

**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	6. Experiences with Workplaces	7. Encounters with FE and HE	8. Personal Guidance

**Careers Program Plan Fairfax Academy Sixth Form 2024-2025**

**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.
10. This document is to be read in conjunction with the Personal Learning and Development Programme for each year group

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Date	Year Group Delivered by	Activity 2023/24	Aims	Gatsby Benchmark
Autumn Term	Year 12 Sixth Form	<b>Induction to the Sixth Form</b>	To introduce students to requirements of sixth form study <ul style="list-style-type: none"> <li>• Independent learning</li> <li>• Team building</li> </ul> Organisation	BM4
Through year	ALL Form tutors	<b>Registration CEIAG</b> – one lesson every week for school year.	To cover the following <ul style="list-style-type: none"> <li>• CV writing and job applications</li> <li>• Personal branding, stereotyping and social media</li> <li>• LMI and job sectors of the future</li> <li>• A Level choices support</li> <li>• Preparation for personal careers interview</li> <li>• University and apprenticeships/degree apprentices</li> <li>• Employability skills</li> </ul>	BM2 BM3

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Through year	Year 12&13 External partner/ Internal Staff	<p><b>University application and interview skills training workshops</b></p> <ol style="list-style-type: none"> <li><b>Personal development Programme includes</b> ‘Your Futures’ careers scheme of work to run from Summer Term for Year 12 to begin the UCAS process.</li> <li>Russell Group university admissions.</li> <li>Oxford school liaison led session for Oxbridge applications and interview training, Medicine for Oxbridge application and interview training.</li> <li>A Degree Apprenticeship /Graduate recruitment expert to visit and meet with students interested in this route.</li> </ol>	<p>To prepare students for impending University interviews and apprenticeship / job interviews in the future.</p> <p>To provide an opportunity to both learn and practice interview skills.</p>	<p>BM2 BM3 BM5 BM7</p>

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Date	Year Group Delivered by	Activity 2023/24	Aims	Gatsby Benchmark
Autumn Term	Year 12&13 External partners	<b>Mock interviews</b> We will recruit volunteer interviewers to interview Y13 students applying to university.	<p>To give students practical experience of a panel interview prior to university interviews.</p> <p>To give any students aiming for degree apprenticeships the opportunity to gain interview practice.</p> <p>To provide an opportunity to receive feedback and reflect on performance.</p> <p>To give students the opportunity to complete an online application form.</p> <p>To provide an opportunity for parents, friends of the school and interested professionals to take part in the careers programme.</p>	<p><b>BM2</b></p> <p><b>BM3</b></p> <p><b>BM5</b></p> <p><b>BM8</b></p>
Autumn Term	Year 13 External Partner	<b>Gap Year Information</b>	Yipiyap provide information on activities that would be useful if considering a gap year.	<b>BM3</b>

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Through Year	Year 12 and 13 Internal staff/ Unifrog	<p><b>Registration CEIAG Programme</b></p> <p><b>Personal Development Summer term ‘Your Future’ Lessons (Year 12), and Sixth form assemblies</b></p> <p><b>Unifrog</b> – 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.</p>	<p>Tutors and UCAS reference writers to individually advise students about their UCAS personal statement and University course choices and apprenticeship opportunities.</p> <p>To efficiently provide up-to-date information on sector specific or Careers opportunities and communicate with students.</p> <p>To enable students to research and store information related to their future training/job application/University application</p>	<p><b>BM2</b></p> <p><b>BM3</b></p> <p><b>BM7</b></p> <p><b>BM8</b></p>

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Through Year	Year 12 External partners	<p><b>Higher Education &amp; Careers Fairs</b></p> <p>Careers Event in school – Careers Fair</p> <p>Oxbridge Conference (March 2025)</p> <p>BCU Campus Visit (May 2025)</p> <p>UCAS Discovery (June 2025)</p>	<p>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.</p> <p>To provide the students with the opportunity to meet professional people in a wide variety of job sectors.</p> <p>To provide students with access to all training providers.</p>	<p><b>BM5</b></p> <p><b>BM7</b></p>

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Through Year	Year 12&13 Teaching Staff	<p><b>Sixth Form Assemblies/Information</b></p> <p>Careers assemblies by Careers Advisor at strategic points of the year.</p> <p>To invite external speakers to give Apprentice and Higher Education talks.</p> <p>To invite external speakers for various career sectors.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• ASK Apprenticeships</li> <li>• BCU Acclerate</li> <li>•</li> </ul> <p>Unifrog – online platform for Careers and Higher Education Information.</p> <p><b>Gatsby Benchmarks 2, 3 and 5</b></p>	<p>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</p> <p>Unifrog will enable students to research and store information related to their future training/job application/University application</p>	<p><b>BM2</b></p> <p><b>BM3</b></p> <p><b>BM5</b></p>

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Date	Year Group Delivered by	Activity 2023/24	Aims	Gatsby Benchmark
Through year	Year 12&13 Internal Staff	<p><b>Personal Career Interviews</b></p> <p>All students to receive at least two contacts or interventions with the independent qualified careers adviser.</p> <p>Targeted students include:</p> <ul style="list-style-type: none"> <li>• All students who joined sixth form from other schools.</li> <li>• Students with SEND</li> <li>• Pupil Premium students.</li> <li>• Students who are unsure about their future</li> </ul>	To provide all students the opportunity to discuss their career plans with an independent qualified careers adviser.	<b>BM8</b>



