

Careers Programme

The careers programme at Crookhorn College is split into two main areas: Education during *PSHE* and *Enrichment Activities and Careers Awareness/Guidance*. Both are linked together and are audited against three sets of standards, PHSE Curriculum, Gatsby Benchmarks and the CDI Framework. This is to ensure the students are prepared to take the next steps of their education/training after leaving school.

PSHE

During PSHE lessons each year students have a careers rotation where lessons are based on the following questions:				
Year 7	Year 8	Year 9	Year 10	Year 11
<p>What is careers education and why is it important?</p> <p>What career suits you? What are your learning styles and how can these help you to achieve your goals?</p> <p>Job research – What does the job involve and what transferable skills do you need?</p> <p>What will the future look like and how will this impact your career? What is career stereotyping?</p> <p>Careers and finance – How does money effect your future?</p> <p>Target setting and planning – How are you going to get the best at school to ensure you have the best post 16 options</p>	<p>What makes you who you are and how do your beliefs link to your career?</p> <p>What is a job family and how can stereotyping affect the images of these families?</p> <p>Careers and finance – How does money effect your future?</p> <p>Job Research - Using online tools to discover what careers suit your personal skills and interests.</p> <p>Feedback – how can feedback from your subjects support you to achieve your career aspirations.</p>	<p>What are the different types of employment and how can these affect your career path?</p> <p>What are skills and why do employers look for different skills?</p> <p>Revisit your learning style, has this changed since year 7 and what skills have you already developed. Why are these important for your future?</p> <p>Preparing for life after school, what is RPA (Raising Participation Age) and how does this affect you?</p> <p>Continued Job Research - Using online tools to discover what careers suit your personal skills and interests.</p> <p>(Year 9 also have 4 addition lessons in Summer 2 to launch work experience)</p> <p>What are transferable skills and how will they affect my work placement?</p>	<p>Post 16 options – What are they and focus on the different FE/Training providers locally.</p> <p>Post 16 options – What are the different qualifications and the levels e.g., the difference between A Levels/T Levels/BTEC</p> <p>Life after compulsory education – What is lifelong learning?</p> <p>Work Experience Preparation – What are the employer's responsibilities.</p> <p>Work Experience Preparation – What are your responsibilities, complete targets in your logbook.</p> <p>Work Experience – Week 1 Work Experience – Week 2</p> <p>(3 x rollover lessons)</p> <p>Career Pilot – What are my post 16 options?</p> <p>Career Pilot – What are my skills/Qualities and how will they affect my career path</p>	<p>What is a CV and how do these impact your career?</p> <p>Plan your draft CV</p> <p>Complete your final CV and submit in preparation for</p> <p>Mock Interview Day Interview skills – how an interview works and why employers conduct them.</p> <p>How does social media impact the job market, how can your social media have negative/positive impact on your career. Create a LinkedIn account.</p> <p>Post 16 – Further research on FE/HE options and what is available locally. Focus on courses ready to make your applications.</p> <p>Complete college applications and further research on career pathways.</p>

		How are transferable skills and mindset developed in the workplace? Work Experience – Where am I going and how am I going to get there. Planning techniques	Careers Escape Room – Understanding the different options	
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Enrichment Activities & Careers Awareness/Guidance

Year 7	Year 8	Year 9	Year 10	Year 11
<p>Smart Start Day – introducing students to careers and how the skills they will develop at school are important to their career. Includes interactions with the NHS and understanding different career paths</p> <p>University Trips and workshops with University of Southampton and Portsmouth University</p> <p>Guidance - Group Session on raising aspirations.</p> <p>Awareness – Access to suitable online information about career pathways, including access to the Spark Careers App</p>	<p>Employer Exhibition – The chance for students to interview local employers to find out about why transferable skills they learn at school are important to employers. With a focus on understanding apprenticeships including meeting an apprenticeship training provider</p> <p>University Trips and workshops with University of Southampton, Portsmouth University and Bournemouth University</p> <p>Guidance – 1:1 interview with a career’s advisor about options and career pathway</p> <p>DBLP – Whole year group workshop on aspirations</p> <p>Awareness – Access to suitable online information about career pathways, including access to the Spark Careers App</p>	<p>Skills for Life Day – Students work on and enterprise task with the support from Heads of House and local employers. This shows them the link to enterprise skills and life skills.</p> <p>Post 16 Careers Fair – Students attend a locally organised careers fair to research post 16 options.</p> <p>University Trips and workshops with University of Southampton, Portsmouth University and Bournemouth University</p> <p>Guidance – Where required/requested early intervention 1:1 interview with career advisor.</p> <p>Awareness – Access to suitable online information about career pathways, including access to the Spark Careers App</p>	<p>Two Weeks Work Experience – Students experience the world of work in real life. Launched at the end of year 9 to enable students to develop their skills while researching and finding a placement.</p> <p>College Taster Day – Students attend a local college to gain an understanding of the post 16 courses that are offered locally.</p> <p>University Trips and workshops with University of Southampton and Portsmouth University</p> <p>Guidance – 1:1 interview with a career’s advisor about post 16 options</p> <p>Awareness – Access to suitable online information about career pathways, including access to the Spark Careers App</p>	<p>Mock Interview Day – Students are interviewed by local employers to gain an understanding of how to prepare and participate in an interview.</p> <p>Post 16 Options Event – Students attend the careers fair to gather information direct from the local providers about the courses/opportunities that they offer and the entry requirements.</p> <p>Assemblies – Students will have the opportunity to hear from local colleges/apprenticeship training providers/UTC about courses available to them.</p> <p>Aim Higher – Assembly from Portsmouth University around myth busting for HE</p> <p>Guidance – 1:1 interview with a career’s advisor about post 16 options</p> <p>Awareness – Access to suitable online information about career pathways, including access to the Spark Careers App</p>

