

Careers Program Plan Fairfax Academy Years 7-11 2022-2023

Target - To deliver an ongoing programme of careers and work-related learning activity from years 7 to 11. Sixth Form are on a separate programme which can be found here: [Enrichment Programme – Fairfax Academy](#)

The vision of the Career Program (Gatsby Benchmark 1) as laid out in the Careers Policy is:

To inspire, inform and tailor advice to our pupils. To enable them to make the best-informed careers decisions using their skills, qualifications, interests and talents to reach their full potential.

The aims of the careers program

1. To continue a rolling program of careers education from Year 7-9 in PSHE timetabled lessons. To enable the following messages to be embedded from Year 7, thereby maintaining high profile of careers lesson messages and events in the minds of the pupils.
2. We would like our pupils to be aware of occupations and careers that are not the familiar vocational ones e.g. doctors, engineers and accountants. The careers program will support all curriculum departments to develop resources, invite speakers and promote careers in their curriculum areas
Gatsby Benchmark 4
3. Pupils should feel more confident and justified into making their own career decisions and be less pressured into following just STEM A levels and be encouraged to continue with subjects that they enjoy and are talented at – thereby increasing uptake of subjects such as Music, Art and English
4. For our pupils to be aware of labour market information (LMI) about the future. We want our pupils to be fit for the future of the workplace and educate them to be able to meet their potential in this rapidly changing environment
5. To enable them to recognise and value that certain skills and personality characteristics are sought after by employers beyond qualifications. Therefore, to celebrate non-academic talents and attributes and understand that these attributes will give them unique characteristics which will make them stand out from other pupils when they compete for jobs or highly competitive courses
6. To highlight high status and rewarding alternatives to University Degree Education such as Apprenticeships or Higher Degree Apprenticeship possibilities
7. For the pupils to meet a range of professional people and learn about their varied routes to fulfilling careers in all year groups.
8. To match our program to the Gatsby Benchmarks and evidence the quality and measure the impact of our careers provision. In doing this we will aim to tailor our future support by learning from past endeavours.

The following Careers Program is intended to implement these targets

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 Who is delivering	Activity 2022-2023	Aims
Year 11 Careers Advisor	Personal Career Guidance with trained Careers Advisor All students with EHCP will have two interviews one with enhanced trained Careers Advisor	To provide Careers Action Plan for each student – including links to access careers information related to their ideas/future plans This is to occur before A level/future training choices are made
Gatsby Benchmark 8		
Year 11 Career Advisor Teaching Staff	Careers within PSHE delivered during Tutor Time	Lesson content <ul style="list-style-type: none"> • Plans after Year 11 • How to prepare for practice interviews • How to get the most out of the careers fair • Getting the most out of Meet the Professional • Exit Questionnaire • Personal branding, stereotyping and social media • LMI and job sectors of the future • A Level choices support • Preparation for personal careers interview • University and apprenticeships/degree apprentices • Employability skills
Gatsby Benchmark 3 4 5		

Year Group Who is delivering	Activity 2022-2023	Aims
Year 11 Staff Careers Advisor External Providers	Assemblies	<ul style="list-style-type: none"> • What to expect in Year 11 – What are my Post 16 options/ How do I contact the Career Advisor • Futures Week provides the opportunity for assemblies with post 16 education providers • Apprenticeship Provider Talk • What to expect in the Careers Fair • Where are you in your application process? (Including assessing Yr 11 progress for post 16 applications)
Gatsby Benchmark 1 3 5 7		
Year 11 External partners	Meet the Professional	<ul style="list-style-type: none"> • To provide students with first-hand experience of a real workplace. • To encourage the development of employability skills including;
Gatsby Benchmark 2 3 5 7		
Year 11 Career Advisor Staff External Partners	Careers Fair & Practice Interview	<ul style="list-style-type: none"> • To provide students with opportunity to speak with: <ul style="list-style-type: none"> ○ Local college ○ National universities ○ Employers ○ UTCs • Practice interviews give students the opportunity to take part in a 1:1 interaction with a local employer. Each student receives feedback from their interview.
Gatsby Benchmark 1 2 3 5 6 7		