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Date	Year Group Delivered by	Activity 2023/24	Aims	Gatsby Benchmark
Through Year	Year 12&13 Teaching staff and external partners	<p><b>Internal volunteering scheme</b> - students are offered the opportunity to offer in lesson support</p> <p>Peer Mentoring In-school qualification</p> <p><b>External volunteering schemes</b></p> <p>Offering students guidance and help with obtaining volunteering experience by, for example, providing them with a guide to obtaining a volunteering placement.</p> <p>Volunteering opportunities via NCS (National) and Square Peg Activities (Local)</p> <p><b>NEW FOR 2024</b> Local Primary School Reading Initiative. Students to be allocated to local primary schools to support with reading activities.</p>	<p>To support community-based causes and projects to enhance their Employability skills</p> <p>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.</p> <p>To improve cultural capital.</p>	<p><b>BM5</b></p> <p><b>BM6</b></p>

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Date	Year Group Delivered by	Activity 2023/24	Aims	Gatsby Benchmark
Autumn Term Launch/ Summer Term Activity	Year 12 External partner/ Internal Staff	<p><b>Work experience</b> – face to face – all students will be supported with:</p> <ul style="list-style-type: none"> <li>● Launch assembly: December</li> <li>● Registration Programme</li> <li>● Delivery of information by Personal Development teachers</li> </ul> <p>SIPS Education are the preferred partner to support with Health and Safety Assessments and suitability of placement.</p>	<p>To support students to find and apply for work experience placements to be undertaken in June 2024.</p> <ul style="list-style-type: none"> <li>● To provide students with first-hand experience of a real workplace.</li> <li>● To encourage the development of employability skills including;                             <ul style="list-style-type: none"> <li>● Communication</li> <li>● Team work</li> <li>● Leadership</li> <li>● Problem solving</li> <li>● Initiative</li> <li>● Enterprise</li> <li>● Planning and organising</li> <li>● Reflective practice.</li> </ul> </li> </ul>	<p><b>BM3</b> <b>BM5</b> <b>BM6</b></p>

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Date	Year Group Delivered by	Activity 2023/24	Aims	Gatsby Benchmark
Autumn Term	Year 12 and 13 Careers Advisor/ External Providers	<b>Meet the Professional</b>	<ul style="list-style-type: none"> <li>● To provide students with first-hand experience of a real workplace.</li> <li>● To encourage the development of employability skills including;</li> <li>● Communication Skills, Teamwork and Collaboration, Problem-Solving and Critical Thinking, Adaptability and Flexibility: Foster an environment that encourages learning from change and being open to new ideas and approaches, Time Management and Organizational Skills and Professionalism and Work Ethic.</li> </ul>	<b>BM2</b> <b>BM3</b> <b>BM5</b> <b>BM7</b>
Autumn Term	Year 12 and 13 Career Advisor Staff External Partners	<b>Careers Fair &amp; Practice Interview</b>	<ul style="list-style-type: none"> <li>● To provide students with opportunity to speak with:                             <ul style="list-style-type: none"> <li>○ Local college</li> <li>○ National universities</li> <li>○ Employers</li> <li>○ UTCs</li> </ul> </li> <li>● 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.</li> </ul>	<b>BM1</b> <b>BM2</b> <b>BM3</b> <b>BM5</b> <b>BM6</b> <b>BM7</b>
Autumn Term	Year 12 External Provider/Busine ss Faculty	<b>Entrepreneurship with Keep Fit with Kelly</b>	Kelly Ravenscroft visits the year 12 Economics group to talk through her business, how she set it up, what entrepreneurial skills she presented and how external shocks have made her change her business focus	<b>BM4</b>
Autumn Term	Year 12&13 Geography and Science	<b>Green Careers Week</b>	National GREEN careers week focuses on Green careers, jointly run by Geography and Science Department.	<b>BM4</b>

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Spring Term	Year 12 External Provider/ Science Faculty	<b>NEA UK Mentoring Workshops</b>	Event for the Nuclear Energy Agency to provide mentoring support (both academic and professional) to increase the numbers of females working in the energy sector, being a traditionally male-dominated area.	<b>BM4</b>
Spring Term	Year 12 External Provider/Business Faculty	<b>University of Law – talks</b>	The University of Law visit year 12 Law group to show the path a crime takes from initial investigation by police to CPS and the varying stages working through the legal system.	<b>BM4</b>
Summer Term	Year 12 and 13	Logo Competition for an outside company		
Summer Term	Year 12 External Provider/ Business Faculty	<b>True Crime by University of Law</b>	The University of Law visit the year 12 Law group to show the path a crime takes from initial investigation by police to CPS and the varying stages working through the legal system.	<b>BM4</b>

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Date	Year Group Delivered by	Activity 2023/24	Aims	Gatsby Benchmark
Summer Term	Year 11 Duke of Edinburgh Award	Gold Duke of Edinburgh	<p>Duke of Edinburgh Scheme enhances:</p> <ul style="list-style-type: none"> <li>• Personal Development: To help participants build essential life skills, such as confidence, resilience, and independence.</li> <li>• Skill Development: To provide opportunities for learning new skills or improving existing ones, fostering a sense of achievement and self-improvement.</li> <li>• Community Involvement: To encourage young people to engage with and give back to their communities through volunteer work and service projects.</li> <li>• Teamwork and Leadership: To develop teamwork, leadership, and collaboration skills through group activities and expeditions.</li> <li>• Adventure and Exploration: To cultivate a spirit of adventure and exploration by participating in expeditions that challenge participants to step out of their comfort zones and experience new environments.</li> </ul>	<b>BM4</b>