

Careers Framework

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

Careers Aims	Careers Knowledge and Skills	Essential Skills for Life and Work	Student Voice
<p>Year 7 (careers foundation):</p> <ul style="list-style-type: none"> To encourage students to explore their interests, skills and competencies To begin to develop essential skills for life and work To develop a broad understanding of the world of work by participating in Year group challenges and industrial awareness activities To identify career paths through curriculum activities and visits 	<p>Unifrog: Quizzes on interests, personality, work environments, skills</p> <p>SpringVille: Virtual workplaces x4</p> <p>Curriculum activities and visits</p> <p>Gifted and Talented – Excellence Programme</p>	<p>HERO</p> <p>SLD Industrial Awareness – Smoothies</p> <p>ICT Skills – email, MS, Google Classroom</p> <p>Student Council - application and interviews</p> <p>PSHE organisation, resilience, positivity, money</p> <p>VESPA</p>	<p>FSQ: Starting secondary Term 1 and Term 3 to measure baseline and progress</p>
<p>Year 8 (careers foundation):</p> <ul style="list-style-type: none"> To encourage students to widen horizons and explore a variety of work environments and career pathways To further develop essential skills for life and work To develop a broad understanding of the world of work by participating in Year group challenges and industrial awareness activities To identify career paths through curriculum activities and visits 	<p>Unifrog: Careers Library Treasure Hunt, careers terminology, dream jobs</p> <p>Springville: Virtual workplaces x4</p> <p>What skills and personal qualities will create opportunities for the future</p> <p>Curriculum activities and visits</p> <p>Gifted and Talented – Excellence Programme</p>	<p>Endeavour/Springfest</p> <p>SLD Industrial Awareness – Sustainable Products</p> <p>Crest Award</p> <p>Prefecting</p> <p>Student Council - application and interviews</p> <p>PSHE dealing with change</p> <p>VESPA</p>	<p>FSQ: Transition from KS3</p>

<p>Year 9 (transition to KS4 and CEIAG):</p> <ul style="list-style-type: none"> To raise aspirations and challenge stereotypes by exploring careers options in more detail as they approach GCSE decision-making To provide opportunities for multiple employer and provider encounters – developing an understanding of different post-16 pathways (including apprenticeships, T-levels, BTECs and A levels) To identify career paths through curriculum activities and visits 	<p>Unifrog: Interests and skills linked to careers/competencies/GCSE choices</p> <p>Future jobs and careers – how the world of work is changing</p> <p>Employer Engagement (x3) – challenging stereotypes</p> <p>Provider Engagement (x2 by End of Feb) – information about post-16 pathways</p> <p>Gifted and Talented – Excellence Programme</p> <p>Virtual work experience Springpod/Unifrog</p>	<p>Year 9 Ambassadors</p> <p>Student Council - application and interviews</p> <p>PSHE Personal understanding, work and money, self-image and self-esteem</p> <p>Making a good impression when applying for a part-time job –</p> <p>Employment rights and responsibilities</p> <p>VESPA</p>	<p>FSQ: Transition from KS3</p>
<p>Year 10 (CEIAG)</p> <ul style="list-style-type: none"> To encourage students to develop their own future education and career goals To investigate the key employment sectors in Norfolk and the career opportunities in our local area To provide further opportunities for multiple employer and provider encounters – developing an understanding of different post-16 pathways (including apprenticeships, T-levels, BTECs and A levels) To identify career paths through curriculum activities and visits To provide opportunities for students to experience the world of work through virtual and face to face work experience, work shadowing and volunteering To provide personalised guidance via a qualified Careers Adviser 	<p>Unifrog: Personality profiles and work environments/CV and writing tools for applications</p> <p>Futures Event: Post 16 and post 18 choices – a structured day providing multiple employer and provider encounters (x2 by End of Feb)</p> <p>FE College & Sixth Form Experience Days</p> <p>National Apprenticeship Week events</p> <p>Norfolk Career Pathways events</p> <p>Curriculum activities and visits</p> <p>Workplace work experience for targeted students</p>	<p>Student Council</p> <p>Job descriptions and person specifications</p> <p>Recruitment and selection processes: interviews and assessment centres</p> <p>Making a good impression when applying for a course or job</p> <p>Mock Interviews</p> <p>Higher Project Qualification</p>	<p>FSQ: GCSE years</p>
<p>Year 11 (transition to post 16 destinations)</p> <ul style="list-style-type: none"> To encourage students to review their own future education and career goals and finalise post-16 destination 	<p>Unifrog: Post 16 options/managing workloads and wellbeing</p>	<p>Mock Interviews for selected students</p>	<p>FSQ: GCSE years</p>

