

Careers Plan for 2019/20

Aim

Archway currently has a high number of students continuing into Education, employment and Training (EET). 98% continued into EET from KS4 (2016 cohort), 88% continue into EET at post 18 level (2016 cohort). The target for the school is to have 100% in EET and the careers plan will look to support this target.

1. A stable career programme;

We have an embedded programme that has been developed over several years. All stakeholders know of this programme and can access information via website. We work closely with gFirst LEP and with employers in the area.

Target for 2019/20

Embed careers talks into curriculum (SPACE lessons).
Evaluate impact of career programme, using surveys.

2. Learning from career and labour market information

This occurs during employer events we run such as the entrepreneur's day where local businesspeople come in and mentor students through a design project.

Students undertake work experience = first-hand knowledge

Target for 2019/20

Include labour market information into 1-2-1 careers conversations

Encourage external speakers to refer to labour market.

Increase use of LMI for all by teachers in lessons.

Awaiting new notice board that will display future study options and labour market opportunities

3. Addressing the needs of each pupil

CIAG available at significant times such as Y12 for post 18 choices and Y11 for post 16 options.

We work closely with Stroud college to identify students who may need additional support in transitions and arrange accompanied visits. We ensure students aspirations are challenged regardless of such things as gender/ ethnicity or PP

Target for 2019/20

Identify NEETs and other groups using POLAR 4 to hit school target of 100% in EET.

140 1:1 career conversation to be held this year by external advisers.

Increase number of group career conversations by internal careers advisor.

Continue training of internal careers advisor.

4. Linking curriculum learning to careers

We need to improve for Gatsby benchmark 4. LRY and DSA will be working on how careers are currently being addressed in curriculum and how to improve. We are looking at embedding careers lessons in SPACE lessons. LRY is building contacts with various outreach teams from universities to the police and engineering firms to deliver talks / workshops on careers and further education.

Target for 2019/20

All curriculum plans for every department have a career/real life link. These will be developed, and a careers curriculum plan will be created.

SPACE lessons to have more careers information and external business input.

5. Encounters with employers and employees

We run an Ask the professional event where around 20 local and national institutions attend, and students can talk to employees/HE/FE and ask questions.

We hold mock interviews where students are interviewed by a prospective employer. These employers give advice on what requirements are needed for a role and give written feedback to students on their performance. With changes in timetable and the loss of assembly time we are developing links so that employers will be able to deliver talks in SPACE lessons.

Target for 2019/20

Improve year 7's encounters with employers and employees.

6. Experiences of workplaces

Y12 and Y10 students undertake a week's work placement in February and July.

Last year 183 Y10 students & 71 Y12 had a meaningful placement. Students remaining in school undertook career-based activities – including visits from employers and outreach from universities.

Target for 2019/20

This academic year we are looking to get 100% into work experience (90% had work experience 2018/19)

7. Encounters with further and higher education

We run visits to universities e.g. Bristol university science department & University of Gloucester study skills days. We participate in the Uni.of Glos summer school for Y10.

Taster days provide encounters with further education for year 10.

Target for 2019/20

Increase coverage (number of students that have access to these opportunities) of higher and further education opportunities

8. Personal guidance

We have two external advisers who have completed or are completing the level 6 diploma in careers guidance. LRY is also completing the Level 6. Appointments can be requested but are also scheduled by Archway at significant time when choices are being made.

Target for 2019/20

Identify NEETs and other groups using POLAR 4 to hit school target of 100% in EET.

Implement careers report for students so they have record of the career opportunities they have had at Archway.