

Whole School Careers Plan for CEIAG, Employability and Enterprise Education

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Rationale

The Government's careers strategy, published on 4 December 2017, sets out a long term plan to build a world class careers system that will help young people and adults choose the career that is right for them. This statutory guidance has been updated to expand on the aim set out in the strategy to make sure that all young people in secondary school get a programme of advice and guidance that is stable, structured and delivered by individuals with the right skills and experience. (DFE October 2018)

To achieve this aim, the careers strategy sets out that every school and academy providing secondary education should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision. This statutory guidance has been restructured around the Benchmarks with information on what schools need to do to meet each one. (DFE October 2018)

Aims

St Edmund Campion school aims to meet all eight Gatsby benchmark targets whilst addressing the clear needs outlined above. Gatsby targets are in bold

1. **To design a stable careers programme** from Year 7 to 13 providing all students with CEIAG.
2. **To learn from career and labour market information** through targeted CEIAG and use of LMI in the careers programme.
3. **To address the needs of each pupil** through targeted IAG depending on personal need and career intentions/aspirations.
4. **To link curriculum learning to careers** by designing opportunities for Employability and Enterprise within subject and contact with employers, particularly within the vocational curriculum.
5. **To design encounters with employers and employees** through opportunities within subjects and within the enrichment curriculum. **At least four.**
6. **To enable experiences of workplaces** through work experience in Year 10 and 12.
7. **To design encounters with further and higher education** through opportunities within the enrichment curriculum, particularly in Years 12 and 13.
8. **To provide personal guidance** [independent and impartial] to all students, particularly those in Years 10 to 13.

Data aims (this will be updated in July 2019 when DFE release previous year data)

Pupil destinations – What pupils did after KS4	School	Birmingham	National	Target
Pupils staying in education or employment for at least two terms after key stage 4	93%	93%	94%	95%
Pupils staying in education for at least two terms after key stage 4	89%	91%	91%	95%
Pupils at a further education college or other further education provider	52%	37%	38%	60%
Pupils on apprenticeships	8%	4%	6%	10%
Pupils not staying in education or employment for at least two terms after key stage 4	Negligible	6%	5%	Negligible

Delivery

Our external careers advice, information and guidance is provided by an independent company called **Birmingham Careers Service (BCS)**. There is a Service Level Agreement (SLA) in place for a careers advisor from BCS to provide one-to-one and small group discussions to students in Years 11-13. All students have access to the careers advisor one day per week and may request an appointment. Our SLA provides all Year 12 and 13 students with a one-to-one discussion. All Year 11 students have a discussion (one-to-one for SEND and PP/FSM students and small group discussions for all others). One-to-one appointments at KS4 are also assessed on need following the results of a careers questionnaire.

We work closely with a Birmingham training company called **Gordon Franks Training** who assist us in delivering a number of events and experiences for our students including:

- Employer interviews with Years 11, 12 and 13
- One Job Challenge (employability challenges and employer interviews) with Year 10

Our internal CEIAG programme is based on the five key areas:

- **Careers education** – a planned programme in the curriculum that gives students the knowledge and skills for planning and managing their careers.
 - All students in Year 11 take part in a VESPA programme which includes provision below and September Guarantee tracking throughout the year to support all students into their next stage.
 - All students in our Sixth Form take part in progression time which incorporates careers education under the umbrella of: people skills, work skills, money skills and Post 18 research skills and guidance.
 - Year 12 take part in an annual bespoke Learning and Employability Conference at Birmingham City University which provides lectures on Higher Education, Health and Safety on Work Experience and incorporates a tour of BCU new campus.
 - Each year Sixth Form attend the UCAS Exhibition at the NEC Birmingham which is designed to support students with their research on universities and apprenticeship opportunities. Students are able to attend the following workshops: student life, apprenticeships, finance, graduate employability, choosing a university course and careers in medicine.
- **Careers information** – including learning options, skills, occupations, labour market information and progression routes.
 - Super Learning Days – five days across the school calendar – Each year group will access a business enterprise programme and a personal finance day.
 - Year 10 students – Super Learning Day – One Job Challenge (experience with employers)
 - Year 11 students – Mock Employer Interviews (Gordon Franks)
 - Sixth Form apprenticeship workshops are provided by Sandwell College and EEF for students identified as not wanting to apply to university.
 - We work with Pathways CTM which provides: INSIGHT Days; CIAG support with employment outcomes; apprenticeship guidance; Gap Year options; sponsored degrees; Work Experience opportunities with local and national employers and employers engagement days. Pathways CTM

support is designed to develop employability; offer interactive mentorship and regular support from the specialised Pathway team; labour market insights for pupils, parents and staff and student engagement and outcome tracking.

- Weekly careers and academic/employment enrichment opportunities are sent to all students in Sixth Form via our Weekly PPT. We track and actively encourage all students to take part in at least one opportunity.
- For the last four years, 20-25 of our Year 12 students have taken part in ENVISION (Social Enterprise Charity). Our Corporate Mentors have been Atkins Global and, this year we are mentored by Birmingham CrossCity Clinical Commissioning Group.
- A wide range of Russell Group universities and local universities attend our Post 16 Open Evening and work with our Sixth Form throughout the year.
- A range of employers are invited into Sixth Form to present career routes including: BDO, Mondelez, Aston Medical School, Alton Castle, ENVISION, NCS and BCH.
- The Social Mobility Foundation delivery an annual assembly to our students and every year we have students who secure placements. This provides high quality work experience and networking opportunities.

