Careers Program Plan Fairfax Academy Sixth Form 2022-2023

Target - To deliver an ongoing programme of careers and work-related learning activity from years 12 to 13

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 students. 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 maintain a rolling program of careers education from Year 12-13 to enable the students to make the right career choices, thereby maintaining high profile of careers messages and events in the minds of the students.

2. We would like our students 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, and we will invite speakers and promote careers in their curriculum areas Gatsby Benchmark 4

3. Students 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 students to be aware of labour market information (LMI) about the future. We want our students 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 students when they compete for jobs or highly competitive courses

6. To highlight high status and rewarding alternatives to University Degree Education such as Apprentice of Higher Degree Apprenticeship possibilities

7. For the students to meet a range of professional people and learn about their varied routes to fulfilling careers in all year groups.

8. For every pupil in year 12 to experience the working environment either face-to-face or virtually

9. To match our program to the Gatsby Benchmarks and evidence the quality and impact of our careers provision

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 2022/23**	**Aims**
ALL	**NEW Registration CEIAG** – one lesson every week for school year. **Gatsby Benchmark 2 & 3**	To cover the following • CV writing and job applications • 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

Year Group Who is delivering	Activity 2022/23	Aims
Year 12&13 External partner/ Internal Staff	**University application and interview skills training workshops** 1. **NEW** 'Your Futures' careers scheme of work to run from May 2023 following completion of Express EPQ for Year 12 to begin the UCAS process 2. Russell Group university admissions 3. Oxford school liaison led session for Oxbridge applications and interview training, Medicine for Oxbridge application and interview training 4. A Degree Apprenticeship /Graduate recruitment expert to visit and meet with students interested in this route. **Gatsby benchmark 2, 3, 5 & 7**	To prepare students for impending University interviews and apprenticeship / job interviews in the future. To provide an opportunity to both learn and practice interview skills.
Year 12&13 External partners	**Mock interviews** We will recruit volunteer interviewers to interview Y13 students applying to university. **Gatsby Benchmark 2, 3, 5 & 8**	To give students practical experience of a panel interview prior to university interviews. To give any students aiming for degree apprenticeships the opportunity to gain interview practice. To provide an opportunity to receive feedback and reflect on performance. To give students the opportunity to complete an online application form. To provide an opportunity for parents, friends of the school and interested professionals to take part in the careers programme.

Year Group Who is delivering	Activity 2022/23	Aims
Year 12&13 External Partners	**Meet the Professional** Opportunity to meet with a selection of people from differing career sectors	To provide the students with the opportunity to meet professional people in a wide variety of job sectors To provide an opportunity for parents, friends of the school and interested professionals to take part in the careers programme.
Year 12 Internal staff/ Unifrog	**NEW Registration CEIAG Programme, 'Your Future' Lessons, and Sixth form assemblies** **Unifrog** – online platform for Careers and Higher Education Information. All students to have access to Unifrog and Form Tutors to be given login access to support students during registration. **Gatsby benchmark 2, 3, 7 & 8**	Tutors and UCAS reference writers to individually advise students about their UCAS personal statement and University course choices and apprenticeship opportunities. To efficiently provide up-to-date information on sector specific or Careers opportunities and communicate with students. To enable students to research and store information related to their future training/job application/University application
Year 13	**NEW Registration CEIAG Programme and Sixth form assemblies** **Unifrog** – online platform for Careers and Higher Education Information. All students to have access to Unifrog and Form Tutors to be given login access to support students during registration. **Gatsby benchmark 2, 3, 7 & 8**	Tutors and UCAS reference writers to individually advise students about their UCAS personal statement and University course choices and apprenticeship opportunities. To efficiently provide up-to-date information on sector specific or Careers opportunities and communicate with students. To enable students to research and store information related to their future training/job application/University application

Year Group Who is delivering	Activity 2022/23	Aims
Year 12 External partners	**Higher Education & Careers Fairs** Careers Event in school Oxbridge Conference March 2023 UCAS HE Conference (June 2023) **Gatsby benchmark 5 & 7**	To help students establish what they wanted after leaving in Y13 to decide, what career or what University/training course to do and make them aware of local market forces To provide the students with the opportunity to meet professional people in a wide variety of job sectors To provide students with access to all training providers
Year 12&13 Teaching Staff	**Subject lessons and 6th form assemblies** To invite external speakers to give Apprentice and Higher Education talks To invite external speakers for various career sectors Unifrog – online platform for Careers and Higher Education Information **Gatsby Benchmarks 2, 3 and 5**	To efficiently provide up-to-date KS5 information tailored to the needs of our students (based on formative evaluation) about Higher Education/Training and Careers opportunities post 18 Unifrog will enable students to research and store information related to their future training/job application/University application

Year Group Who is delivering	Activity 2022/23	Aims
Year 12&13 Internal Staff	**Personal Career Interviews** All students to receive at least two contacts or interventions with the independent qualified careers adviser. Targeted students include: ● All students who joined sixth form from other schools. ● Students with SEND ● Pupil Premium students. ● Students who are unsure about their future **Gatsby benchmark 8**	To provide targeted students and those who request one a further interview with the opportunity to discuss their career plans with an independent qualified careers adviser.
Year 12 External partner/ Internal Staff	**Work experience** – face to face – all students will be supported with: ● Launch assembly: January ● Registration Programme ● Delivery of information by EPQ teachers SIPS Education are the preferred partner to support with Health and Safety Assessments and suitability of placement. **Gatsby Benchmark 3, 5 & 6**	To support students to find and apply for work experience placements to be undertaken in June 2023. ● To provide students with first-hand experience of a real workplace. ● To encourage the development of employability skills including; ● Communication ● Team work ● Leadership ● Problem solving ● Initiative ● Enterprise ● Planning and organising ● Reflective practice.

Year Group Who is delivering	Activity 2022/23	Aims
Year 12&13 Teaching staff and external partners	**Internal volunteering scheme** - students are offered the opportunity to offer in lesson support Peer Mentoring In-school qualification **NEW** Offering students guidance and help with obtaining volunteering experience by, for example, providing them with a guide to obtaining a volunteering placement **Gatsby Benchmark 5 & 6**	To support community-based causes and projects to enhance their Employability skills To offer them opportunities to work in real life situations thus building their team working skills and their understanding of being in a work situation To improve cultural capital