

Careers Education, Information, Advice and Guidance (CEIAG)

Careers Education, Information, Advice and Guidance programmes make a major contribution in preparing young people for opportunities, responsibilities and experience of life. They help young people make decisions and manage transitions as learners and workers. It is vital that all 11-16 year olds have the knowledge and skills they need to make informed choices. We strive at all times to conform to the current "best practices" in Careers Education, Information, Advice and Guidance laid down by the government.

St Michael's is committed to providing a planned programme of CEIAG for all students in Years 7-11. The careers programme is designed to meet the needs of all students at St Michael's. It is differentiated and personalised to ensure progression through activities that are appropriate to students' stages of career learning, planning and development. The careers programme includes career sessions, career guidance activities (group work and individual interviews), information and research, work-related learning (One week of work experience in May of Year 10) and other outside agency intervention.

Below is outlined the provisions put in place for all year groups.

Year 7 –

- Module of work in PSHE that covers the following:
 - Economic wellbeing – Dragons Den project – Team work – project development skills (Natwest resource.)
 - Careers & Personal skills – Personal achievement – Job study – personal skills.
- University STEM trip
- Assemblies on choices and the future.

Year 8 –

- Students follow a module of work in PSHE that covers the following:
 - Careers & options – Stereotyping in the work place – The right work attitude – Exploring pathways.
 - Careers skills – Work skills – self-confidence – money skills (Barclays skills for life)
- Careers fair for all year 8 students, including different companies, agencies and businesses from the local area.
- University STEM trip
- Assemblies on choices and the future.
- Retreat day experience on life choices, linked to the upcoming options.
- Options evening – information given regarding subjects and relevant jobs linked to subjects.

Year 9 –

- Students follow a module of work in PSHE that covers the following:
 - Economic wellbeing, money skills. (Natwest moneywise)
- Careers fair for all year 9 students, including different companies, agencies and businesses from the local area.
- Assemblies on choices and the future.
- Sorvini Careers day for Most able students in workability skills
- Sorvini Careers day in practical work skills for selected students.

Year 10 –

- Students follow a module of work in PSHE that covers the following:
 - Talking jobs – personal skills, CV writing, Interview skills, Career options, Job study, the right attitude, pathways and choices.
- 1 week work experience in May
- Mock interview with an employer in May/June
- Sorvini Careers day for Most able students in workability skills
- Sorvini Careers day in practical work skills for selected students.
- 1:1 independent Information Advice and Careers Guidance for all students.
- Assemblies on choices and the future.
- Trip to an independent career fair.
- Post 16 6th form evening.

Year 11 -

- Values days in February focused on future plans.
- Faith in your future day – workshops on workability followed by a careers fair including involvement of universities and colleges.
- 1:1 independent Information Advice and Careers Guidance for all students.
- Gifted and talented visits to universities.
- Outside speakers from local business', college and universities.
- Weekly input during assemblies regarding future options.

St Michael's invests in the future of all its students. To that end we have commissioned Career Connect to deliver an IAG (Information Advice and Careers Guidance) service in St Michael's. Career Connect works with students beginning in year 9, through to years 12/13. Encouraging exploration, aspiration and planning for further education and careers beyond St Michael's. Career Connect work with school staff, to support their delivery of work related learning to students, with outside agencies e.g. employers to keep the links with the world of work fresh, and of course with parents who have the biggest influence on a young person's career choices.

If you would like further support from careers connect please click on the link below.

<https://www.careerconnect.org.uk/Default.aspx>

The 8 'Gatsby benchmarks' of careers education

- 1. Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.**

New PSHE curriculum implemented from 2016 which included Careers education for all year groups, with information sharing with staff and parents.

- 2. Learning from career and labour market information**
Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

'Connected Portal' accessible for every student in school and every parent through school website. Has comprehensive LMI. Independent advice is available through the commissioned service to both students and parents. Individual advice at key transition points ie yr11 and yr13

3. Addressing the needs of each pupil

Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

Support offered throughout to students with a high focus on independent advice to year 11 students. The above information regarding individual year groups shows how the learning is tailored to individual's needs.

4. Linking curriculum learning to careers

All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

STEM trips and experiences are offered to students in both KS3 and 4. Other subjects promote careers during the year 8 & 9 careers fair, options evening and faith in your future events.

5. Encounters with employers and employees

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

6. Experiences of workplaces

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

Work experience and Mock interviews for all year 10 pupils allow students hands on experience. The newly formed link with Sorvini will help students understand a working environment and get the opportunity to meet a range of employers and learn new skills.

7. Encounters with further and higher education

All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

A number of visits take place throughout the year with different key stages to universities; we also have guest speakers into school from colleges, universities, apprenticeships and workplaces to speak to students about future options.

8. Personal guidance

Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

Individual Guidance interviews with an independent adviser (Commissioned service) are scheduled with students from yr9 onwards at key transition points. This service is also accessible at parents evening and options evening for all parents/carers.