



Intent

**Students CAN: Challenge** and be challenged to develop employability skills, courage and confidence through our integrated careers programme. **Aspire** to a bright future that is well-informed and transcends barriers by accessing up-to-date LMI, career-planning tools and advice and well-developed career plans. Increase and utilise their **network** effectively by meeting a diverse range of employers and education providers and discerning the range of pathways on offer from this.

Implementation

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
Knowledge	Develop skills and gain experiences. Describe themselves, their strengths and preferences regardless of their background. Find out about different kinds of organisations and careers/jobs and meet role models.	Recognise employability skills and develop them, particularly in most challenging areas. Develop career planning and decision-making skills. Understand how careers and lifestyles go together. Continue to meet role models, identify personal networks and become aware of the use of LMI.	Identify and systematically explore options available to make informed and aspirational GCSE choices. Understand link between hard work, achievements and the future and how to overcome barriers. Become flexible and well-prepared for transition points and change.	Research diverse range of post-16 options and use career planning and enterprise skills to find a work placement and experience an interview. Manage wellbeing, progress and achievements through telling their story in a positive way.	Make informed post-16 pathway decisions and complete applications, taking finance into consideration. Use career management tools to support aspirations. Network with a more targeted approach to make key connections to improve chance of success.	Evaluate progression pathways and use LMI to make informed and aspirational decisions. Begin application preparation. Take part in careers, employability and enterprise activities to hone skills, interests and values and develop support network.	Make judicious, aspirational choices for post-18 futures. Complete strong, high-quality applications. Prepare for various post-18 scenarios. Fully understand requirements and opportunities for future learning and work. Show initiative and enterprise in building and widening networks.
Recurring skills / themes	The importance of KGA values beyond school. What the employability skills are and how to develop them. The positive impact extra-curricular activities, gaining experiences and developing interests can have on your future. Why we should challenging ourselves, aspire to a bright future and increase and utilise our networks.			The importance of career planning tools and LMI to make career decisions. Being able to tell a positive story. Challenging ourselves, aspiring high and utilising our networks to gain good opportunities and experiences.		Being proactive, showing initiative and increasing networks to create great opportunities. Being prepared to manage, plan for and ride the changes that life can bring.	
Programme of Events	PSHE lessons and reflection; Careers Assemblies; Careers in the curriculum	PSHE lessons and reflection; Careers Assemblies; Careers in the curriculum; Takeover Days	PSHE lessons and reflection; Careers Assemblies; Careers in the curriculum; Takeover Days; University visit; STEM events	PSHE lessons and reflection; Careers Assemblies; Careers in the curriculum; Interview Practice; Work Experience	Careers in the curriculum; Post-16 options sessions; Personal Guidance meetings	Careers Assemblies; Careers in the curriculum; Work Experience; Post-18 options sessions; Personal Guidance meetings	Careers Assemblies; Careers in the curriculum; Post-18 options sessions; Personal Guidance meetings

Impact

Students can discuss a wide range of careers options and understand how their actions now have an impact. Students are building up their 'experience portfolio' and recognise the value of this. Students recognise and can talk about their skills and what they have to offer in a positive way. Students make informed choices in Year 9 options, measured in student option interviews. We see proactivity in students; they are taking ownership for their own development by 'doing employability stuff'!

Destination measures post-16 show aspiration and diversity. Comparison of WEX data over the years shows that student proactivity is increasing. Students are able to demonstrate that they have made informed choices and are confident and happy with their choices. In PG meetings, students have an idea of what they would like to do because they have already accessed LMI.

Destinations for post-18 show aspiration and diversity. High student take-up for networking events and subsequent follow up. High PG meeting attendance where LMI has already been accessed and specific questions asked. Students gain experiences and take opportunities and demonstrate this in exemplary personal statements.