



Imberhorne School Annual Careers Planner

Gatsby Benchmark	1	2	3	4	5	6	7	8
	A Stable Career Programme	Learning from Career & Labour Market Information	Addressing the needs of each student	Linking curriculum learning to careers	Encounters with employers & employees	Experiences of workplaces	Encounters with further & higher education	Personal guidance
Year 7	Spring Term Character Education taught in PD	Spring Term National Careers Week Assembly Spring Term National Apprenticeship Week Assembly	Spring Term Character Education taught in PD	All Year Classroom Displays All Year Staff highlight and discuss employment opportunities and transferable skills developed in their subject.	Spring Term Assembly Speakers Summer Term Assembly Speakers Summer Term Take Your Child to Work Day	Summer Term Take Your Child to Work Day		
Intended Outcomes	Aim: Students begin to recognise and build personal skills and understand the skills employers are looking for.	Aim: To introduce students to career pathways and understand what Labour Market Information is.	Aim: Students begin to recognise personal skills and start to build self confidence.	Aim: Subject specific careers are highlighted in the appropriate spaces.	Aim: Students meet local businesses and appreciate that a wide variety of jobs and careers exist.	Aim: Students gain an insight into the world of work and the workplace.		
Year 8	Spring Term Career Options and Post 16 pathways taught in PD	Spring Term National Careers Week Assembly Spring Term National Apprenticeship Week Assembly	All Year Students can Self Refer to Careers Adviser Summer Term Year 8 Futures Day	All Year Classroom Displays All Year Staff highlight and discuss employment opportunities and transferable skills developed in their subject.	Spring Term Millais School STEM fair		Summer Term Year 8 Futures Day Summer Term Series of talks by current 6th Form Students	All Year Students can Self Refer to Careers Adviser
Intended Outcomes	Aim: Students will understand the range of careers available and how personal attributes can affect choice of career. Students will be introduced to the possible options post 16.	Aim: To further explore pathways and understand why Labour Market Information is important.	Aim: Students will have access to impartial career advice from year 8 onwards. To raise student aspirations prior to the year 9 options process.	Aim: Subject specific careers are highlighted in the appropriate spaces.	Aim: STEM career awareness and challenge gender stereotypes.		Aim: To give the students the opportunity to engage with college providers/university students and apprentices. Students will be aware of all future learning opportunities.	Aim: Students will have access to impartial careers advice from year 8 onwards.
Year 9	Autumn Term Revisit personal skills and character in PD Spring Term Careers education related to choosing options taught in PD	Spring Term National Careers Week Assembly Spring Term National Apprenticeship Week Assembly	Spring Term Form Tutor Mentoring prior to Options Spring Term Targeted Careers Advice for SEN and other vulnerable students	All Year Classroom Displays All Year Staff highlight and discuss employment opportunities and transferable skills developed in their subject	Spring Term Speed networking event	Summer Term Volunteering Day		All Year Option for student self referral to Careers Advisor Autumn Term One to one mentoring with a member of SLT
Intended Outcomes	Aim: Students are aware of personal skills/strengths and how these might influence options choices. Students can make informed choices about their options.	Aim: Students to understand how options choice relates to future pathways and understand how Labour Market Information may affect future choices.	Aim: All students are aware of the options process. Students who require extra support are identified.	Aim: Subject specific careers are highlighted in the appropriate spaces.	Aim: Students meet a wide range of professionals and explore the vast number of career choices available. Students aspirations are strengthened.	Aim: Students interact with the local community and experience the workplace. Students build skills relevant for future learning, training and employment.		Aim: To ensure all students are confident with their choices and independent and impartial advice can be given where needed.

