

Gatsby 8 Benchmarks for Careers Excellence
1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. 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
	Understand how to create their own CV
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
	Visit a range of local Post-16 providers and Universities to inspire and motivate students to consider higher education
	Meet with external providers allowing them to speak with a range of professionals and enabling them to make informed choices

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	Have at least 1 intensive 1:1 meeting with a qualified Careers Advisor to consider various post 16 options available to them
	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 I explore	Timetabled Lessons: <ul style="list-style-type: none"> • All about me • What is work? • Skills vs qualities • Understanding personal strengths & weaknesses • Role Models • Stereotyping • Working hours and job descriptions 	Understand own skills and qualities. Understand 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 Be aware that stereotyping can exist within job roles. Have an understanding of working hours and the importance of a job description.

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	<ul style="list-style-type: none"> • 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 • Exploring attitudes to gender 	<p>Know 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. 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>
	<ul style="list-style-type: none"> • Researching effectivity • Understanding labour market information (LMI) • Developing 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. Have an opportunity to experience a work placement day.</p>

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<p align="center">Y10 I plan</p>	<ul style="list-style-type: none"> • My pathway- Where are you now? • Online appearance • My Personal Finance • Job applications • Preparing for interviews • Group workshops/Enterprise • Challenging stereotypes • Current trends in the labour market • Work experience placement 	<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.</p>
<p align="center">Y11 I decide</p>	<p>Guidance:</p> <ul style="list-style-type: none"> • Personal one to one career guidance (Level 6 career advisor) • Research options • Make decisions • Update CV • Researching Post 16 options • Applications to college and Training providers • Workshops- Careers talks/mock interviews • Up-to-date labour market information 	<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>