

Careers Framework 2017/2019 (linked to Gatsby Benchmarks, Local Enterprise Partnerships and ACEG framework)

Year 7-13 Tutor programme and assemblies to include aspects of careers, enterprise and employability and national awareness days and themed weeks including national careers and apprenticeships week.

Learner analysis

The delivery, appropriate resources and support given to enable learning considers the following:

- Age and ability
- Builds upon prior learning
- SEN
- Learning styles and learning environments

Validation and Evaluation of our CEIAG programme

Our careers programme is evaluated, analysed and reviewed using a variety of methods.

- Staff observations
- One to one careers guidance interviews
- Group discussions (form time and student steering group)
- Staff and student feedback and questionnaires
- Provider feedback
- Parent questionnaires
- Year 11 intended destination questionnaire and review
- Annual CEIAG report
- Destination figures

The data provides us with information to prove the quality and effectiveness of our provision and identify any improvements which need to be made.

Gatsby Benchmarks

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

Staffordshire and Stoke LEP economic plan

(<https://www.stokestaffslep.org.uk/app/uploads/2019/01/SSLEP-Strategic-Economic-Plan-April-2018-.pdf>)

Vision

An economic powerhouse driven by the transformation of Stoke-on-Trent into a truly competitive and inspiring Core City and enabling the growth of a thriving economy throughout the connected county of Staffordshire where everyone has the opportunity to access a better job.

Ambition

Our previous SEP outlined our ambition to grow our economy by 50% and generate 50,000 new jobs over a 10-year period. The strong growth in the number of jobs in the area means that we are easily on track to develop 50,000 new jobs by 2024.

Objective

Skilled Workforce- Our future economy will be underpinned by an outstanding skills system that focuses on the skills pathway of individuals as they go through life, enabling individuals to make informed choices about the Stoke-on-Trent & Staffordshire Strategic Economic Plan – April 2018-10 best route for their learning, career development, re-skilling and upskilling.

Careers Learning Outcomes (see appendix)

The Framework and this Guide have been developed and produced by the Association for Careers Education and Guidance (ACEG) and together they are intended to help raise the quality and breadth of careers and work-related education for young people
<http://www.cegnet.co.uk/uploads/resources/ACEG-Framework-final.pdf>

Greater Birmingham and Solihull economic plan

(<https://qbslep.co.uk/resources/reports/strategic-economic-plan-2016-30>)

Our mission remains clear – to create jobs and grow the economy of Greater Birmingham and in so doing raise the quality of life for all of the LEP's population. The successful delivery of our mission relies on increasing business and workforce productivity and competitiveness – particularly by raising skills levels and stimulating demand led innovation.

Whole teaching staff training - staff are given training regarding the labour market, skills gap, careers strategy and the Gatsby benchmarks and how to link to their curriculum along with useful careers resources

On site employer Valyou recruitment- CTTC uniquely have an on-site employer who are a recruitment agency for Construction and Engineering. We work in a close partnership with them to include offers such as work experience, delivering in lessons including Business and ICT, assemblies and even Apprenticeship opportunities for some of our students.

Student Alumni - We have many past students who come back into school to share their experiences since leaving school. This has included those who have gone onto an Apprenticeship, University and those who have successfully set up their own businesses including the Burntwood area.

