

Gatsby 8 Benchmarks for Careers Excellence
GB1. A stable careers programme
GB2. Learning from career and labour market information
GB3. Addressing the needs of each student
GB4. Linking curriculum learning to careers
GB5. Encounters with employers and employees
GB6. Experiences of workplaces
GB7. Encounters with further and higher education
GB8. Personal guidance

Overview of Careers Provision	
At KS3	Understand why leaving school with qualifications is important.
	Know the differences between A Levels, BTECs, T -Levels and Apprenticeships.
	Investigate possible career routes.
	Be able to match skills and qualities with suitable occupations.
	Know the local Post 16 opportunities available to them.
	Have some understanding of local Labour Market Information (LMI).
	Understand how to create their own CV.
	Engage in skills-based activities, enrichment days and workshops, that specifically focus on core transferable employability skills.
At KS4	Have access to a work experience placement and, if appropriate, have first- hand experience of the world of work.
	Engage in enrichment days and workshops that specifically focus on employability skills such as interview techniques, creating CVs and meeting employers from a range of disciplines or businesses.

Esteem Valley Academy Careers Programme



	Visit a range of local post-16 providers and Universities to inspire and motivate students to consider higher education.
	Know the differences between A Levels, BTECs, T -Levels and Apprenticeships and Traineeships.
	Meet with external providers allowing them to speak with a range of professionals and enabling them to make informed choices.
	Have at least 1 intensive 1:1 meeting with a qualified Careers Advisor to consider various post 16 options available to the.
	Attend careers conventions wherever available.
	Be informed of local college Open Evenings/Days and be supported by staff where required.
	Access bespoke enrichment sessions and presentations with outside speakers.









Overview of careers focus and the content		
Year/Key Stage	Content	Objective
KS3	<p>Tutor Sessions</p> <ul style="list-style-type: none"> *All about me – Personal targets *Skills vs qualities *Understanding personal strengths & weaknesses *Role Models 	<p>Understand own skills and qualities and own personal strengths and areas for development. Know that people have different strengths and weaknesses and understanding an individual's strengths can help when considering job choices.</p>
	<ul style="list-style-type: none"> *What is work? *Working hours and job descriptions *What do I want from work? *Introduction to Local Market Information (LMI) *Progression Routes available (education, training, apprenticeships) *Is it for me? Entry requirements *How do I make decisions? *Research job roles specific to you *Equality –reinforcing equal opportunities/ *Stereotyping /Exploring attitudes to gender * Employer encounters 	<p>Different types of work, including employment, self-employment, and voluntary work. Understand working hours and the importance of a job description.</p> <p>Understand what labour market information is and how it can help inform decisions for individuals. Be able to access and use information about different career paths and the labour market.</p> <p>Understand that an individual has a wide range of other people and influences which can shape attitudes and their decision making. Know that there are laws in the UK which enforce equal opportunities.</p> <p>Have an awareness that stereotyping can exist within job roles.</p>

Esteem Valley Academy Careers Programme



	<ul style="list-style-type: none"> *Understanding labour market information (LMI) *Developing financial skills: *Money matters; <ul style="list-style-type: none"> ➤ Budgeting ➤ Wages & salaries ➤ Payslips ➤ Sources of finance *Go to work with parent day 	<p>Understand what labour market information is and how it can help inform decisions for individuals. Be able to access and use information about different career paths and the labour market.</p> <p>Gain knowledge of how different subjects and skills can attribute well to different jobs. Develop an understanding of skills and experience and links with financial outcomes. Show an awareness of budgeting and understanding the difference between a wage and a salary.</p> <p>Have an opportunity to experience a work placement day.</p>
Y10	<ul style="list-style-type: none"> *My pathway- Where are you now? *Lifelong Learning * Online appearance *My Personal Finance *Job applications *Preparing for interviews *Group workshops/Enterprise *Challenging stereotypes *Current trends in the labour market *Work experience placement * Employer encounters 	<p>Understand the importance of building skills and experience and how this can help an individual to plan for their future. Develop key skills and experience which will help individual's for post 16 interviews and jobs. Know how an individual's online appearance can affect their success at work. Interpret LMI to help make informed decisions. Evaluate real life work experience placements.</p>

Esteem Valley Academy Careers Programme

<p>Y11</p>	<ul style="list-style-type: none"> * Personal one to one career guidance (Level 6 career advisor) *Research options *My Personal Finance *Preparing for interviews *Make decisions *Update CV *Researching Post 16 options *Applications to college and Training providers *Job applications *Workshops- Careers talks/mock interviews *Current trends in the labour market information * Employer encounters <p>My pathway- Where are you now?</p>	<p>Have an informed understanding of own skills and qualities. Understand own personal strengths and areas for development and lifelong learning. Make informed choices about what options are available for post 16 and choose a pathway to pursue. Know how to apply for post 16 opportunities and jobs. Understand how to use local labour market (LMI) information to help make decisions.</p>
<div>         </div>		