

2021/22 Careers Framework Post 16

Area of learning Gatsby Benchmark	Outcomes	KS5 Learning Activities (including PD, assemblies and tutor time)	Resources
Gatsby Benchmark 1	This careers programme has been developed using the Gatsby Benchmark Toolkit, the CDI's Framework for careers, employability and enterprise education and the DfE's Statutory Guidance. The school's CEIAG programme has been validated and received the Cambridgeshire Quality Mark to show that the programme is sustainable, structured and well resourced. The programme is evaluated every year using Compass. This document also refers to the PD curriculum as careers lessons are delivered as part of the Personal Development programme of study.		
A stable career programme			
Gatsby Benchmark 2 Learning from career and labour market information	<p>Students and parents have access to good quality information about future study options and labour market opportunities.</p> <p>Students are aware of opportunities in the labour market, locally and nationally.</p> <p>Students are able to acknowledge that careers develop differently.</p> <p>Students can identify the main types of employment in their area (LMI) and how this information can be useful to them.</p> <p>Know how to access a wide range of careers information, advice and guidance.</p> <p>Recognise employability skills and qualities and identify the ones they have demonstrated.</p> <p>Evaluate the choice and opportunities available to them.</p> <p>Set targets and make an action plan to help them get the qualifications, skills and experience they need.</p>	<p>Year 12/13 students use career software package Unifrog to investigate the world of work and access further IAG about progression pathways (see PD curriculum) as well as careers and labour market information including salary and employment trend data. The subscription model provides free, 24/7 access to all students, parents and staff.</p> <p>Longsands Alumni and employers visit the school to deliver sessions/assemblies. They discuss their career path and cover different qualification routes.</p> <p>In both years 12 and 13 students have dedicated careers lessons – students investigate the main choices in education and training post 18. They investigate local and national LMI and employment trends.</p> <p>Y12 students take part in a 'skills and the 'world of work' carousel activity (Autumn term) – a dedicated event which covers the skills needed to be successful in gaining an apprenticeship and/or employment. Students meet with reps from regional colleges and universities, apprenticeship providers local and national employers to investigate the range of options available. This event ensures students are well prepared for what is expected of them in the workplace.</p>	<p>Amazing apprenticeships https://amazingapprenticeships.com</p> <p>Find an apprenticeship https://www.gov.uk/apply-apprenticeship</p> <p>Unifrog https://www.unifrog.org</p>
Gatsby Benchmark 3 Addressing the needs of each pupil	<p>Manage transitions by being flexible, positive and well prepared.</p> <p>Developing your career management, employability and enterprise skills</p> <p>Students can explain what skills they have gained from careers, employability and enterprise activities.</p> <p>Students recognise when they have shown determination in their past experiences.</p>	<p>Employability skills are covered as part of the PD curriculum allowing students to assess their strengths and weaknesses.</p> <p>The preparation for work experience programme focuses on skills needed to be successful in the workplace.</p> <p>Students are supported to set goals, make an action plan and consider their post 18 intentions</p> <p>Face to face careers advice and guidance available on request to all students. Lunchtime informal drop-in sessions are also available. Sessions are carried out by a suitably qualified professional.</p>	<p>Form the Future Home - Form the Future CIC</p>

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	Students are able to describe their strengths and preferences.	<p>Y12 students considering applying for Medicine, Dentistry or Veterinary Science will have regular meetings to prepare them for finding work experience locally (at local hospitals, care homes, special needs schools for clinical experience and at other places for volunteer experience). In these sessions they will also be prepared for taking the UCAT or BMAT entrance exams. In Y13 these students will be given multiple practice interviews with in depth feedback, including for the MMI (carousel style) interview format.</p> <p>Y12 Most Able students will attend webinars given by University of Cambridge or the University of Oxbridge about applying to Oxbridge. They will be supported through y12 to complete super-curricular activities (MOOCs, podcasts, lectures, reading etc and to write short reflection summaries. Y13 students applying for Oxbridge will be given substantial personal statement support with a mentor. They will have at least one practice interview with subject experts, informed by interview questions collected from past applicants.</p>	
Gatsby Benchmark 4	All teachers link curriculum learning with careers and emphasise the importance of succeeding in English and Maths.	Dedicated careers education lessons in Year 12 and 13	Take Your Place Take Your Place - Neaco
Linking curriculum learning to careers	STEM teachers highlight the relevance of STEM subjects for a wide range of future careers paths.	<p>Curriculum subjects link their curriculums to the skills needed in the workplace and look to make links with relevant industries offering both additional employer encounters and visits to the workplace.</p> <p>Poster displayed in subject areas highlighting the routes into different types of employment.</p>	
Gatsby Benchmark 5	Every pupil has multiple opportunities to learn from employers	Students can access encounters with employers via both their careers lessons and additional activities and events planned throughout the year.	
Encounters with employers and employees	Students understand the skills that are valued in the workplace.	All employer encounters are logged on Unifrog and can be accessed by all staff and students.	
	Students participate in at least one meaningful encounter with an employer every year between 7-13	Y13 students take part in a day of mock interviews. Preparation time is given, and students receive feedback on their interview.	
	The school builds strong and lasting links with local businesses.	In Y12 students take part in a 'skills and the 'world of work' carousel activity (Autumn term) – a dedicated event which covers the skills needed to be successful in gaining an apprenticeship and/or employment. Students meet with reps from regional colleges and universities, apprenticeship providers local and national employers to investigate the range of options available. This event ensures students are well prepared for what is expected of them in the workplace.	
	Students can describe the organisation and structure of different types of businesses.	In Y13 all students take part in a post 18 carousel activity (Autumn term) – a dedicated event which covers all pathways and routes into FE, HE, apprenticeships and employment. Students meet with reps from regional colleges and universities, apprenticeship providers local and national employers to investigate the range of options available. This event ensures students are supported to make informed choices about post 18 routes.	
Gatsby benchmark 6	Know how to prepare and present themselves well when going through a selection process.	Stereotyping, discrimination and bullying (including in the workplace) and what actions to take are all discussed within the PD curriculum.	
	Are aware of laws relating to young people's permitted hours of employment.	In Y12 students have dedicated Careers lessons to prepare for work experience. Students discuss and practice interview skills and CV writing as well as safe work practices and employment laws.	

