

Careers Programme Years 9-11 2023-24

Year 9

	September	October	November	December	January	February	March	April	May
PHSCE lessons (Benchmark 1,2, 5)		4 lessons covering: - personal budgeting - types of work 9 (LMI) - prejudice - employability skills - ICT to explore careers				Targeted mock interviews with Rotary			
Guidance lessons (Benchmark 2, 3)					4 lessons with tutors in preparation for options for Key Stage 4, using "Which Way Now?" Available on paper, and on the VLE				
Careers and Guidance Team (Benchmark 3,4,5,7, 8)	Individual interviews with statemented students, reports, attend reviews.					Careers interviews with targeted students			Individual interviews with SEN students
			Attend Careers Convention		Attend Options Evening	Attend parents evenings			
Events (Benchmark 1, 2, 3, 4, 5, 7, 8)		Preparation for Careers Convention: assembly.	Whole-day Careers Convention for students and parents on Review Day.		Options assembly, then Key Stage 4 Options Evening	Options drop-in for one-to-one guidance with senior staff; options parents evenings	FutureMe cohort mentoring	Careers Fortnight	

Year 10

	September	October	November	December	January	February	March	April	May
PHSCE lessons (Benchmark 2, 4)		3 lessons on employability skills and investigating careers ICT: resources and links on Frog							
Careers and Guidance Team (Benchmark 1, 2, 3, 4, 5, 7, 8)	Attend SEN statement reviews		Attend Careers Convention				Attend Year 10 parents evenings		Interview vulnerable students
Events (Benchmarks 1, 2, 3, 4, 5, 6, 7, 8)	FutureMec cohort online mentoring	Preparation for Careers Convention: assemblies,	Whole-day Careers Convention for students and parents on Review Day		Introductory/promotional assembly on work experience (Online and placement)	Ongoing support with work experience personal placements Targeted mock interviews with Rotary Careers Fortnight in March			

Year 11

	June/July	September	October	November	December	January	February	March	April	May	June/July/ August
PHSCE lessons (Benchmarks 2, 3, 4, 5, 8)	3 lessons: preparing for work experience, using Kudos online careers tool	5 lessons: -rights at work - "The Dream" (thinking about goals -options at 16+ -pay slips and pensions -voluntary work (1 lesson a fortnight until December)			2 lessons: -applying for jobs -preparing for job interviews						
Careers and Guidance Team (Benchmarks 1, 2, 3, 4, 8)	Individual interviews with all students; attend SEN reviews; report										
				Attend Careers Convention	Attend Y11 parents evenings		Targeted support to ensure progression in place				Follow-up interviews for those at risk of NEET GCSE results day IAG, then Y12 enrolment day IAG
Events (Benchmarks 1, 2, 3, 4, 5, 6, 7, 8)	Work experience		Preparation for Careers Convention: assemblies, "Careers Box" video clips in registration, subject lessons	Whole-day Careers Convention for students and parents on Review Day. Options Post 16 preparation		Assembly and talks to classes on post-16 by Sixth Form team Sixth Form Open Evening	Progression interviews with Sixth Form team Assembly by National Citizen Service	Apprenticeship Fair for Targeted students	Follow-up progression interviews with Sixth Form team		Bridging course GCSE results day IAG provision with school staff, then Y12 enrolment day IAG

Benchmark Key (The eight Gatsby benchmarks of Good Career Guidance are:

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