers and companies offering school leaver schemes. Students are given the opportunity to explore career ideas through face-to-face discussions with a range of people including inspiring individuals from universities, colleges & training providers.</p> <p>Pupils will have the opportunity to increase their awareness of 'new careers', for example those in the field of computer science/programming, nanotechnology, biotechnology, and cognitive science.</p>	All pupils will have had the opportunity to attend a career speaker event and be informed about external employer open days and advice days. This will have the aim of inspiring them to think more broadly and ambitiously about future education and career options through sustained and varied contacts with a range of employers, careers adviser, and other high-achieving individuals.	All pupils will have had access to a wide range of employers by attendance at the school apprenticeship evening, external employer open days and fairs / events, and a regular programme of enrichment speakers.
6. Experiences of workplaces	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	<p>Employers invited into school to talk about a range of occupational areas.</p> <p>Local company open days and visits advertised via Form Tutors. All pupils invited to school apprenticeship evening on Thursday 23 January 2020.</p>	All year 10 & 11 pupils invited to the school apprenticeship evening on Thursday 23 January 2020. Employer & training providers invited into school to raise awareness of the world of work. Targeted mock interviews with external employers for expected leavers. Local	All year 12 pupils will have had the opportunity to take part in a work experience placement, where possible linked directly to their future career plans. . They will have had the opportunity to demonstrate and develop their own employability skills.

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			company open days and visits advertised via Form Tutors.	Local company open days and visits advertised via Form Tutors
7. Encounters with further and higher education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.	All pupils will be aware of the learning pathways available to them and impartial guidance given on career progression routes. This will be aided by impartial careers guidance software & websites, including, 'Start Profile' and the 'National Careers Service' website	<p>All pupils will have had the opportunity to attend the school apprenticeship evening, attend talks from universities, further education establishments, apprenticeship providers, employers and companies offering apprenticeships and school leaver schemes.</p> <p>All students progressing to the Sixth Form will engage with at least one HE presentation and one apprenticeship presentation delivered by external institutions through the academic year.</p>	<p>All pupils will have attended workshops and presentations from a wide range of universities and apprenticeship providers throughout the year and have been able to attend the apprenticeship evening in school with a range of providers, including universities offering degree level apprenticeships.</p> <p>All pupils will have the opportunity to attend the Lancashire HE convention at Edge Hill University at the end of Year 12.</p>
8. Personal guidance	Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.	<p>Full time, school based, suitably qualified Careers Adviser is available for 1: 1 interviews and group discussions at key transition stages.</p> <p>The Careers Adviser prepares PSHE lessons for delivery by form tutors to ensure quality of content in each year of this key stage.</p>	<p>All year 11 students will have the opportunity to meet with the Careers Adviser during the Autumn / Winter terms for a 1:1 guidance interview to discuss career plans for after year 11. This includes higher Education, further education, moving to another L 2/3 provider, school leaver schemes and apprenticeship advice (advanced, higher & degree level).</p> <p>Referrals, are also made via Heads of Year and Form Tutors.</p> <p>The Careers Adviser prepares PSHE lessons for delivery by form tutors to ensure quality of content in each year of this key stage.</p>	<p>All Yr12 & Yr13 students have the opportunity to meet with the Careers Adviser either on a self referral basis or through referrals from staff.</p> <p>The Careers Adviser prepares PSHE lessons for delivery by form tutors to ensure quality of content in each year of this key stage.</p> <p>Careers adviser delivers a range of presentations including online careers resources how to apply to HE, apprenticeships, work experience & mock interview preparation.</p>

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Delivery Model

The following tables show the delivery model in order to achieve the KPIs detailed above. This is based on the premise that every school and college should have an embedded programme of careers education and guidance that is known and understood by pupils, parents, teachers and governors (Gatsby benchmark 1).

Lower school (KS3)