Year 6	ACEG- KS2 Learning Outcome 1,2,3,4,11, GB1 , GB2, GB4,	<ul style="list-style-type: none"> • Let's talk jobs' – Aim – Year 6 students explore a wide range of careers linking to their skills and qualities and favourite subjects • Electro comms club- Aim- Some of our Year 6 students from feeder Primary Schools work with our older students, teachers and volunteers have a taster of the Electro Comms club.
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Year 7	KS3 Learning Outcome 1,2,3,4,5,6,7, 10,11,12,13, 14,15,16,17 GB1, GB2, GB3, GB4, GB5, GB7	<ul style="list-style-type: none"> • World of STEM event – Aim- Taking place at Birmingham City University this event explores science, technology, engineering and maths • Tony Evans life coach- Aim- An introduction to developing skills to build resilience and organisation skills • NCS –Aim- Students explore the importance of working as part of a team • National Careers Week 2019 – Aim- Career ready 'Starting your career planning' Students explore the top 5 sectors who currently employ the most people in England. Students have follow on activities during Form Time using the resources on National Careers Week. • We are stars Science Day – Aim- held at Keele University Stardome featuring a new 360-degree immersive science documentary that explores the secrets of our cosmic chemistry, and our explosive origins. • Employment Futures Expo 2018- Aim- Students have the opportunity to attend and engage with 160 exhibitors across ten zones and participate in have go activities. • EON- Aim- A 2-hour STEAM workshop around Dementia and creating an app to support those who would benefit • Planitglobal- Aim- First introduction to careers and to navigate around their website and careers resources • Voluntary Careers Advisor/ Mentor – Aim- Small group work sessions to look at topics including decision making, goal making, barriers to engage and succeed such as self-esteem and confidence
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Year 8	ACEG KS3 Learning Outcome 1,2,3,4,5,6,7, 10,11,12,13, 14,15,16,17	<ul style="list-style-type: none"> • Employment Futures Expo 2018- Aim- Students have the opportunity to attend and engage with 160 exhibitors across ten zones and participate in have go activities • Dragons Den – Aim- Students become entrepreneurs for a day and deliver their pitches to dragons involving local employers and the chamber of commerce
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GB1, GB2,
GB3, GB4,
GB5, GB7

- **Careers Self-Awareness-Aim-** Yeti deliver and further develops student's awareness of careers linking to extracurricular and personal development opportunities
- **Step into the NHS – Aim-** Students are invited to attend an event at Stafford County Showground to raise awareness of the 350 different careers in the NHS and have a go at the different activities.
- **National Careers Week 2019 – Aim-** Local business owner and student alumni David Whitehouse from 'In life' , delivers an assembly on his journey to setting up his business. Activities further completed with Form Tutors using resources from National Careers Week.
- **Structural Engineering Workshop Institute of Civil Engineers and Learn by Design- Aim-** The workshop explores what Structural Engineering is all about with practical tasks, a design based challenge and a career myth busting session
- **Ready-steady cook- Aim-** Professional chefs support students to cook two dishes in 45 minutes from a mystery bag with an audience voting for their favourite dishes.
- **Tomorrows Engineers 2019 – Aim-**A day of interactive 5 x 1 hour workshops looking at stereotyping, myth busting, LMI, What is Engineering , routes and paths and skills required

Year 9

ACEG
KS3 Learning
Outcome
1,2,3,4,5,6,7,
10,11,12,13,
14,15,16,17
GB1, GB2,
GB3, GB4,
GB5,GB6,
GB7, GB8

- **Employment Futures Expo 2018- Aim-** Students have the opportunity to attend and engage with 160 exhibitors across ten zones and participate in have go activities
- **Young professionals Youth Employment UK – Aim-** Students register using an online resource for students to access modules on building their work and employability skills
- **GSCE Options – Aim -** This is externally delivered by Colleges to look at supporting students choose GCSE options
- **SEN /LAC/ PP students –Aim-** students requiring more advice and guidance are given a one to one meeting with the careers advisor and SENCO to look at choosing options.
- **All other Year 9 students and their parents- Aim-** Following GSCE options evening, all parents have the opportunity of referring for a one to one guidance interview with the careers advisor. All Year 9 students are interviewed by a member of SLT to discuss option choices.
- **Nationwide Building Society- Aim-** Finance workshop covers making sensible decisions about saving and spending and manage a personal budget

