

Careers Framework of Learning Outcomes

Vision: “Widening horizons, challenging stereotypes and raising aspirations to improve the life chances of all our students.”

Careers Intent and Outcomes	Careers Knowledge and Skills	Essential Skills for Life and Work	Monitoring and Evaluation*
<p>Year 7 (EXPLORE): <i>Outcome: all students have the opportunity to explore their interests and identify different careers and education pathways</i></p> <ul style="list-style-type: none"> To encourage students to explore their interests, skills and competencies To begin to develop essential skills for life and work To develop a broad understanding of the world of work by participating in Year group challenges and industrial awareness activities To identify career paths through curriculum activities and visits 	<p>Unifrog: Quizzes on interests, personality, work environments, skills</p> <p>SpringVille: Virtual workplaces x4</p> <p>Curriculum activities and visits</p> <p>Gifted and Talented – Aiming for Excellence Programme</p>	<p>HERO</p> <p>SLD Industrial Awareness – Smoothies</p> <p>ICT Skills – email, MS, Google Classroom</p> <p>Student Council - application and interviews</p> <p>PSHE organisation, resilience, positivity, money</p> <p>VESPA</p>	<p>KS3 Student Voice Focus Group for Tutor Time activities and Careers in the Curriculum</p> <p>Learning Walks</p> <p>FSQ: Term 1 (Sept/Oct) for baseline</p>
<p>Year 8 (EXPLORE): <i>Outcome: all students have the opportunity to explore their interests and identify different careers and education pathways</i></p> <ul style="list-style-type: none"> To encourage students to widen horizons and explore a variety of work environments and career pathways To further develop essential skills for life and work To develop a broad understanding of the world of work by participating in Year group challenges and industrial awareness activities To identify career paths through curriculum activities and visits 	<p>Unifrog: Careers Library Treasure Hunt, careers terminology, dream jobs</p> <p>Springville: Virtual workplaces x4</p> <p>What skills and personal qualities will create opportunities for the future</p> <p>Curriculum activities and visits</p> <p>Gifted and Talented – Excellence Programme</p>	<p>Endeavour/Springfest</p> <p>SLD Industrial Awareness – Sustainable Products</p> <p>Crest Award</p> <p>Prefecting</p> <p>Student Council - application and interviews</p> <p>PSHE dealing with change</p> <p>VESPA</p>	<p>KS3 Student Voice Focus Group for Tutor Time activities and Careers in the Curriculum</p> <p>Learning Walks</p> <p>FSQ: Term 3 (July) transition from KS3</p>

<p>Year 9 (PATHWAYS): <i>Outcome: all students understand the different education pathways post 16 and have multiple interactions with employers and providers to raise their aspirations and challenge stereotypes</i></p> <ul style="list-style-type: none"> To raise aspirations and challenge stereotypes by exploring careers options in more detail as they approach GCSE decision-making To provide opportunities for multiple employer and provider encounters – developing an understanding of different post-16 pathways (including apprenticeships, T-levels, BTECs and A levels) To identify career paths through curriculum activities and visits 	<p>Unifrog: Interests and skills linked to careers/competencies/GCSE choices</p> <p>Future jobs and careers – how the world of work is changing</p> <p>Employer Engagement (x3) – challenging stereotypes</p> <p>Provider Engagement (x2 by End of Feb) – information about post-16 pathways</p> <p>Gifted and Talented – Excellence Programme</p> <p>Virtual work experience Springpod/Unifrog</p> <p>Festival of Knowledge Careers Fair</p>	<p>Year 9 Ambassadors</p> <p>Student Council - application and interviews</p> <p>PSHE Personal understanding, work and money, self-image and self-esteem</p> <p>Making a good impression when applying for a part-time job –</p> <p>Employment rights and responsibilities</p> <p>VESPA</p> <p>ACHIEVE Year Programme (Yr9/10)</p>	<p>KS3 Student Voice Focus Group for Tutor Time activities and Careers in the Curriculum</p> <p>Learning Walks</p> <p>FSQ: Term 3 (May) transition from KS3</p>
<p>Year 10 (EXPERIENCE) <i>Outcomes: all students experience a post 16 education pathway and also experience the world of work through workplace insight days and virtual or multi-day work experience</i></p> <ul style="list-style-type: none"> To encourage students to develop their own future education and career goals To investigate the key employment sectors in Norfolk and the career opportunities in our local area To provide further opportunities for multiple employer and provider encounters – developing an understanding of different post-16 pathways (including apprenticeships, T-levels, BTECs and A levels) 	<p>Unifrog: Personality profiles and work environments/CV and writing tools for applications</p> <p>Futures Event: Post 16 and post 18 choices – a structured day providing multiple employer and provider encounters (x2 by End of Feb)</p> <p>FE College & Sixth Form Experience Days</p> <p>National Apprenticeship Week events</p> <p>Norfolk Career Pathways events</p> <p>University and experience days</p> <p>Curriculum activities and visits</p>	<p>Student Council</p> <p>Job descriptions and person specifications</p> <p>Recruitment and selection processes: interviews and assessment centres</p> <p>Making a good impression when applying for a course or job</p> <p>Mock Interviews</p> <p>Higher Project Qualification</p>	<p>KS4 Student Voice Focus Group for Tutor Time activities and Careers in the Curriculum</p> <p>FSQ: Term 2 (April) GCSE years</p> <p>Futures Day Evaluation</p> <p>Experience Day Evaluation</p> <p>WEX Evaluation</p>

