



## HA Career Programme Year 7 -11

2024/2025

Year Groups	Planned Activity/ Interventions	Date
All Year Groups	<p>A number of events, integrated into the academy career programme will offer providers an opportunity to come into the school to speak to students and /or their parents. Through noticeboards, website or assemblies and awareness independent advice through pastoral team.</p> <p>All students in years 7-11 are entitled to:</p> <ol style="list-style-type: none"><li>1. Access to a planned careers programme relevant to their year group</li><li>2. Access to a qualified, impartial and independent careers adviser for personalised guidance.</li><li>3. Provider Access Legislation: Ensuring the provider access legislation is in place with support from the Careers &amp; Enterprise Company (CEC) Enterprise Coordinator Southend and Thurrock Careers Hub and evidence this updated requirement as part of wider progressive careers programme. The new Provider Access Legislation (PAL) (DfE, 2023) now specifies that schools must provide at least six encounters for all their students:<ul style="list-style-type: none"><li>• Two encounters for pupils during year 8 or 9 that are mandatory for all pupils to attend.</li><li>• Two encounters for pupils during year 10 or 11 that are mandatory for all pupils to attend.</li></ul></li><li>4. Allowing colleges and training providers access to every student in Years 8 to 11 to inform them about approved technical education qualifications and apprenticeships (The Baker Clause). The Academy ensures that all three (academic, technical and vocational) of the main routes into employment are given equal importance throughout the academy and not just by boxes being ticked. That means that our destinations data shows a variety of routes, that our students and staff speak about the main three routes and give them equal priority and value. Ensuring that discussions of non-academic routes are available to all students from Year 7 -11.</li></ol>	

	<ol style="list-style-type: none"> <li>5. Access information about the world of work and labour market.</li> <li>6. Access information and guidance about higher education, training and employment opportunities.</li> <li>7. Develop personal and enterprise skills to improve their employability.</li> <li>8. Find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme, which provides information on the full range of education and training options available at each transition point.</li> <li>9. Hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events.</li> <li>10. Be informed about how to make applications for the full range of academic and technical courses.</li> <li>11. Access to a curriculum rich in information about careers and the world of work.</li> <li>12. Access a programme of CEIAG which challenges stereotypes and discrimination, and promotes equality and diversity in training and in the workplace (Protected characteristics Equality Act 2010). The Equality Act brings in protected characteristics as the grounds upon which discrimination is unlawful with respect to employment, education and training.</li> </ol>	
Year 7	<ul style="list-style-type: none"> <li>• <b>The Character and Resilience (C&amp;R) tutorial programme aims to help students understand more about themselves (self-development), where to look for useful information (career exploration) and plan for their future (career management) – delivered by tutors.</b></li> <li>• Introduction to the career services available within the Academy.</li> <li>• To clarify students' early aspirations for future career choice and relate this to their own skills and strengths.</li> <li>• Introduction to Kudos - Year 7 use of Cascaid Kudos Careers software.</li> <li>• All students will take part in the National Careers Week &amp; Apprenticeship Week bespoke activities.</li> <li>• Career Ready Assemblies: The World of Work, Understanding labour market trends and Career Starter resources.</li> </ul>	<p>Autumn Term Green Careers Week 2024 4<sup>th</sup> – 11<sup>th</sup> November.</p> <p>Spring Term National Careers Week 2025 3rd – 8th March.</p> <p>Spring Term National Apprenticeship</p>

