



Careers Spotlight

Autumn 2024



“Widening horizons, challenging stereotypes and raising aspirations to improve the life chances of all our students.”

Welcome to this Term’s round-up of Careers activities. Our Careers Programme is designed to equip students to make well-informed decisions about their education and career goals, to grow their own networks and to build essential skills for life and work. We use our alumni and contacts with local employers, parents and education providers to help students understand where different choices can take them in the future. The programme is informed by the Gatsby Benchmarks which set the standard for excellent careers provision.

Careers is delivered through a combination of ‘Futures’ themed Super Learning Days, careers fairs, careers assemblies, tutor time activities, curriculum-based learning, workplace visits, university and college visits and evening events for parents. All members of staff at Springwood High School are engaged in the delivery of CEIAG through year group activities and by embedding careers in the curriculum. This is a snapshot of the activities delivered this term.

Raising aspirations on Futures Day

A thousand students and 60 employers and education providers took part in our Futures Event on Tuesday 22nd October in the Peter Hopkins Hall. It was specifically aimed at 14-18-year-old students who are making important decisions about their post-16 and post-18 choices:

- For students in Year 10 the event was an ideal opportunity for them to be inspired by careers and training and employment opportunities that they may not have previously considered
- Students in Year 11 were being encouraged to make decisions about their post-16 options including applications to sixth form or FE colleges and/or apprenticeships
- Students in Sixth Form considered the benefits of HE or higher-level apprenticeships post-18

Careers awareness and employability workshops were run with students in the morning followed by a Futures Exhibition in the main school hall in the afternoon.



Heads of Year for the different age groups put together an itinerary of tailored careers activities before students attended the Exhibition. These involved employers and education providers (including FE colleges and universities)

delivering workshops to help students to make informed decisions about their next steps. For example, Year 10s heard from the College of West Anglia, Springwood Sixth Form and Ask Apprenticeships about the choices they have after GCSEs whilst Year 11s completed the Help You Choose application process for post-16 choices and developed their employability skills by focusing on building confidence and resilience. Meanwhile, Sixth Formers heard about the benefits of work experience and chose a themed workshop to attend which looked at STEM, creative, health, public sector or business and finance careers.

A mix of employers and education providers, including some of the biggest employers in West Norfolk, were on hand to advise students e.g. the QEH, The Borough Council, Palm Paper and British Sugar. Employers talked about the apprenticeship and job vacancies they might have coming up and some students have since followed up on specific opportunities.

The event was also a great opportunity for employers to talent spot and develop contacts with their workforce of tomorrow. Some employers, such as specialist travel agency, One Traveller, were keen to demonstrate that students can pursue a career pathway right here in Norfolk rather than moving away for work. For instance, tourism is helping to drive economic growth in our county, supporting more than 54,000 jobs and contributing about £2.8bn to the local economy. One Traveller engaged with students as an exhibitor and also ran a workshop for Year 11 students interested in the travel and tourism sector.

Year 7 explore 'chemistry in the kitchen'

Year 7 students have had an introduction to 'Chemistry in the Kitchen'. It was a great opportunity for the students to see and engage with Chemistry that they see on a daily basis but on a larger scale with an explanation behind what they were seeing. The students fully engaged with the guest speakers and were blown away by some of the demonstrations. Year 7 students were encouraged to ask questions to help them understand the world around them and to consider possible future careers that involve Chemistry.

Some year 7 students also had the opportunity to get involved with the planetarium that was in school for two days. They were able to engage with space and be transported beyond the classroom to outer space. It gave the students an insight into what can be discovered with a questioning mind and hopefully inspired some future astronauts.



Year 8 use Unifrog to explore future destinations that match their ambitions



Year 8 have been throwing themselves into career opportunities this term. In Form Time, students have been using the Careers Platform Unifrog to complete personality quizzes to discover if they are well suited to the future job roles they are considering. They've also developed their first CVs and examined the challenges and rewards of work. Some students also attended a 'Find my Futures' event at the University of East Anglia, where they engaged with some inspiring employers from the world of Science, Technology, Engineering, and Maths. The students came away inspired! Finally, every student in Year 8 got an insight into the world of space through the Planetarium day. The technology was awe-inspiring and our students were amazed to learn about

just how vast our universe is! A whole host of students had their minds opened up to the possibility of a career in astrology and other related careers.