- **Careers advice and guidance –**

- Personalised help from independent and impartial advisers to identify long-term goals and plan steps to attain them. These advisers are appropriately qualified and provided by Birmingham Careers Service.
- As a Sixth Form we have become a Sutton Trust Champion School as a result we received Sutton Trust Access Champion School training in July 2017. This is a fully funded scheme and offers the following: intensive support and mentoring for one member of staff and Sixth Form Staff training; ongoing resources to support: admissions, personal statements, admissions testing, apprenticeship support; access to OSCAR software; a school bursary which is fully funded by HSBC of £2000. This scheme provides our Sixth Form with a platform to support more students into Higher Education and work based training.
- In the Sixth Form our schools have access to Unifrog, a careers online platform. We have access to the: Apprenticeship Tool, Personal Statement Writing Tool and Labour and Careers Insights sections.

- **Work-Related Learning (WRL) –** experiences inside and outside of the curriculum that help students learn about economic and financial well-being and careers/employment

- All Year 12 students complete work experience (WEX) in July (annually). All placements are vetted by an independent company called **Mainframe Engineering Ltd**. There is a SLA in place for Mainframe to provide our Health & Safety checks for Year 10 and 12 WEX. **Year 12 WEX is tracked in terms of IMPACT (see selected student Case Studies).**
- Students in Year 7,8,9 and 10 take part in our Super Learning day programmes which cover economic and financial well-being.
- Academic Enrichment including: Warwick University's Pathway to Banking, Finance and Law; University of Birmingham's Routes to Professions, Birmingham's A2B Scheme, Nuffield Placements through Coventry University and Aston Medical School are promoted in our Sixth Form. Each year a significant number of students secure these places. As a Sixth Form we have developed positive links with these providers.

- Student Finance England have presented to all of Sixth Form and their parents on financial well-being and financial preparation for HE and the world of work.
- Erdington SVP have funded four students to complete the Medsim Programme at the University of Nottingham (June 2017). This is a 2-day practical workshop for Year 12/13 students wanting to study medicine. Students learn a range of skills of skills from: basic auscultation, blood pressure, phlebotomy, to triage and simulated keyhole surgery. SVP also funded a Gap Medic placement for our Head Boy who was applying to study medicine.

- **Employability & Enterprise (E&E)**

- Year 10 all participate in the One Job Challenge every year. The shortlisted students (20) were all interviewed by the invited employers before a student is selected as the successful candidate.
- Year 7,8 and 9 will participate in the business enterprise day (resulting in the sale of items to make a profit for charity)
- Year 10 and 11 students on VCert (vocational) Business course have to plan and run a Business for their assignment work.
- Year 12 and 13 students participate in annual fundraising on behalf of Macmillan Cancer Research et. al.

CEIAG, Employability and Enterprise Education Plan (mapping against Gatsby Benchmarks)

1. Stable careers programme	2. Career and Labour Market Information	3. Address the needs of individual students	4. Link Curriculum to Careers
5. Encounters with Employees (ers) (4)	6. Experiences with Workplaces	7. Encounters with FE and HE	8. Personal Guidance

Year Group	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
7				Your Money Matters (Super Learning Day 3)		
8		BusinessEnterprise Day (Super Learning Day 1)	KS4 Options Space Centre Visit – STEM (Super Learning Day 2)			

Year Group	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
9		Duke of Edinburgh Award Scheme. World of Work (Super Learning Day 1) VIY construction project (20 students)	Duke of Edinburgh Award Scheme.	Duke of Edinburgh Award Scheme. Big Bang Visit – STEM (Super Learning Day 3)	Duke of Edinburgh Award Scheme. Personal Finance Day (Super Learning Day 4)	Duke of Edinburgh Award Scheme.
10		Personal Finance Day (Super Learning Day 1) VIY construction project (20 students) Envision (small group)	Aspire Learning (Super Learning Day 2) Envision (small group)	Two students to NHS work experience (Feb half term)	One Job Challenge (Gordon Franks Training Super Learning Day 4)	
11	Careers interviews (one-on-one and small group, BCS).	NCS Presentation Careers interviews (one-on-one and small group, BCS). Post 16 Assembly	Employer Interviews (Gordon Franks Training). KS5 Options Careers interviews (one-on-one and small group, BCS).	Careers interviews (one-on-one and small group, BCS). NCS public speaking workshops	Careers interviews (one-on-one and small group, BCS).	
12	Aimhigher Mentoring (Birmingham City University & Aston University). Careers interviews (one-on-one and small group, Stepping Forward) Careers Input through Progression Time Weekly academic enrichment updates	Aimhigher Mentoring (Birmingham City University & Aston University). Employer Interviews (Gordon Franks Training). Apprenticeship presentation and workshop (Amazing Apprenticeships). Apprenticeship Workshops	Careers interviews (one-on-one and small group, Stepping Forward) Careers Input through Progression Time Weekly academic enrichment updates ENVISION	Careers interviews (one-on-one and small group, Stepping Forward) Careers Input through Progression Time Weekly academic enrichment updates ENVISION	Careers Input through Progression Time OSCAR Launch Weekly academic enrichment updates	Work Experience (WEX) 5 days. BCU Visit. 1 day. National Citizenship Service Careers Input through Progression Time UCAS Convention Weekly academic enrichment updates

Year Group	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
	ENVISION	Universities at Open Evening Careers Input through Progression Time Weekly academic enrichment updates ENVISION NCS				
13	Student Finance Careers interviews (one-on-one and small group, Stepping Forward) Careers Input through Progression Time Weekly academic enrichment updates	HEAN Interview Practice for indentified students. Careers interviews (one-on-one and small group, Stepping Forward) Careers Input through Progression Time Weekly academic enrichment updates	Careers interviews (one-on-one and small group, Stepping Forward) Careers Input through Progression Time Weekly academic enrichment updates	Careers interviews (one-on-one and small group, Stepping Forward) Careers Input through Progression Time Weekly academic enrichment updates	Weekly academic enrichment updates	