Gatsby Benchmark	Year 7	Year 8	Year 9
2. Learning from career and labour market information	<p>Introduction to the School Careers Adviser.</p> <p>‘Start Profile’ registration & profile mapping.</p> <p>Opening your Eyes ‘Start Profile’ lesson.</p>	<p>Two GCSE & BTEC Options choices lessons linking to potential careers choices.</p> <p>Year 8 Careers Week – Wide range of industry, apprenticeship and Higher education speakers</p>	<p>Battery of 15 careers lessons including:</p> <p>LMI Trends</p> <p>Promotion of STEM careers</p> <p>‘Start Profile’ registration & profile mapping</p> <p>Online careers resources lesson.</p>
3. Addressing the needs of each pupil	<p>Careers lessons in PSHE including Transition Lesson.</p> <p>Use of pupil performance data to identify pupils for specific interventions, for example underachieving pupils.</p> <p>Equality diversity kite marked careers resources used.</p> <p>‘Start Profile’ lesson, What jobs suite my interests & work preferences.</p> <p>Targeted interviews, EHCP interviews & meeting attendance (including parents & guardians)</p>	<p>Use of pupil performance data to identify pupils for specific interventions, for example underachieving pupils.</p> <p>Year 8 Careers Week – Wide range of industry, apprenticeship and Higher education speakers</p> <p>Equality diversity kite marked careers resources used.</p> <p>Targeted interviews, EHCP interviews & meeting attendance (including parents & guardians)</p>	<p>Careers lessons in PSHE.</p> <p>Apprenticeship evening & attendance at parent & guardian evenings.</p> <p>Equality diversity kite marked careers resources used</p> <p>Start Profile’ Making Post 16 Choices lesson.</p> <p>Differentiated lessons on careers exploration, EHCP reviews, employability skills & College SEN provision for ASD base pupils.</p> <p>DWP talk on employment support for ASD base pupils.</p>
4. Linking curriculum learning to careers	<p>Careers lessons & employer open days.</p> <p>Global Goals Hackathon – Unilever.</p> <p>Teachers using ‘Start Profile’ to demonstrate careers linked to subjects & subject related visits</p>	<p>Two GCSE & BTEC Options choices lessons linking in to potential careers choices.</p> <p>Global Goals Hackathon – Unilever.</p> <p>Teachers using ‘Start Profile’ to demonstrate careers linked to subjects & subject related visits</p>	<p>Careers Lessons.</p> <p>Use of ‘Start Profile’ linking subjects to occupations.</p> <p>Global Goals Hackathon – Unilever.</p> <p>Teachers using ‘Start Profile’ to demonstrate careers linked to subjects & subject related visits</p>

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5. Encounters with employers and employees	EA activities / speakers.	EA Activities / speakers. Year 8 Careers Week – Wide range of industry, apprenticeship and Higher education speakers to assist with option choices	DWP LMI trends talk and speakers.
6. Experiences of workplaces	Employment related events & visits promoted to students in conjunction with Wirral Chamber and Enterprise Advisor Careers input on staff backgrounds and routes in on school visits including Chester Zoo and Alton Towers.	Employment related events & visits promoted to students. Wirral Chamber Skills Show Careers input on staff backgrounds and routes in, on school visits including Chester Zoo and Alton Towers.	Employment related events & visits promoted to students. Wirral Chamber Behind the scene visits Careers input on staff backgrounds and routes in, on school visits including Chester Zoo and Alton Towers.
7. Encounters with further and higher education	Assembly - Vocational courses & HE options talk by Wirral Metropolitan College. Transition Lesson – looking at transition to college & HE.	Assembly - Vocational courses & HE options talk by Wirral Metropolitan College.	Assembly - Vocational courses & HE options talk by Wirral Metropolitan College. Careers Lessons in PSHE. ASD base talk from Wirral Metropolitan College relating to SEN courses & support.
8. Personal guidance	Full time, school based, suitably qualified Careers Adviser is available on a drop-in basis & via referral from school staff including, house staff & form teachers. Referrals from parents, guardians & 'other' professionals encouraged	Full time, school based, suitably qualified Careers Adviser is available on a drop-in basis & via referral from school staff including, house staff & form teachers. Referrals from parents, guardians & 'other' professionals encouraged	Full time, school based, suitably qualified Careers Adviser is available on a drop-in basis & via referral from school staff including, house staff & form teachers. Referrals from parents, guardians & 'other' professionals encouraged

Upper school (KS4)

Gatsby Benchmark	Year 10	Year 11
2. Learning from career and labour market information	Labour Market Trends Lesson. Preparing for Working Life - Rights and Responsibilities lesson. Wide range of impartial careers information available on school VLE including NCS Job Profiles & 'Start Profile'. These include LMI information & indicate growth sectors.	Wide range of impartial careers information available on school VLE including NCS Job Profiles & 'Start Profile'. These include LMI information & indicate growth sectors. All year 11 pupils invited to the school apprenticeship evening on Thursday 23 January 2020. Employer & training providers invited into school to raise awareness of the world of work.