- **Edge Hill Uni- Aim-** Discovering HE courses and careers and Is Uni for me?
- **Big Bang Skills Show –Aim-** group of students taken to explore STEM careers
- **Youth award/ RGA/RBA –Aim-** Enterprise activities including local entrepreneurs who come into school to talk to students about setting up their own business. Students have to plan and organise and make their own product to sell at a school charity event which they have to additionally prepare and deliver a presentation to be judged.
- **National Careers Week 2019 –Aim-** Local business owner and Entrepreneur 'Ruth Forster' delivers an assembly on what skills are important to future careers. Activities further completed with Form Tutors using resources from National Careers Week.
- **Express yourself- Aim-** Dave Smith stand-up comedian, creative writer and renowned journalist delivers a workshop looking at the importance of life skills/employability skills. Additionally, looks at careers in creative writing.
- **STEM DAY – Aim-** Small piece trust deliver an in house full day of STEM workshops and activities to 60 students
- **Year 9 Residential Engineering –Aim-** Aimed at NCOP students offered at Harper Adams University in liaison with JCB and JLR a small group of students get to experience a 3 day and 2-night experience.
- **ElectroComms Extra-Curricular project – Aim-** Wider family learning 6 week after school course with members of Stafford and Districts Amateur Radio Society and sponsored by local employers
- **Arts and Digital Technology project- Aim-** Wider family learning 6 week after school course supported by STEM Co-ordinator and other key teaching staff sponsored by a local employer
- **Duke of Edinburgh – Aim-** Develops employability and personal skills as well as work experience
- **Year 9 Student Mentoring- Aim-** This in house opportunity offers older students the opportunity to undergo training to support Year 6 students coming up to school to support with the transition into Secondary School.
- **Year 9 Conference Harper Adams- Aim-** Aimed at NCOP students via Higher Horizons included a campus tour, seeing two academic sessions, visiting a Higher Education fair and also seeing a performance all around Science, Technology, Engineering and Maths

**Year
10**

ACEG

KS4 Learning
Outcome

1,2,3,4,6,7,10,11,12,
13,14,15,16
17,

GB1, GB2,
GB3, GB4,
GB5,GB6,
GB7, GB8

- **Student Alumni – Aim-** Previous student who is now an Apprentice with Aston Martin talks to students about the company and his apprenticeship
- **Professional chef –Aim-** Demonstrates the use of Game meat preparation
- **Work ready graduates- Aim-** Students during form time and enrichment have the opportunity of completing on line employability modules to be printed off and put into record of achievement
- **3D Forum Justice- Aim-** Law Department at the University of Keele, HM Prison Stafford, and Walk Ministries. The subject matter and skills focus for this event is applicable to all learners but is additionally relevant for those studying Philosophy, Law, Religious Studies, History, Government and Politics, Ethics and Critical Thinking, Sociology and Psychology. This 3D Forum is designed to enhance the learning experience and skills of gifted and talented students and also to provide enrichment for students intending to make further study, particularly in Law and Philosophy, at degree level; especially those interested in studying at prestigious universities.
- **Employment Futures Expo 2018- Aim-** Students have the opportunity to attend and engage with 160 exhibitors across ten zones and participate in have go activities
- **Employability programme –Aim-** A whole range of have a go workshops, CV prep, body language and interview techniques, inspiration talks, personal development, what do employers want and a mock interview for all Year 10 students.
- **Post 16 options – Aim-** delivered externally and with some past student ALUMI to talk about the whole range of options and choices
- **Work pays – Aim-** Students have an apprenticeships workshop to find out the levels, entry requirements and where to apply
- **On site employer visits – Aim-** Groups of students are taken to employer’s examples include Jessop Brothers, Bristor, JCB, EEF, In Comm, M and J Evans
- **Are young people unemployed or unemployable? - Aim –** Looks at employability and includes looking at the local labour market
- **APM-Aim-**Why should young people volunteer including programmes such as NCS?
- **Duke of Edinburgh- Aim-** students can continue onto Silver DofE
- **Body language/Interview Techniques –Aim-** Students hear about the importance of this and tips shared by Tony Evans a life coach