				Transition – Information provided about transition and support available.
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The Gatsby Benchmarks

The Gatsby Benchmarks were published in 2014 and are identified the 2017 Government Strategy on Careers as the nationally recognised framework to inform careers provision in schools and colleges. The commitment to providing good quality careers education at Crookhorn College is illustrated in the table below which shows some of the keyways in which we are meeting the benchmarks.

Gatsby Benchmark	
1. A stable careers programme	A half termly module of careers education for all year groups (7-11) within the PSHE rotation. Related topics e.g., Personal Finance & Enterprise covered in the Enterprise & Life skills module
2. Learning from careers & labour market information	Up to date information from online resources such as Spark, National Careers Service, Careers Pilot is used as part of careers education lessons. Students are provided with log in details for independent research. Careers library has up to date publications Visits and talks from local post 16 providers and employers
3. Addressing the needs of each pupil	Comprehensive tracking process which records all the personal development & careers education activities each individual student takes part in, this helps us to try and spread the opportunities amongst as many students as possible, where appropriate. Careers leader works closely with pastoral team led by the Asst Head for Pastoral to tailor individual support. Destination information is analysed to inform how future provision is directed. Individual transition plans for students with EHCPs
4. Linking curriculum learning to careers	References to career routes & progression pathways are displayed in subject areas. Examples of activities during lesson time are - speakers visiting child development and FE visitors to English & Sociology. Subject trips are linked to careers within the subject In addition to the Careers Leader there is a STEM Co-ordinator role with responsibility for raising awareness of careers relating to these subject areas. Evaluations are carried out each academic year, reviewing where lessons have linked to career pathways for each subject.
5. Encounters with employers and employees	Y7 – Smart Start – Interaction with the NHS to understand different roles and pathways Y8 – Employer Exhibition – Interviewing local employers to find out about apprenticeships and transferable skills in the workplace. Y9 - Skills for Life Day – working with representatives from different industries for a morning, including a Q&A session. Y10 – 2 weeks work experience placements for all students. Y11 – Mock Interview Day, every student has a 1-1 interview and feedback session. Visits to employers through curriculum or careers links on a when appropriate and available.
6. Experiences of workplaces	Y10 – 2 weeks' work placement Workplace visits

7. Encounters with Further & Higher Education	<p>Y7 – Smart Start – Interaction with a university</p> <p>Y8 – Employer Exhibition – Interaction with an apprenticeship training provider</p> <p>Y9 – Skills for Life Day – Interaction with student ambassadors from university. Attendance and interactions with different pathways at the HFOS careers fair</p> <p>Y10 – Taster day – FE taster day</p> <p>Y11 – Post 16 options fair/FE & HE assemblies</p> <p>Targeted programmes with 3 local universities, Portsmouth, Southampton & Bournemouth for years 7-10. Including visits to campus, workshops run in school, residential visits and projects.</p>
8. Personal Guidance	<p>Hampshire Futures (Level 6 qualified practitioner) – 2 days per week impartial 1-1 careers interview and small group works which ensure all students have at least 2 encounters with a careers adviser, at least one of which will be an individual interview.</p> <p>Careers Leader is Level 6 qualified careers practitioner, and the Personal Development Learning Manager is a Level 7 qualified careers practitioner.</p>