	<ul style="list-style-type: none"> <li>• Amazing Apprenticeships – Ask about Apprenticeships resources for Key Stage 3 students.</li> <li>• STEM (Science, Technology, Engineering and Maths) and Enterprise Days throughout the Academic year. Science Week – STEM and entrepreneurship</li> </ul>	Week 2025 10th –16th February 2025.
Year 8	<ul style="list-style-type: none"> <li>• <b>The Character and Resilience tutorial programme aims to help students find out about careers and the world of work, and help them to plan for their future.</b></li> <li>• <b>To consider rights and responsibilities in the community, including in careers and life choices – delivered by tutors.</b></li> <li>• All students will take part in the National Careers &amp; Apprenticeship Week activities.</li> <li>• Year 8 use of Cascaid Kudos Careers software.</li> <li>• Career Ready Assembly: Skills for the future and Career Starter resources.</li> <li>• Amazing Apprenticeships – Ask about Apprenticeships resources for Key Stage 3 students.</li> <li>• STEM (Science, Technology, Engineering and Maths) Enterprise Days throughout the Academic year. Science Week – STEM and entrepreneurship</li> <li>• Business Ambassadors to support Business Week.</li> </ul>	<p>Autumn Term Green Careers Week 2024 4th – 11th November.</p> <p>Spring Term National Careers Week 2025 3rd – 8th March.</p> <p>Spring Term National Apprenticeship Week 2025 10th –16th February 2025.</p>
Year 9	<ul style="list-style-type: none"> <li>• <b>The focus in the Character and Resilience tutorial programme is for students to investigate the nature of careers and develop students' aspirations for future career choice. To understand the range of post 16 options in order to inform KS4 choices. Identifying learning strengths and setting goals as part of the GCSE options process – delivered by tutors.</b></li> <li>• Year 9 Options Drop-in Evening: All students have access to impartial careers advice and guidance and 1:1 career coaching to support them for their GCSE preferences.</li> <li>• Options Assemblies and Options Evening discussions. To ensure that students choose the appropriate options related to their interests and future career choices.</li> </ul>	<p>Autumn Term Green Careers Week 2024 4th – 11th November.</p> <p>Spring Term National Careers Week 2025 3rd – 8th March.</p>

	<ul style="list-style-type: none"> <li>• Year 9 use of Cascaid Kudos Careers software.</li> <li>• All students will take part in the National Careers Week &amp; Apprenticeship Week activities.</li> <li>• Career Ready Assembly: Understanding curriculum options choices, Pathway at 16 and Career Starter resources.</li> <li>• Amazing Apprenticeships presentations and awareness assemblies – Ask about Apprenticeships</li> <li>• Amazing Apprenticeships – Ask about Apprenticeships bespoke resources for Key Stage 3 students.</li> <li>• Thurrock's Next Top Boss.</li> <li>• Make Happen University visits: Selected students participate in the Make Happen University of Essex University Secondary Focus Programme. To raise students' aspirations, and promote their interest in higher education.</li> <li>• Make Happen – Assembly presentation, FE &amp; HE Education and Apprenticeships.</li> <li>• STEM (Science, Technology, Engineering and Maths) Enterprise Days. British Science Week is a ten-day celebration of science, technology, engineering and maths. Students will be using bespoke activity packs.</li> <li>• 1:1 interview with Year 9 on the SEN register</li> <li>• Year 9 group Careers (CIAG) session Thurrock SEND / Careers offering CIAG session to students in Year 9 with an EHCP.</li> </ul>	<p>Spring Term National Apprenticeship Week 2025 10th –16th February 2025.</p>
<b>Year 10</b>	<ul style="list-style-type: none"> <li>• <b>Character and Resilience tutorial programme aims to help students with writing a CV, preparing for interviews, and completing application forms.</b></li> <li>• <b>In tutorial sessions students will understand the need for a CV, write a CV, know how to apply for jobs, compile letters of application and develop interview skills. Understand different types of employment, Apprenticeships, Internships and Training opportunities – delivered by tutors.</b></li> <li>• STEM (Science, Technology, Engineering and Maths) Enterprise Days. British Science Week is a ten-day celebration of science, technology, engineering and maths. Students will be using bespoke activity packs.</li> <li>• Inspire Careers Fayre - Opportunity Thurrock</li> </ul>	<p>Autumn Term Green Careers Week 2024 4th – 11th November.</p> <p>Spring Term National Careers Week 2025 3rd – 8th March.</p>