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<p>Experiences of workplaces</p>	<p>Recognise stereotyping and discrimination.</p>	<p>Y12 Work experience programme. Students find their own placements and spend one week in the workplace. (July).</p> <p><u>All students will have had at least one experience of the workplace by the time they have finished year 12</u></p> <p>Y12 students considering applying for Medicine, Dentistry or Veterinary Science will have regular meetings to prepare them for finding work experience locally (at local hospitals, care homes, special needs schools for clinical experience and at other places for volunteer experience). In these sessions they will also be prepared for taking the UCAT or BMAT entrance exams. In Y13 these students will be given multiple practice interviews with in depth feedback, including for the MMI (carousel style) interview format.</p>	
<p>Gatsby benchmark 7</p> <p>Encounters with further and higher education</p>	<p>All students understand the full range of learning opportunities that are available to them, including academic, vocational as well as college, university and the workplace.</p>	<p>In year 13 all students take part in a post 18 carousel activity (Autumn term) – a dedicated event which covers all pathways and routes into FE, HE, apprenticeships and employment. Students meet with reps from regional colleges and universities, apprenticeship providers local and national employers to investigate the range of options available. This event ensures students are supported to make informed choices about post 18 routes.</p> <p>Y12 students considering applying for Medicine, Dentistry or Veterinary Science will have regular meetings to prepare them for finding work experience locally (at local hospitals, care homes, special needs schools for clinical experience and at other places for volunteer experience). In these sessions they will also be prepared for taking the UCAT or BMAT entrance exams. In Y13 these students will be given multiple practice interviews with in depth feedback, including for the MMI (carousel style) interview format.</p> <p>Y12 Most Able students will attend webinars given by University of Cambridge or the University of Oxbridge about applying to Oxbridge. They will be supported through y12 to complete super-curricular activities (MOOCs, podcasts, lectures, reading etc and to write short reflection summaries. Y13 students applying for Oxbridge will be given substantial personal statement support with a mentor. They will have at least one practice interview with subject experts, informed by interview questions collected from past applicants.</p> <p>Y11, 12 and Y13 students are supported by Fitzwilliam College Cambridge (new partners for Autumn 2021 onwards), Wadham College Oxford (Causeway mentoring 2020 and 2021) and Jesus College Cambridge (visit 2019 and personal statement advice 2020 and 2021).</p> <p><u>All students will have had at least two encounters with higher education by the time they have finished Year 13</u></p>	<p>Take Your Place Take Your Place - Neaco</p> <p>Unifrog https://www.unifrog.org</p>
<p>Gatsby benchmark 8</p> <p>Personal guidance</p>	<p>All students have the opportunity for guidance interviews with a careers adviser</p> <p>Interviews should be timed to meet the individual needs of the student.</p> <p>Interviews should be available whenever significant study or career choices are being made.</p>	<p>Access to careers section of LRC available to all students. Resources are both online and papers based and include information from professional bodies, post 18 institutions, apprenticeship providers and employers.</p> <p>Face to face careers advice and guidance available to all students (delivered by Form the Future). Lunchtime informal drop in sessions are also available. Sessions are carried out by a qualified professional external to the Academy.</p> <p>Destinations data is used to identify students without a suitable pathway additional interventions are put in place.</p>	<p>Form the Future Home - Form the Future CIC</p> <p>Unifrog https://www.unifrog.org</p>



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