Year Group Who is delivering	Activity 2022-2023	Aims
Year 10 Teaching Staff	Careers within PSHE Living in the Wider World – Careers and Finance The impact of financial and online decisions on future career opportunities. Managing debt, gambling and financing within the world of work	Lesson content <ul style="list-style-type: none"> Careers that Interest Me <i>Mapping exercise for future college trips</i> What to expect from the careers fair How to compile a CV Showcasing Personal Strengths Finances and its impact on individuals in the world of work
Gatsby Benchmark 1 3 4		
Year 10 Careers Advisor	Assemblies	<ul style="list-style-type: none"> Re-Introduction of the Career Advisor- Your career path at GCSE Apprenticeship Talk T Levels – What are they? College Taster day – Expectations
Gatsby Benchmark 1 3 5 7		
Year 10 Staff External Partners	Careers Fair	<ul style="list-style-type: none"> To provide students with opportunity to speak with: <ul style="list-style-type: none"> Local college National universities Employers UTCs
Gatsby Benchmark 1 2 3 5 6 7		
Year 10 Career Advisor Staff External Partners	Criteria based College Taster trip to BMET College, Sutton Coldfield	<ul style="list-style-type: none"> To allow Year 10s to experience a day in the life of a college student. Students get to sample up to 4 different career areas
Gatsby Benchmark 2 3 4 5 6 7		

Year Group Who is delivering	Activity 2022-2023	Aims
Year 9 Teaching Staff	Careers within PSHE Living in the wider world Careers Exploring values and employability. Job interviews, CV skills and researching careers.	Lesson content <ul style="list-style-type: none"> • Where can your GCSEs take you? • My Future Career Plans • Preparation for Guess My Job • Researching Jobs • Employability • Job interviews • Being an entrepreneur • What is a CV
Gatsby Benchmark 2 3 5 7		
Year 9 Careers Advisor	Assemblies	<ul style="list-style-type: none"> • Choosing your options - Linking subjects to careers • Apprenticeship Talk
Gatsby Benchmark 2 3 4		
Year 9 Leadership Careers Advisor	GCSE options evening for parents and pupils All optional curriculum subject areas deliver talks about their subject area using students in Y10 and Y11 to highlight careers and subject specific information.	<ul style="list-style-type: none"> • To aim students with the decision about subjects to choose for GCSE
Gatsby Benchmark 3 4		
Year 9 External Provider	Trip to Oxford University	<ul style="list-style-type: none"> • Aimed at the Gifted and Talented students get to experience what it would be like to apply for Oxbridge
Gatsby Benchmark 3 7		
Year 9 External Provider	Guess My Job	<ul style="list-style-type: none"> • Meeting with employers from various sectors to discover what each different job involves.
Gatsby Benchmark 2 5		

Year Group Who is delivering	Activity 2022-2023	Aims
Year 8 Teaching Staff	Living in the Wider World Community and careers Exploring the journey into careers. Building skills in leadership, goal setting, innovation and understanding work behaviours	Lesson content <ul style="list-style-type: none"> • The journey into your career • Leadership • Innovation and idea generation • Understanding behaviours for work • Aiming high • Setting goals • Building a positive online relationship
Gatsby Benchmark 2 3 5 7		
Year 8 Careers Advisor External partners	Assemblies	<ul style="list-style-type: none"> • Assemblies to give a flavour of options for the future. • Introduction to Careers
Gatsby Benchmark 2 8		
Year 7 Teaching Staff	Careers in PSHE Living in the Wider World Careers Understanding the importance of education in relation to work. Developing resilience skills for the workplace and exploring different jobs.	Lesson content <ul style="list-style-type: none"> • What I would like to do in my future • Why is education important • The hidden roles in business • Get involved! • Developing a 'can do' attitude • Exploring green careers • How to choose a career • Future focus
Gatsby Benchmark 2 3 5 7		
Year 7 Careers Advisor External partners	Assemblies	<ul style="list-style-type: none"> • Introduction to Careers • Apprenticeship Talk
Gatsby Benchmark 2, 8		

Year Group Who is delivering	Activity 2022-2023	Aims
In January 2023 we will be rolling out our Birmingham City University initiative to our Year 7 students . Across the five-year plan, engaged learners will have access to higher education workshops, subject specific activities and tailored mentoring for information, advice and guidance (IAG). This exciting new programme aims to increase learner attainment and encourage a positive approach to learning.		
Gatsby Benchmark 1 2 3 5 6 7 8		