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	<p>Year 10 Careers Week – Wide range of industry, apprenticeship and Higher education speakers to assist with post 16 choices</p> <p>All year 10 pupils invited to the school apprenticeship evening on Thursday 23 January 20. Employer & training providers invited into school to raise awareness of the world of work.</p> <p>Global Goals Hackathon - Unilever</p>	<p>Range of occupational and apprenticeship talks from external speakers</p> <p>Global Goals Hackathon - Unilever</p>
<p>3. Addressing the needs of each pupil</p>	<p>EA activities.</p> <p>Year 10 Careers Week – Wide range of industry, apprenticeship and Higher education speakers to assist with post 16 choices</p> <p>‘Start Profile’ registration & profile matching to careers.</p> <p>Apprenticeship evening.</p> <p>Equality diversity kite marked careers resources used.</p> <p>Differentiated lessons on careers exploration, EHCP reviews, employability skills & College SEN provision for ASD base pupils.</p> <p>DWP talk on employment support for ASD base pupils.</p> <p>Apprenticeship evening & attendance at parent & guardian evenings.</p> <p>Targeted interviews, EHCP interviews & meeting attendance (including parents & guardians)</p>	<p>EA activities.</p> <p>Apprenticeship evening.</p> <p>Equality diversity kite marked careers resources used.</p> <p>Differentiated lessons on careers exploration, EHCP reviews, employability skills & College SEN provision for ASD base pupils.</p> <p>DWP talk on employment support for ASD base pupils.</p> <p>Apprenticeship evening & attendance at parent & guardian evenings.</p> <p>Targeted interviews</p> <p>Youth Federation ‘New Futures’ Programme pilot with 10 Year 11 pupils at risk of underachieving or becoming NEET</p> <p>Targeted interviews, EHCP interviews & meeting attendance (including parents & guardians)</p> <p>Attendance on results day, support and follow up provided</p>
<p>4. Linking curriculum learning to careers</p>	<p>‘Start Profile’ What jobs suite my interests & work preferences.</p> <p>Careers Lessons, employer open days & speakers.</p> <p>Global Goals Hackathon – Unilever.</p> <p>Teachers using ‘Start Profile’ to demonstrate careers linked to subjects & subject related visits</p>	<p>‘Start Profile’ What jobs suite my interests & work preferences.</p> <p>Careers Lessons, employer open days & speakers, including local universities and employers</p> <p>Teachers using ‘Start Profile’ to demonstrate careers linked to subjects & subject related visits</p> <p>Global Goals Hackathon – Unilever.</p>

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<p>5. Encounters with employers and employees</p>	<p>Apprenticeship evening.</p> <p>Year 10 Careers Week – Wide range of industry, apprenticeship and Higher education speakers to assist with post 16 choices</p> <p>Speakers.</p> <p>Big Bang STEM Event & Toyota Engine plant tour.</p>	<p>Apprenticeship evening.</p> <p>Range of industry speakers.</p> <p>Mock interviews with external employers for 50 pupils at risk of becoming NEET</p> <p>Targeted mock interviews.</p> <p>Employment related events & visits promoted to students.</p>
<p>6. Experiences of workplaces</p>	<p>Big Bang STEM Event & Toyota Engine plant tour.</p> <p>Employment related events & visits promoted to students in conjunction with Wirral Chamber and Enterprise Advisor</p> <p>Careers input on staff backgrounds and routes in, on school visits including Chester Zoo and Alton Towers.</p>	<p>Careers input on staff backgrounds and routes in, on school visits including Chester Zoo and Alton Towers.</p> <p>Vauxhall Motors apprenticeship and graduate talk.</p> <p>TTE Apprenticeship talk & invite to open evening</p> <p>Royal Navy - visits</p>
<p>7. Encounters with further and higher education</p>	<p>Year 10 Careers Week speakers including FE & HE providers Sixth Form Taster Day.</p> <p>Apprenticeship Support & Knowledge (ASK) programme input & apprenticeship evening.</p> <p>ASD base talk from Wirral Metropolitan College relating to SEN courses & support.</p>	<p>Apprenticeship evening including college & university providers.</p> <p>Mock interviews with university, college staff & external employers</p> <p>Apprenticeship Support & Knowledge (ASK) programme input.</p> <p>Apprenticeships Hub Apprenticeship Awareness talk.</p> <p>Introduction to HE talk by Glyndwr University</p> <p>Post 16 Options talk from LJMU University</p> <p>ASD base talk from Wirral Metropolitan College relating to SEN courses & support.</p> <p>Training provider representatives in school on results day.</p>
<p>8. Personal guidance</p>	<p>Full time, school based, suitably qualified Careers Adviser is available on a drop-in basis & via referral from school staff including, house staff & form teachers. Referrals from parents, guardians & 'other' professionals encouraged</p>	<p>Yr11 Careers Interview, talks and group sessions</p>

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		Full time, school based, suitably qualified Careers Adviser is available on a drop-in basis & via referral from school staff including, house staff & form teachers. Referrals from parents, guardians & 'other' professionals encouraged
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Sixth Form (KS5)