Year 9 reflect on the life of an engineer

We were delighted to again have students attend our annual STEM Christmas lecture to hear about the diverse range of careers and opportunities in STEM. This year we were very fortunate to have speakers in the fields of ecology and chemical engineering. We would like to give a massive thank you to Martin Tooley and Tom Parks for joining us. The lectures were for all students from Yr7-Yr13 and their parents. With nearly 100 people in attendance it was a wonderful evening.



Jaxon W said, "I had the great opportunity of attending the STEM lectures on the 3rd December. The two lecturers had established careers in chemical engineering and conservation. Both gave incredibly in-depth talks about their respective fields. Each one of their topics had its feet in the GCSE and A-level courses, this allowed a great introduction to these sciences and careers available to the vast amount of students who attended."



Year 10 busting stereotypes about construction

Year 10 GCSE Construction students had a great trip to the Department of Work and Pensions' Construction Fair to meet with a wide range of local employers, including Lovell Homes, Mace and Galliford Try, and about the trade, technical and graduate programmes available to them when they leave school. This activity is part of Springwood's careers strategy to challenge stereotypes. Career Lead Nicky Thompson, who was once employed promoting construction careers with CITB, said, "For far too long, construction has been seen as a sector which only provides jobs for the boys. However, there are a multitude of exciting opportunities in the industry and you might be surprised about just how varied, inclusive and diverse construction is. There is a place for everyone in the construction team, we want students to be open-minded and explore the opportunities open to them."

Year 11 aim higher with university talk

Year 11 students received an inspiring talk from Ayosola Odunlami at Anglia Ruskin University highlighting the opportunities available to them after finishing school. Focusing on the various courses, life on campus, and the long-term benefits of higher education, Ayosola also shared personal stories and experiences. The aim is to motivate students to explore their passions and consider the possibilities that university can offer. This talk was a fantastic chance for students to learn about the exciting paths that await them after leaving Springwood, and we hope it will spark their curiosity and help them think about their future goals with enthusiasm and confidence.





Year 12 aspiring legal professionals on the case

Year 12 students had a fantastic introduction to the legal system, as well as an opportunity to develop confidence and speaking and listening skills, by taking part in a mock trial competition. Students were given a case and accompanying evidence, taking on various legal roles and acting out the trial in the law courts in Norwich. Many of the students involved aspire to a career in the legal profession so this was an excellent opportunity to experience a real-life courtroom. Lucy is an aspiring solicitor who particularly valued the experience, "I really enjoyed participating in the mock trial at Norwich Crown Court. I thought it was beneficial that we could perform our case in front of a judge and get feedback on how to improve and what would have made our case more convincing. I hope to do it again next year."

Year 13 apprenticeship search gets boost from alumni

Springwood alumni, Owen Wright, recently came along to speak to Year 13 students about current vacancies for Operations apprenticeships at Mars. It was great for students to hear about the pathways taken by Owen and his colleagues and the different progression routes on offer at a company that values and develops its employees. More local employers, including Palm Paper and Anglian Water, are planning to speak to students about their vacancies in the New Year. Approximately 80 Year 13s are hoping to secure an apprenticeship after completing their A Levels in June.



Where are they now?

Four of our former students are making the numbers work in their favour by joining an apprentice scheme with a local accountancy company. Freddie Burt, Evie Lane, Ella Howard and Libby Coe have joined the King's Lynn office of accountants Mapus-Smith & Lemmon LLP and Lemmon as trainees, and are earning while they learn.

"I have chosen this option to gain both the knowledge and the experience needed for this career path while also avoiding the expense and debt of university. It gives you first-hand

insight into what the career entails, meaning you fully understand the ins-and-outs of the job you are going into," said Libby.

The company operates an in-house apprentice scheme, and it's a system that has worked well over the years - with former Springwood pupils now partners.

Careers in the curriculum: spotlight on food, fashion and music



In the Technology and Music Departments, students in KS4 and KS5 have had insights into career pathways for those studying on food, fashion and music courses.