- **CV Writing- Aim-** delivered by local training providers and other professionals
- **So what can College offer me? – Aim-** Local Colleges give an overview of levels and courses offered
- **Keele and Birmingham University summer residential programmes – Aim-** students including pupil premium get the opportunity of attending a 3 day residential for those who may be considering University
- **Aspiring doctors programme –Aim-** opportunity open for students who are interested in becoming a doctor.
- **National Careers Week 2019 – Aim-** On site employer 'Valyou' MD Jason Challoner and his apprentice (former CTTC student 2018) deliver an assembly on the importance of work experience and what do employers look for when recruiting? Activities further completed with Form Tutors using resources from National Careers Week.
- **Navy Chefs- Aim-** Petty Officer Caterer, who is a fully qualified Chef demonstrates a small range of basic dishes, with the emphasis on handling basic fresh ingredients, delivering an understanding of nutrition and how important they are in the development of physical and mental performance of not only members of the armed forces but of any individual who desires to achieve results in their chosen field. During the presentation additional information is offered in relation to service lifestyle, sports and adventurous training, and career opportunities in the Royal Navy and Royal Marines. The 24-hour ration pack is also demonstrated to show how the Royal Marines use them in the field.
- **Care in the community- Aim-** a group of Health and Social Care students have the opportunity of going to a local care home for an open day. The event showcases everything good about care homes, showing what enjoyable and stimulating places they can be to both live and work in and to strengthen links within the community. The day gives our students the opportunity who are considering a career in a care home whether it's as a carer, chef or receptionist - a chance to find out more, first hand, about what a career in care involves. It is a great opportunity to find out more about careers in Health and Social Care but also a great intergenerational and community event to be part of.
- **WICKES VIY mentoring Programme- Aim-** A volunteering and DIY project to challenge young people to learn the trade and building skills. Includes some off site work experience
- **Stafford College- Aim-** group of students have a taster day of Construction and Engineering

	<ul style="list-style-type: none"> • Royal Marines- Aim- using a multimedia presentation to raise careers and also activities for leadership tasks • Good Food Show Stafford College – Aim- group of Food Tech students participate in 5 sessions in the Hospitality and Catering Sector • Jessop brothers Construction Site Visit – Aim- group of students learn a wide variety of careers in the Construction Industry and visit a Construction site to see it in action • Higher Horizons – Aim- Effective revision workshops • Bri-stor- Aim- Employer on site Engineering visit to find out the opportunities this employer offers • Law- Aim - Uni of Birmingham day trip for students who are interested in finding out more about studying Law and future careers in the legal profession. • Cabinet Office- Aim- Ryan Preece from Whitehall talks to students about Employability skills • Voluntary Careers Advisor/ Mentor – Aim- comes in to support students in small group work sessions to look at topics including decision making, goal making, barriers to engage and succeed such as self-esteem and confidence
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<p>Year 11</p>	<p>ACEG –</p> <p>KS4 Learning Outcome 1,2,3,4,6,7,10,11,12,13,14,15, 17,</p> <p>GB1, GB2, GB3, GB4, GB5,GB6, GB7, GB8</p>	<ul style="list-style-type: none"> • Employment Futures Expo 2018- Aim- Students have the opportunity to attend and engage with 160 exhibitors across ten zones and participate in have go activities! • Student Alumni Submariner- Aim- talk to RBA students about his career in the Navy • Police Dog Handler and Dog- Aim- talk to RBA students about his career in the Police • Interview with a professional actor- Aim – talks to students about their career journey and life of an actor • Drama student alumni Cameron Walker – Aim- ‘West End star’ comes into talk to students about his career followed up by a visit to the West End • Apprentice of the Year IMI- Aim- talk to students about how Physics had inspired her to go into Engineering and how her apprenticeship has been
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- **Vulnerable at risk of NEET students** –**Aim-** may be personally taken for Post 16 interviews
- **EEF technology Centre-** **Aim-** a visit to this Engineering Centre in Birmingham and see first-hand an insight into that world
- **Careers Guidance** - **Aim-** All year 11 students will have at least one face to face guidance interview with Mrs Poppleton
- **Transitional Summer programme** – **Aim-** Vulnerable at risk of NEET students are identified and a summer school is run from the middle of July in school and continues over the summer until the student is settled in post 16 provision to prevent drop out and increase retention with APM training and Student Support Services from local Colleges
- **Year 11 leavers are tracked and monitored** - **Aim-** currently tracked and monitored until November following leaving school in the summer to ensure not NEET and are retaining post 16 option. They are offered the opportunity to come back after 6 months of leaving for further careers advice and guidance if needed. Plans are underway to work with local Colleges, Training Providers and Entrust to continue to inform us of any drop outs after that period to track for 3 years.
- **National Careers Week 2019** – **Aim-** APM deliver an assembly on NCS (now a champion school) Students have assemblies and follow on activities set by Form Tutors to follow up the work done
- **Medicine day at Birmingham University** - **Aim-** Visit for those interested in a career in Medicine and Dentistry
- **Local Vacancies and apprenticeships-** **Aim-** are distributed out to whole school staff to share with students and parents will also receive a text home about opportunities
- **Local Labour market** - **Aim-** shared with whole school staff to raise awareness of growth, gaps and trends
- **Parent presentation-** **Aim-** Looking at skills, careers, LMI etc. including opportunities for our parents and the wider adult community to go back into the workplace, upskill or change their career