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Year 10	<p><u>Autun Term</u> Setting "SMART" goals taught in PD</p> <p><u>Summer Term</u> CV writing skills taught in PD</p> <p><u>Summer Term</u> Preparation for work experience taught in PD</p>	<p><u>Spring Term</u> National Careers Week Assembly</p> <p><u>Spring Term</u> National Apprenticeship Week Assembly</p>	<p><u>All Year</u> Targeted Careers Advice for disengaged students</p> <p><u>Spring Term</u> SEND / Support students visit to Plumpton College</p>	<p><u>All Year</u> Classroom Displays</p> <p><u>All Year</u> Staff highlight and discuss employment opportunities and transferable skills developed in their subject.</p>	<p><u>Autumn Term</u> "TED" style lunchtime talks by professionals from a variety of sectors.</p> <p><u>Summer Term</u> Mock Interviews with local employers</p>	<p><u>Summer Term</u> Work Experience Placements</p> <p><u>Summer Term</u> Small group visits to local employers.</p>	<p><u>Spring Term</u> SEND / Support students visit to Plumpton College</p> <p><u>Summer Term</u> Imberhorne 6th Form taster day</p> <p><u>Summer Term</u> Visit to Crawley College / Plumpton College</p> <p><u>Summer Term</u> Uni visit</p>	<p><u>All Year</u> Targeted career advice for disengaged students</p> <p><u>All Year</u> Option for self referral to the Careers Advisor.</p>
Intended Outcomes	Aim: Students are able to set realistic goals. Students can recognise transferrable skills and be able to relay this to an employer.	Aim: Students learn about changes within the job market and future skill demands.	Aim: To differentiate careers education and support for SEN / Vulnerable students.	Aim: Subject specific careers are highlighted in the appropriate spaces.	Aim: Students are confident with preparation for, and attendance at interview. Students can use constructive feedback to reflect on the process.	Aim: Students are able to choose workplace experiences relevant to their own interests and needs. Students are able to relate their learning to the real world.	Aim: To provide all students with an off-site experience of a further education provider.	Aim: Every student to have access to independent and impartial advice.
	A Stable Career Programme	Learning from Career & Labour Market Information	Addressing the needs of each student	Linking curriculum learning to careers	Encounters with employers & employees	Experiences of workplaces	Encounters with further & higher education	Personal guidance
Year 11	<p><u>Autumn Term</u> Evaluation of personal Post 16 planning taught in PD</p> <p><u>Spring Term</u> Post 16 planning taught in PD</p>	<p><u>Spring Term</u> National Careers Week</p> <p><u>Spring Term</u> National Apprenticeship Week Assembly</p>	<p><u>Autumn Term</u> Future plans interviews with a senior member of staff</p>	<p><u>All Year</u> Classroom Displays</p> <p><u>All Year</u> Staff highlight and discuss employment opportunities and transferable skills developed in their subject</p>	<p><u>Autumn Term</u> "TED" style lunchtime talks by professionals from a variety of sectors.</p> <p><u>Autumn Term</u> Visit to Skills London</p> <p><u>Summer Term</u> Visit to National Apprenticeship Show</p>		<p><u>Autumn Term</u> Regular promotion of further education providers' open evenings and events</p>	<p><u>Autumn Term</u> All students offered 1:1 Careers Guidance Conversation with Careers Advisor</p>
Intended Outcomes	Aim: Students will know their personal skills and how these relate to their future options. Students will be able to research potential careers pathways.	Aim: Students learn current labour market information, local and national labour market trends and anticipated changes within the job market and future skill demands.	Aim: Students who need extra support are identified and referred to the Careers Advisor. Students at risk of becoming NEET Post 16 are identified.	Aim: Subject specific careers are highlighted in the appropriate spaces.	Aim: Students have the opportunity to meet professional in sectors that interest them.		Aim: Students and parents / carers aware of all promotional events relating to post 16 choices.	Aim: All students are able to receive impartial careers advice and guidance if needed.

