

Ercall Wood Academy Careers Framework Intent

To enable our pupils to reach the age of 16 years with the skills and abilities to make informed decisions that benefit their future, ensuring success in education, training and employment

Phased Outcomes

The Focus for each year group, tailored to their age.

Year 7	Year 8	Year 9	Year 10	Year 11
<p>Develop an understanding of Careers within the wider world</p> <p>An introduction to Careers, information, Advice and Guidance.</p> <p>Analysis of Skills and qualities</p> <p>Current aspirations and future dreams</p> <p>Setting personal targets and goals</p> <p>Have encounters with Employees and Employers</p>	<p>Develop an understanding of how curriculum subjects link into potential careers.</p> <p>Develop an awareness of the differing roles of Employers and Employees</p> <p>Introduction into the different pathways and obstacles</p> <p>Information, Advice and Guidance</p> <p>Employability skills</p> <p>Have encounters with Employees and Employers</p>	<p>Further develop knowledge of careers in the wider world including LMI (Labour Market Information)</p> <p>Regular curriculum links into careers</p> <p>Further development of employability skills</p> <p>Information, Advice and Guidance</p> <p>Develop a greater understanding of different pathway options.</p> <p>Linking personal goals to hard work and future careers choices</p> <p>GCSE Choices</p> <p>Practice employability skills</p> <p>Have encounters with Employees and Employers</p>	<p>Continued development of careers knowledge including LMI</p> <p>Work experience</p> <p>Meaningful encounters with employers and employees</p> <p>Meaningful encounters with different FE and HE options and all routes including Apprenticeships</p> <p>Skills development around getting work ready, employability skills, interview techniques, CV writing etc</p> <p>Annual careers fair for pupils and parents</p> <p>Making informed decisions</p> <p>Careers Hub assistance</p> <p>Lunchtime drop in stands for different FE and Apprenticeship providers</p>	<p>Continued development of careers knowledge including LMI</p> <p>Meaningful encounters with employers and employees</p> <p>Meaningful encounters with different FE and HE options and all routes including Apprenticeships</p> <p>Skills development around getting work ready, employability skills, interview techniques, CV writing etc</p> <p>Making informed decisions</p> <p>One to one sessions with Future Focus for all pupils</p> <p>Transition manager one to ones for pupils at risk of NEETS.</p> <p>Application forms for next steps</p> <p>Careers fair, assemblies, National Citizenship service programme</p> <p>Careers Hub assistance</p> <p>Lunchtime drop in stands for different FE and Apprenticeship providers</p>

Common Threads

Themes covered throughout each year group:

Careers within STEM— University Visits—FE College Visits—Employer and Employee Engagements—Apprenticeships Guidance—Work Experience
Employability Skills—Wellbeing Health and Safety—Barriers and Obstructions—Pathway Options

Key Stakeholders

The roles and responsibilities of key stakeholders in relation to careers provision at Ercall Wood Academy

Trust CEO & Executive Principal	Head Teacher	Deputy & Assistant Heads	Link Governor	Head of Careers	Key Stage Head & SSMs	Teachers	Tutors	Careers Future Focus advisor	Pupils and Families
Support the growth of careers through appropriate means.	Support careers growth and development in school. Promote careers and support with staffing and resources.	Oversee the implementation of a stable careers programme. Line manage Head of Careers.	Share and create links with local business and networks	Create, plan and prepare a stable careers programme. Put into place measures to achieve all 8 Gatsby Benchmarks Support and advise staff and Pupils. Manage Careers Hub Facilitate Business and Employer links Support Work Experience Lead	Support pupils to engage within suitable careers activities. Promote positive behaviour and engagement during all careers lessons. Liaise with Head of Careers and Future Focus over pupil barriers and next step issues.	Link your subject area to careers within your daily lesson plans to achieve Gatsby Benchmarks. Display careers in the curriculum linking to your subject within your classroom.	Deliver Careers lessons. Keep all work produced within careers and life skills books. Offer lesson feedback to Head of careers Support Work experience process.	Provided tailored careers advise to pupils. Meet each year 11 individually.	Pupils to actively participate within careers lessons and organised activities and event. Use the Careers Hub. Use START. Families to support the schools work on careers and help raise aspirations. Discuss and support future plans.

Ercall Wood Academy Careers Framework

Continued:

Delivery	Core Competencies	Evaluation
The Methods of delivery for careers provision	The key skills that employers and future education look for, linked to learning within the classroom	Assessment methods of activities that take part in relation to careers.
<ul style="list-style-type: none"> • Careers lessons during life skills • START (Online Careers tool) • Assemblies • 1-1 careers advice and meetings • Use of the careers hub • Work experience • University/ FE/ Apprenticeship trips, projects and taster days • College drop in stands over lunch times periods • Apprenticeship stands, drop in, information • Websites and notice board information • Speakers into school • Businesses into school • Trips, visits, activities and competitions • Transition coordinator working with At Risk of NEETS • Aspire to HE. • Meaningful Employer and Employee Engagement 	<ul style="list-style-type: none"> • Creativity • Leadership • Listening • Presenting • Problem Solving • Teamwork • Communication • IT Skills 	<ul style="list-style-type: none"> • A whole stakeholder evaluation of careers once a year via survey • Trip / project / event evaluation to be carried out by Head of Careers and staff involved after each event. • Feedback from Employers and Employees • Lesson learning monitored through lesson knowledge recaps at the start of the lesson and evaluation triangle at the end of every lesson. • Parent direct email link through careers section on school website.