<ul style="list-style-type: none"> ● To identify career paths through curriculum activities and visits ● To provide opportunities for students to experience the world of work through virtual and face to face work experience, work shadowing and volunteering ● To provide personalised information and advice via Form Tutors and guidance via a qualified Careers Adviser 	<p>Workplace work experience for targeted students</p> <p>Careers Information and advice via Form Tutors</p> <p>Careers guidance for targeted students</p>		
<p>Year 11 (APPLY POST 16) <i>Outcome: all students are prepared for, and apply to, a post 16 destination that meets their aspirations</i></p> <ul style="list-style-type: none"> ● To encourage students to review their own future education and career goals and finalise post-16 destination ● To support students through application and interview processes for Sixth Form, FE Colleges and/or apprenticeships ● To provide personalised information and advice via Form Tutors and guidance via a qualified Careers Adviser 	<p>Unifrog: Post 16 options/managing workloads and wellbeing</p> <p>Futures Event: Post 16 and post 18 choices – a structured day providing multiple employer and provider encounters</p> <p>College and Sixth Form Open Evenings</p> <p>University talk on wide range of courses available Post 18</p> <p>Careers Information and advice via Form Tutors</p> <p>Careers guidance for targeted students</p> <p>Construction insight event</p> <p>Mock Trials - Oracy skills and Legal careers</p>	<p>Mock Interviews for selected students</p> <p>Leadership programme - developing essential soft skills</p> <p>Working with VIY programme to provide hands on work experience and qualifications in the construction industry</p> <p>School based opportunities in organising and delivering events</p> <p>Horizons Award</p>	<p>KS4 Student Voice Focus Group for post 16 destinations</p> <p>FSQ: Term 1 (October) GCSE years</p> <p>Futures Day Evaluation</p> <p>Exit Survey</p> <p>Year 11 Destination Data analysis</p>
<p>Year 12 (PATHWAYS AND EXPERIENCE) <i>Outcomes: all students understand the different education pathways post 18 and experience the world of work</i></p>	<p>Progress Tutor 1-1s – personalised EIA, destination goals</p>	<p>Enrichment activities including Young Enterprise, Gold Duke of Edinburgh Award, Sports Leader and First Aid</p>	<p>KS5 Student Voice Focus Group for post 18 destinations</p>

<p><i>through workplace insight days and virtual and multi-day work experience</i></p> <ul style="list-style-type: none"> • To encourage students to develop their own future education and career goals • To investigate the key employment sectors in Norfolk and the career opportunities in our local area • To provide further opportunities for multiple employer and provider encounters – developing an understanding of different post-18 pathways (including degree and higher-level apprenticeships, degrees and HNDs) • To identify career paths through curriculum activities and visits • To provide opportunities for students to experience the world of work through virtual and face to face work experience, work shadowing and volunteering • To provide personalised information and advice via Progress Tutors and guidance via a qualified Careers Adviser 	<p>Early Entrant Programme – support for students applying for competitive universities</p> <p>SLD 1 Futures Event: Post 18 choices – a structured day providing multiple employer and provider encounters (x2 by End of Feb)</p> <p>Assemblies and subject based Futures Lectures</p> <p>Virtual Work Experience by Easter: Uptree/Springpod/Unifrog/Speaker for Schools/HAS</p> <p>SLD2: University Visit or Apprenticeship Application Activities</p> <p>Curriculum activities and visits</p> <p>VESPA assemblies/Alumni talks - LinkedIn</p> <p>UCAS Roadshow Norwich</p> <p>University Open Days</p> <p>SLD3: UCAS sign up and personal statement workshops + CV and personal statement workshops for apprenticeships, Unifrog</p> <p>Careers Guidance offered to all students</p> <p>Workplace Work Experience for all students in July - 5 days</p>	<p>Extended Project Qualification</p> <p>Employment at SHS</p> <p>Mentoring and volunteering – reading and maths, events</p> <p>Clubs and Societies – leadership opportunities</p> <p>Challenges Abroad Trips (community volunteering)</p> <p>Head Student and Student Council elections</p>	<p>Futures Day Evaluation</p> <p>FSQ: Term 3 (June) Post 16 study</p> <p>WEX Evaluation</p>
<p>Year 13 (APPLY POST 18) <i>Outcome: all students are prepared for, and apply to, a post 18 destination that meets their aspirations</i></p>	<p>Progress Tutor 1-1s – personalised EIAG, logging destination goals</p>	<p>Challenges Abroad Trips (community volunteering)</p> <p>Clubs and Societies – leadership opportunities</p>	<p>KS5 Student Voice Focus Group for Post 18 destinations</p>

<ul style="list-style-type: none"> ● To encourage students to review their own future education and career goals and finalise post-18 destination ● To support students through application and interview processes for Higher Education establishments and/or apprenticeships ● To provide personalised information and advice via Progress Tutors and guidance via a qualified Careers Adviser 	<p>Careers Guidance offered to all students</p> <p>Early Entrant Programme – support for students completing entrance examinations and preparing for interviews</p> <p>SLD 1: 1-1 personalised support for UCAS personal statements followed by completion of university applications or support for apprenticeship applications (CVs, personal statements, assessment centres) MOCK INTERVIEWS</p> <p>Evening invite to Futures Event: Post 18 choices – multiple employer and provider encounters with parents/carers</p> <p>University Open Days and Applicant Days</p> <p>Apprenticeship assemblies and workshops (Apprenticeship Hub on Google Classroom)</p> <p>Gap year assemblies</p> <p>Results day support for post 18 destinations eg Clearing</p>	<p>Head Student and Student Council elections</p>	<p>FSQ: Term 1 (October) Post 16 study</p> <p>Futures Day Evaluation</p> <p>Exit Survey</p> <p>Year 13 Destination Data analysis</p> <p>* Framework to be evaluated as a whole via the Careers Mark self-assessment process</p>
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