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Year 12	<p><u>Spring & Summer Term</u> Post 16 options All resources are available in the Futures google classroom so students can access at any time.</p>	<p><u>Spring Term</u> All students use Unifrog during PD to investigate career pathways and current Labour Market Information (LMI)</p> <p><u>Summer Term</u> Futures Day - Local employers are invited in to present to students</p>	<p><u>Spring Term</u> One to one careers</p> <p><u>Spring & Summer Term</u> PD programme is inclusive of all options post 16 - information on gap years, uni, apprenticeships etc. is provided to all students</p> <p><u>Summer Term</u> Early Applicant Support</p>	<p><u>All Year</u> Classroom displays and</p> <p><u>All Year</u> Staff highlight and discuss employment opportunities and transferable skills developed in their subject.</p>	<p><u>All Year</u> Wed pm - Enrichment afternoon volunteering opportunities in local schools, care homes, charities etc. (Also BM6)</p> <p><u>Autumn Term</u> Visit to Skills London</p> <p><u>Autumn & Spring Term</u> "TED" style lunchtime talks by professionals from a variety of sectors.</p> <p><u>Summer Term</u> Futures Day and Futures Week (Also BM6 and 8)</p>	<p><u>All Year</u> One day per week</p> <p><u>Summer Term</u> Futures week</p>	<p><u>Spring Term</u> Oxbridge Conference</p> <p><u>Spring Term</u> UCAS Higher Education Conference</p> <p><u>Spring & Summer Term</u> Open Days promoted/ Apprenticeship insight events promoted/UK University Search Fair promoted</p> <p><u>Summer Term</u> Futures Day</p>	<p><u>Spring & Summer Term</u> One to one mentoring with</p> <p><u>Spring & Summer Term</u> Careers interviews available if required. One-to-one meetings with 6th form Futures Leaders if required</p>
	Intended Outcomes	<p>Aim: Students are equipped with the resources and skills necessary to make informed post 16 choices</p>	<p>Aim: Students are able to understand current Labour Market Information; helping them identify career pathways and raising awareness of potential issues within specific sectors, e.g. growth sectors & shortage occupations</p>	<p>Aim: To ensure all students regardless of their options or potential feel supported in their post 16 choices. Early applicants are identified and supported (high achievers), PW1 students who could be at risk of becoming NEET after Y12 are supported with their next steps.</p>	<p>Aim: Students can see the link between studying the subject at A Level/Level 3 and how this can lead on to specific degree courses or apprenticeships</p>	<p>Aim: Students have the opportunity to meet and engage with professionals/employers in careers they are interested in post-16. Students will be able to use these experiences to help them make informed choices</p>	<p>Aim: Students interact with the local community and experience the workplace. Students build skills relevant for future learning, training and employment.</p>	<p>Aim: Students and parents / carers aware of all promotional events relating to Post 18 choices. Students are also provided with the opportunities to speak to multiple higher education providers face to face.</p>
Year 13	<p><u>All Year</u> PD sessions continue focussing on Post 16 options - support is given for all Post 16 pathways</p> <p><u>Autumn Term</u> Life Skills Personal Statements / covering letter Workshop (Also BM3)</p>	<p><u>All year</u> Apprenticeship bulletin published at least once per half term containing up to date LMI, i.e. apprenticeship information and current opportunities</p> <p><u>All Year</u> Students have access to Unifrog and are encouraged to create a UCAS Hub account</p>	<p><u>All Year</u> Support with UCAS applications - each student is given a referee which provides one-to-one support</p> <p><u>Autumn Term</u> One-to-one application support and mock interview practice for Early applicants</p> <p><u>Autumn Term</u> Mock Assessment centre and interview practice session for apprenticeship / employment students</p>	<p><u>All Year</u> Classroom Displays and Displays in 6th form reception/common room</p> <p><u>All Year</u> Staff highlight and discuss employment opportunities and transferable skills developed in their subject.</p>	<p><u>All Year</u> Wed pm - Enrichment afternoon volunteering opportunities in local schools, care homes, charities etc. (Also BM6)</p> <p><u>Autumn Term</u> Visit to Skills London</p> <p><u>Autumn & Spring Term</u> "TED" style lunchtime talks by professionals from a variety of sectors.</p>	<p><u>Autumn Term</u> Local apprenticeship fairs promoted</p> <p><u>Autumn Term</u> Higher education and student finance briefing evening to both parents and students. Apprenticeship briefing evening to both parents and students</p>	<p><u>All Year</u> One-to-one mentoring continues with PM. UCAS students also allocated a personal referee</p> <p><u>Spring and Summer Term</u> Targeted career advice / One-to-one careers conversation offered for disengaged students / students who don't have a clear plan after 6th form</p>	
	Intended Outcomes	<p>Aim: All students leave Sixth Form with a clear plan for next year. Students are supported with their plans e.g. UCAS application, apprenticeship interview, etc. Students taking a gap year will have the skills and knowledge to make informed futures choices once they have left.</p>	<p>Aim: Students have access to relevant and up-to-date LMI that may impact future choices. Students are provided with information to support them when making applications.</p>	<p>Aim: All students feel supported in their next steps after Sixth Form.</p>	<p>Aim: Students can see the link between studying the subject at A Level/Level 3 and how this can lead to specific degree courses or apprenticeships</p>	<p>Aim: Students have the opportunity to meet and engage with professionals / employers working in sectors of interest. Students will be able to use these experiences to help them make informed Post 18 choices.</p>	<p>Aim: Students and parents / carers aware of all promotional events relating to post 18 choices thereby raising awareness of all Post 18 options.</p>	<p>Aim: For all students to have a plan going forward post sixth form.</p>

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