	<ul style="list-style-type: none"> <li>• Career Ready Assembly: Understanding curriculum options choices, moving on through apprenticeships and Career Starter resources.</li> <li>• Thurrock's Next Top Boss.</li> <li>• Amazing Apprenticeships presentations and awareness assemblies – Ask about Apprenticeships.</li> <li>• Amazing Apprenticeships – Parent packs and support.</li> <li>• Make Happen – Assembly presentation, FE &amp; HE Education and Apprenticeships.</li> <li>• Next step assembly covering: detail publish college and sixth form open days, process of application and how the selection process works.</li> <li>• Understanding Sixth Form and College entrance requirements.</li> <li>• Virtual Tours, Prospectus' and Applications</li> <li>• Year 10 Taster Day at USP College Palmer's Campus - Be a college student for the day visits.</li> <li>• Year 10 Taster Day at South Essex College Thurrock's Campus</li> <li>• Business Week for all Year 10 students, which will enable them to gain an insight into work and adult life. Each student will take part in workshops, receive advice on how to complete a CV and a job application, take part in a 1:1 mock interview with local colleges and business leaders and receive feedback on how well they did.</li> <li>• Employer Recruitment Process including challenging stereotypes in the workplace.</li> <li>• Career Ready Assembly: Understanding Post 16 options &amp; entry requirements and Career Starter resources.</li> <li>• 1:1 career interviews with Year 10 on the SEND register. Early intervention interviews for identified students. Start Year 10 one to ones (Targeted)</li> </ul>	<p>Spring Term National Apprenticeship Week 2025 10th –16th February 2025.</p>
Year 11	<ul style="list-style-type: none"> <li>• <b>The Character and Resilience tutorial programme aims to help students understand the range of options available Post-16 and how to get the information, advice and guidance they need to make the best choices for them.</b></li> <li>• <b>To learn about the application process for Post-16 options. To identify a range of post-16 pathways to make informed choices about their future; complete application forms, writing a CV, personal statement and prepare for interviews – delivered by tutors.</b></li> </ul>	<p>Autumn Term Green Careers Week 2024 4th – 11th November.</p>

	<ul style="list-style-type: none"> <li>• Year 11 1:1 Careers interview with careers advisor, action plan created and sent home. Priority interviews for students with EHCP, SEN Support, LAC and those who are at risk of NEET</li> <li>• Year 11 Intended Destinations survey and Year 11 Activity Survey</li> <li>• Follow up interviews for support with applying for college, sixth forms and apprenticeships or traineeship, those who self-refer or identified as needing additional career support e.g. SEN, EAL</li> <li>• Make Happen – Assembly presentation, FE &amp; HE Education and Apprenticeships.</li> <li>• Make Happen - Group session: Career pathways</li> <li>• Next step assembly covering: detail publish college and sixth form open days, process of application and how the selection process works.</li> <li>• College and Sixth Form application process delivered by tutors</li> <li>• Preparing for College or Sixth Form Interviews</li> <li>• Understanding Sixth Form and College entrance requirements.</li> <li>• Local Colleges and Sixth Form presentations, apprenticeship presentation.</li> <li>• Sixth Form open events – Dates/times shared with students and parents/carers, displayed on academy website.</li> <li>• Virtual Tours, Prospectus' and Applications</li> <li>• Thurrock – Intended destination forms distributed to all form groups.</li> <li>• Intended and actual destination tracker until Post 16</li> <li>• Parent evening: Full impartial, advice and guidance.</li> <li>• All students attend Careers Assemblies.</li> <li>• STEM activities throughout the Academic year</li> <li>• Tracking Year 11s – Preventative NEET exercise.</li> <li>• NCS The Challenge - The Challenge was the UK's largest provider of National Citizen Service (NCS), a government-funded youth and community programme. Seasonal staff from NCS deliver a Year 11 assembly on the programme which helps 15-17-year-olds to push themselves, find their paths and give back to their communities through our 3 or 4-week programme.</li> </ul>	<p>Spring Term National Careers Week 2025 3rd – 8th March.</p> <p>Spring Term National Apprenticeship Week 2025 10th – 16th February 2025.</p>
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### **Operational Strategy**