- **Harper Adams-Aim-** STEM students are informed about a residential opportunity for a Robotics Conference in 2019 which some students have booked

**Year
12 and
13**

ACEG –
KS5 Learning
Outcomes

1,2,3,5, 6, 7,
10, 11, 12,
14, 15, 16,
17

GB1, GB2,
GB3, GB4,
GB5,GB6,
GB7, GB8

- **National Careers Week- Aim -** 'Career Ready' deliver an assembly Managing your next steps. Explores LMI, skills and future jobs including Apprenticeships
- **Employment Futures Expo 2018- Aim-** Students have the opportunity to attend and engage with 160 exhibitors across ten zones and participate in have go activities including ten zones of 160 exhibitors and have a go activities.
- **Parent and student Post 18 - Aim-** options information evening session
- **Russell Group weekly advice and guidance sessions -Aim-** raising aspiration for more Russell group universities including support and guidance on making applications
- **Work experience –Aim-** Part of their study programme
- **Post 18 options – Aim -** delivered externally to talk about the whole range of options and choices
- **Oxbridge applications –Aim-** Group of students have a talk with a previous Oxford student advising about making a strong application
- **Chamber of Commerce/LEP events- Aim-** volunteer students have been ambassadors for the school to represent young people's views on CEIAG to wider businesses
- **Volunteer retired GP - Aim-** advice and tips to VI form Health and Social Care students wishing to go into related careers
- **Medicine and Dentistry Talk – Aim-** UOB come into school to deliver a workshop on the application process and entry requirements
- **Apprenticeship workshops - Aim-** YETI and external partners deliver workshops covering higher and degree level

- **BTEC Sport students –Aim-** mock interviews with Positive Futures and an IAG one to one action planning meeting as part of their course
- **IMI precision engineering- Aim-** On site visit to look at Engineering in the workplace
- **Leadership - Aim** - includes doing voluntary work and gaining employability skills
- **All offered a One to one guidance interview –Aim-** external and impartial careers practitioner via Peter Small YETI
- **Apprenticeship show Milton Keynes - Aim-** event to find out more about apprenticeships
- **HE Careers Fayre at Birmingham University - Aim-** event to find out more about HE
- **Tutor programme - Aim-** including writing personal statements, student finance
- **Medicine and Dentistry day at Birmingham University Aim-** visit for those interested in a career in Medicine
- **Year 12 and 13 leavers - Aim-** students are tracked and monitored until the November of leaving to ensure not NEET and are retaining post 16 option. They are offered the opportunity to come back after 6 months of leaving for further careers advice and guidance if needed. Further developments to track for longer
- **HE Convention at the NEC- Aim-** event to explore HE
- **UCAS Fayre - Aim-** event to support applications
- **Higher Horizons- Aim-** A whole range of in house assemblies, workshops, tutorial support, career Events, Uni visits, Big Bang near me, Business Challenge, Bloodhound, Study Skills
- **Peter Small YETI- Aim-** Post 18 options assembly
- **APM- Aim-** NCS assembly and 2nd opportunity to attend this programme