The Royal Navy set a challenge for GCSE food students to work in teams against the clock to prepare two dishes fit for serving in the Officer's Mess. This was followed by a careers talk showcasing the apprenticeship routes into a wide range of navy careers including catering. Head of Department Steph Beech explained that this event is part of a series of careers activities highlighting food careers, "Many students assume that a GCSE in food only leads to being a chef in a local restaurant but it can, in fact, be a gateway to a wide range of careers. We also run trips to Holkham Hall to hear about land-based careers and we also visit the National Centre for

Food Manufacturing to see the work of Food Scientists and Food Technologists. It's all about widening horizons and helping students to learn about careers they might not have considered previously."

KS5 Fashion students visited a pioneering exhibition at Sandringham House to see a collection of 26 innovative garments and accessories constructed using plant waste taken from Royal Gardens including Highgrove and Sandringham. The exhibition was a source of inspiration for aspiring fashion designers looking to produce sustainable fashion garments of their own. Emma Markwell, lead Fashion Teacher, saw the exhibition as an opportunity to highlight how the fashion industry is responding to some consumers demanding an end to unsustainable 'fast fashion' trends, "For those students with ambitions to join the world of fashion, it was fascinating to see these innovative fabrics and construction techniques. Who knows, as a result they could go on to become successful designers who are leading the way in garments that reuse, recycle or repurpose materials."



WaterBear is a specialist College of Music which offers degree and masters courses tailor-made for budding musicians. KS5 Music Technology students took part in a WaterBear workshop for advice and guidance on songwriting, performance and production qualifications. Music Technology Teacher, Pete Cuss is keen for his students to hear about the scale of opportunities available in the music industry, "Whilst most students focus on the 1% of successful recording artists, the reality is that the music industry contributed a record £7.6 billion to the UK's economy last year with 216,000 people employed in full-time professional music-related roles many of which are behind the scenes. It's important for us to showcase the types of roles available and the different settings people can work in so they can make informed choices about where their passion for music can take them in the future."



Meet the careers team: careers leadership and advice and guidance

At Springwood all teachers are 'teachers of careers' and they are supported by our Careers Lead, Nicky Thompson, and our Independent Registered Career Development Practitioner, Christine Walton.

Nicky Thompson had a 25 year career in Communications and Marketing before retraining as a teacher 10 years ago. She has worked in a variety of industry sectors which have given her a detailed understanding of the education, skills and training pathways post 16 and 18 - including promoting apprenticeships and careers in the construction industry whilst an Executive Director at local employer CITB. Nicky's role is to oversee the development and implementation of Springwood's Careers Programme and to support all Departments to embed careers in the curriculum. See more about Nicky's career history on [LinkedIn](#).



We are also delighted to have Christine Walton working with us to deliver one-to-one career advice and guidance to students through in-school or virtual appointments. Christine can provide students with the information and tools needed to plan their next steps - whether that's aiming towards a particular career path, additional training, work experience or support for them to make the decision that is right for them, now and in the future. To request an appointment with Christine for your child please contact her via c.walton@westnorfolkacademistrust.co.uk

Getting involved

The next major career event will take place during **National Apprenticeship Week (11-14th February)** where we are planning an **Assembly Take-Over week** and **workshops** for KS4 and KS5 school leavers:

KS3 Guess my Job

Two apprentices give three clues to their jobs:

- Where they work (office/outdoors/factory/hospital etc)
- One object they use everyday (calculator/tape measure/hard hat etc)
- One task they do everyday (meet clients/update spreadsheets etc)

Then explain what it was like to start their careers as apprentices

KS4 Getting ready to be an Apprentice

Employers introduce different levels of apprenticeship (post 16 + 18) and the employability skills students can work on now to get ahead

KS5 Exploring the apprenticeship route to a degree

Degree Apprenticeships - employers explain the benefits to Year 12s

Year 11 and Year 13 Apprenticeship Workshops (targeted)

- Mock interviews
- CV clinics
- Assessment Centre tasks
- Application completion for live vacancies

If you are a parent or employer and would like to get involved in National Apprenticeship Week, or our wider careers work, please contact our Careers Lead Nicky Thompson at n.thompson@springwoodhighschool.co.uk