<ul style="list-style-type: none"> ● To support students through application and interview processes for Sixth Form, FE Colleges and/or apprenticeships ● To provide personalised guidance via a qualified Careers Adviser 	<p>Futures Event: Post 16 and post 18 choices – a structured day providing multiple employer and provider encounters</p> <p>College and Sixth Form Open Evenings</p>		
<p>Year 12 (CEIAG)</p> <ul style="list-style-type: none"> ● To encourage students to develop their own future education and career goals ● To investigate the key employment sectors in Norfolk and the career opportunities in our local area ● To provide further opportunities for multiple employer and provider encounters – developing an understanding of different post-18 pathways (including degree and higher-level apprenticeships, degrees and HNDs) ● To identify career paths through curriculum activities and visits ● To provide opportunities for students to experience the world of work through virtual and face to face work experience, work shadowing and volunteering ● To provide personalised guidance via Progress Tutors and a qualified Careers Adviser 	<p>Progress Tutor 1-1s – personalised EIAG, destination goals</p> <p>Early Entrant Programme – support for students applying for competitive universities</p> <p>SLD 1 Futures Event: Post 18 choices – a structured day providing multiple employer and provider encounters (x2 by End of Feb)</p> <p>Assemblies and subject based Futures Lectures</p> <p>Virtual Work Experience: Uptree/Springpod/Unifrog/Speaker for Schools/HAS</p> <p>SLD2: University Visit or HLA and Personal Branding (My Great First Job)</p> <p>Curriculum activities and visits</p> <p>VESPA assemblies/Alumni talks - LinkedIn</p> <p>UCAS Roadshow Norwich</p> <p>University Open Days</p>	<p>Enrichment activities including Young Enterprise, Gold Duke of Edinburgh Award, Sports Leader and First Aid</p> <p>Extended Project Qualification</p> <p>Employment at SHS</p> <p>Mentoring and volunteering – reading and maths, events</p> <p>Clubs and Societies – leadership opportunities</p> <p>Challenges Abroad Trips (community volunteering)</p> <p>Head Student and Student Council elections</p>	<p>Termly ‘tell us how it is’ surveys</p> <p>Transition and subject focus groups</p> <p>FSQ: Post 16 study (End of June)</p>

	<p>SLD3: UCAS sign up and personal statement workshops + CV and personal statement workshops for apprenticeships, Unifrog</p> <p>Careers Adviser 1-1s for selected students</p> <p>Workplace Work Experience</p>		
<p>Year 13 (transition to post 18 destinations)</p> <ul style="list-style-type: none"> ● To encourage students to review their own future education and career goals and finalise post-18 destination ● To support students through application and interview processes for Higher Education establishments and/or apprenticeships ● To provide personalised guidance via Progress Tutors and a qualified Careers Adviser 	<p>Progress Tutor 1-1s – personalised EIAG, logging destination goals</p> <p>Careers Adviser 1-1s for selected students</p> <p>Early Entrant Programme – support for students completing entrance examinations and preparing for interviews</p> <p>SLD 1: 1-1 personalised support for UCAS personal statements followed by completion of university applications or support for apprenticeship applications (CVs, personal statements, assessment centres) MOCK INTERVIEWS</p> <p>Evening invite to Futures Event: Post 18 choices – multiple employer and provider encounters with parents/carers</p> <p>University Open Days and Applicant Days</p> <p>Apprenticeship assemblies and workshops (Apprenticeship Hub on Google Classroom)</p> <p>Gap year assemblies</p> <p>Results day support for post 18 destinations eg Clearing</p>	<p>Challenges Abroad Trips (community volunteering)</p>	<p>Subject focus groups</p> <p>FSQ: Post 16 study (Easter)</p> <p>Exit Survey</p>