<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>	<b>Additional</b>
1:1 Career Interviews for Year 11 students.	Continue Year 11 one to one interviews.	Continue Year 11 and commence Year 10 one to one interviews	Raising achievement evening
Priority interviews for students with EHCP, SEN Support, LAC and those who are at risk of NEET	Start Year 10 one to one interviews (targeted)	Year 9 group Careers (CIAG) session Thurrock SEND / Careers offering CIAG session to students in Year 9 with an EHCP. 1:1 interview with Year 9 on the SEN register.	Parents evenings Dates TBC
Year 11 Intended Destinations survey	Year 11 follow ups and mop up students' destinations	Year 11 follow ups and mop up students' destinations	Sixth Form open events Dates TBA
Year 11 Activity Survey	Start Year 10 one to ones (Targeted)	Year 11 September Guarantee	Academic year review of service provision

<b>All Year Groups</b>	<p><b>KUDOS:</b> We use <b>Kudos</b> a software tool that helps students explore the connection between what they are studying in the academy and their shortlisted careers. Kudos helps students to make informed choices about their options for post-16 and their future careers. This package supports the Academy achieve the Gatsby Benchmarks and ensures every student has the skills and knowledge to succeed according to statutory duty.</p> <p><b>Year 7 and 8</b></p> <ul style="list-style-type: none"> <li>• Students complete the My Future Questionnaire and explore all the entry routes and different careers available. The quiz to encourage self-awareness.</li> <li>• Explore subjects and links to future careers, helping students to make informed subject choices for GCSE</li> <li>• Explore and compare careers</li> </ul> <p><b>Year 9</b></p> <ul style="list-style-type: none"> <li>• Review My Future questionnaire</li> <li>• What skills can/do I need to improve?</li> <li>• Explore personality style for soft self awareness</li> <li>• Explore industries, local vacancies and LMI</li> <li>• Start to fill in personal development section.</li> </ul> <p><b>Year 10</b></p> <ul style="list-style-type: none"> <li>• Use CV builder before work experience</li> <li>• Explore case studies and day in the life of chose work experience careers</li> <li>• Record employer engagements against relevant careers in Kudos.</li> <li>• Record work experience, update skills</li> <li>• Continue to fill in personal development.</li> </ul> <p><b>Year 11</b></p> <ul style="list-style-type: none"> <li>• Explore all the entry routes available</li> <li>• Research Subjects and where they lead-use this to make informed subject choices for A level, professional courses or apprenticeships.</li> </ul>	<p>KS3- Spring &amp; Summer Term</p> <p>KS4 - Autumn term</p>
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	<ul style="list-style-type: none"> <li>• Fill in personal statement supporting information</li> <li>• Review My Future and skills</li> <li>• Continue to fill in personal development.</li> </ul>	
	<p><b>Careers Appointments</b> Students requesting a careers appointment should speak to Miss Tyler who will ensure an appointment is made. Staff can also request an appointment to be made for a student to see a careers advisor. This must also be done via Miss Tyler. Appointments will be with Rebecca Tyler - Careers Leader</p> <p><b>Priority</b> Whilst all students are entitled to see a careers advisor there is limited time available for appointments. Therefore, priority will be given in the following order: -</p> <ul style="list-style-type: none"> <li>• SEN Students, PP Students, CLA students</li> <li>• Students at risk of NEET/ NIL</li> <li>• Year 11</li> <li>• All other students</li> </ul> <p><b>Career Evaluation</b> – All careers’ events and activities have student evaluations completed, and impact measured and reviewed termly.</p> <p><b>Monitoring</b> Student attendance at careers events is recorded in Compass +. An online recoding system that measures attendance against the Gatsby Benchmarks.</p>	Ongoing