Gatsby Benchmark	Year 12	Year 13
2. Learning from career and labour market information	<p>VLE resources available to all students.</p> <p>'Start Profile' to explore relevant careers and LMI.</p> <p>Wide range of visiting speakers.</p> <p>All year 11 pupils invited to the school apprenticeship evening on Thursday 23 January 2020.</p>	<p>VLE resources available to all students.</p> <p>'Start Profile' to explore relevant careers and LMI.</p> <p>Range of visiting speakers.</p> <p>All year 11 pupils invited to the school apprenticeship evening on Thursday 23 January 2020.</p>
3. Addressing the needs of each pupil	<p>Careers Interview (referral or self-referral basis).</p> <p>Targeted interviews, EHCP interviews & meeting attendance (including parents & guardians)</p> <p>Enrichment activities.</p> <p>Apprenticeship Evening.</p> <p>Yr12 Work Experience – all placements visited & checked & duties adapted for the individual pupil</p> <p>Mock Interviews.</p> <p>Equality diversity kite marked careers resources used</p> <p>Attendance on results day, support and follow up provided</p>	<p>Careers Interview (referral or self-referral basis).</p> <p>Targeted interviews, EHCP interviews & meeting attendance (including parents & guardians)</p> <p>Enrichment activities.</p> <p>Apprenticeship Evening.</p> <p>Equality diversity kite marked careers resources used.</p> <p>Attendance on results day, support and follow up provided</p> <p>Bespoke work experience help e.g. NHS related placements</p>
4. Linking curriculum learning to careers	<p>'Behind the Scenes ' – visits to employers, in association with Wirral Young Chamber.</p> <p>Careers talks.</p> <p>Apprenticeship awareness group work.</p> <p>Teachers using 'Start Profile' to demonstrate careers linked to subjects & subject related visits</p>	<p>'Behind the Scenes ' – visits to employers.</p> <p>Career talks.</p> <p>Alternatives to HE group work – apprenticeships.</p> <p>Teachers using 'Start Profile' to demonstrate careers linked to subjects & subject related visits</p>

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<p>5. Encounters with employers and employees</p>	<p>Careers talks with a range of industry speakers.</p> <p>EA Activities.</p> <p>Apprenticeship Evening.</p> <p>Yr12 Work Experience.</p> <p>Foundation student extended work experience.</p> <p>Mock interviews with external employers</p>	<p>Career talks with a range of industry speakers.</p> <p>EA Activities.</p> <p>Apprenticeship Evening.</p> <p>Promotion of employer & training provider open evenings</p>
<p>6. Experiences of workplaces</p>	<p>'Behind the Scenes ' – visits to employers, in association with Wirral Young Chamber.</p> <p>Yr12 Work Experience.</p> <p>Foundation student extended work experience.</p>	<p>'Behind the Scenes ' – visits to employers, in association with Wirral Young Chamber.</p> <p>Visits to local university workplaces</p> <p>Vauxhall Motors apprenticeship and graduate talk.</p> <p>Bespoke work experience help e.g. NHS related placements</p>
<p>7. Encounters with further and higher education</p>	<p>UCAS preparation talks.</p> <p>Program of speakers including local universities focussing on specific subject areas.</p> <p>Range of HE websites for UCAS research including: SACU Spartan Test - UCAS Course search UCAS Subject guides What University Which Degree Unitaster Days Unistats</p> <p>Alternatives to HE group work – apprenticeships.</p> <p>Lancashire HE Fair.</p> <p>Apprenticeship Evening.</p> <p>Mock Interviews.</p> <p>Welcome to Sixth Form & Next Steps evenings.</p>	<p>UCAS parents & Guardians evening.</p> <p>Student Finance talks.</p> <p>Personal Statement writing talks.</p> <p>Study Skills talk by external university staff.</p> <p>Program of speakers including local universities focussing on specific subject areas.</p> <p>Targeted interviews, EHCP interviews & meeting attendance (including parents & guardians</p> <p>Reaseheath College Visit for BTEC Animal Management Students. Apprenticeship evening.</p> <p>University provider representatives in school on results day.</p> <p>Apprenticeship Support & Knowledge (ASK) programme input.</p>

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	<p>Residential and taster events at local universities.</p> <p>University provider representatives in school on results day.</p> <p>Apprenticeship Support & Knowledge (ASK) programme input.</p> <p>Range of HE speakers</p>	
<p>8. Personal guidance</p>	<p>Full time, school based, suitably qualified Careers Adviser is available on a drop-in basis & via referral from school staff including, house staff & form teachers. Referrals from parents, guardians & 'other' professionals encouraged</p>	<p>Full time, school based, suitably qualified Careers Adviser is available on a drop-in basis & via referral from school staff including, house staff & form teachers. Referrals from parents, guardians & 'other' professionals encouraged</p>