

The Westgate School Careers Programme

Overview Years 7-11

Year 7: Discover

Year 7 pupils participate in a range of activities to discover their strengths and interests to develop a positive self-image that provides the foundation for optimistic pathway planning. They develop an awareness of the importance of social and interpersonal skills in their future life and work roles. Pupils begin to acquire the academic vocabulary needed to be able to communicate articulately their current skills and aspirations for their futures.

Pupils register to the online platform START and begin to create their personal profile in their online locker; they will continue with this throughout their time at the School to build a personal Record of Achievement. They will also begin to use START to discover careers linked to their personal qualities, interests and work preferences. Pupils begin to build a career action plan on the self-knowledge they have acquired through the activities they have undertaken.

Pupils investigate the contribution of work to society and the community, recognising the role of paid and voluntary work. They focus on understanding issues relating to stereotyping and discrimination through the study of occupational and labour market information. They consider jobs for the future and reflect on the skills which will be needed for these roles. They are encouraged to be aspirational in exploring a wide range of careers. They listen to and ask questions of employers from a range of occupational backgrounds through planned visits from our Alumni, local employers and parent volunteers.

Year 8: Explore

Pupils explore a range of occupations and careers making meaningful links between aspirational careers and the subjects they study in school. E.g. Employers with occupations in creative careers industry talk to pupils in their Art / Photography lessons about the work that they do and the career opportunities available to them. Pupils also develop an awareness of the opportunities available in their local area. Pupils apply their knowledge to explore possible career options that may suit their educational and personal goals as they start to make curriculum choices for GCSE. Through assemblies, pupils are introduced to the concept of apprenticeships.

Pupils in Year 8 continue to use the online platform START to explore in more detail the influence that a positive self-image and good learning habits have on occupational choice. They research a wide range of career profiles to examine the nature of the work. They use psychometric testing to reflect on their personal attributes and skills and link these to career choices. They continue to build their personal Record of Achievement in their online 'Locker' making note of careers experiences, voluntary work and extracurricular activities they have completed in order to build their personal profile.

Pupils review their annual career action plan which was written in Year 7. They adjust their plans to be more reflective of their in-school and out of school experiences, activities and interests and as they learn more about potential career opportunities.

Year 9: Consider

Year 9 pupils consider the contribution that personal attributes and effective communication skills make to their future life and work roles. They begin to focus more closely on the skills and qualifications needed for particular career pathways. Employers with occupations from a range of career backgrounds talk to pupils about the work that they do and the career opportunities available to them. Pupils are given the opportunity to question the reasons for the continued gender stereotyping of certain careers e.g science and engineering. Through Westgate Apprenticeship Week, pupils explore apprenticeship opportunities in more detail and have the opportunity to hear from a range of providers through an Apprenticeship Fair.

Pupils consider the changes that have taken place in the workplace over a period of time and apply their knowledge to consider the nature of change on their planning for their preferred future.

Year 9 pupils apply their knowledge of their personal attributes and skills developed through voluntary contributions to the school and local community, such as through the DofE programme. They reflect on possible future pathways by learning about different post 16 opportunities including further education and apprenticeships. Pupils are given the opportunity to visit a local college of further education and receive more information on apprenticeships and technical qualifications and what they can offer. They are encouraged to consider different post 16 pathways and discuss which might be the most appealing pathway for post 16 learning.

Year 10: Plan

Year 10 pupils identify their preferred future pathway and plan a range of scenarios that will provide alternative pathways. Pupils use their increased self-knowledge and deeper understanding of education and training requirements to inform these decisions. All Year 10 pupils are given the opportunity to visit Winchester University to learn about the opportunities and lifestyle on offer to a university student, as well as learning about degree apprenticeships. Pupils are also given the opportunity to visit local sixth form colleges so that they can begin to plan post 16 choices. The concept of apprenticeships introduced in Year 8 and 9 is explored in more detail and pupils have the opportunity to discover more about this in workshops, and through the Apprenticeship Fair taking place during Westgate Apprenticeship Week. Pupils participate in activities that highlight the skills needed to gain employment by learning how to write an application for a job and also experience a variety of mock interviews, including a one-to-one experience with local volunteer employers. They continue to build their Record of Achievement in their online 'locker' and use this information to write their practice applications.

Pupils investigate national and global economic, social, technological and environment changes on the type and availability of work and examine the trends that may impact on their chosen career pathway. They listen and have the opportunity to question employers from our Alumni, local employers and parent volunteers and talk about their career journeys in order to reflect on the need to be flexible and adaptable in an ever-changing labour market.

Year 11: Apply

Pupils in Year 11 apply for post-secondary education and training, while continuing to consider their employment aspirations. Through a review of their previous career action plan, pupils reflect on the strategies they used to achieve their personal goals, including successes and setbacks. Pupils apply this knowledge to revisit and fine tune their current career action plan for further study, training, volunteering and work options. Pupils apply the personal knowledge and skills they have learnt in previous years to write their personal statement as part of their application for college/ post 16 training, which reflects their personal attributes, academic successes and interests, extra-curricular participation and work experiences so far.

Pupils explore and consolidate their knowledge of the labour market and the further education and training requirements they need for their future career planning. They use this knowledge to establish their post-school direction and at least one possible career choice. All Year 11 pupils are encouraged to complete work experience at the end of the academic year, which should then be used to identify the skills and abilities they have acquired, along with volunteering and paid work. Year 11 pupils should be able to discuss the transferability of their skills and abilities to future career choices.