

CAREERS FRAMEWORK 2022/23

The Redhill Trust will work to ensure that all our young people have opportunities to:

- Invest in themselves, recognise their own strengths and values and take responsibility for developing their work readiness skills and behaviours. **Self-motivated.**
- Have the tools and skills required to present themselves to a future employer. **Self-assured.**
- Have high aspirations for themselves. **Aspirational.**
- Understand the opportunities available to them locally and beyond and make realistic choices. **Informed**
- Have experiences of work that is rewarding and fulfilling. **Experienced.**
- Achieve qualifications valued by employers. **Achieving.**
- Understand that employers want people who will work hard and are accountable for their actions. **Accountable.**
- Understand that employers want young people who can listen and learn from their successes and their mistakes, and keep going. **Resilient.**
- Work creatively to achieve their potential and that of the business. **Entrepreneurial.**
- Have effective communication and co-working skills. **Co-operative.**

COVID 19 – We are working with stakeholders to provide a strategic careers programme.

SOME OF OUR PROGRAMME WILL NOW BE DELIVERED VIRTUALLY.

All Careers events help students to achieve the ten Career and Employability goals of : **Achieving, Accountable, Resilient, Self-motivated, Self-assured, Aspirational, Informed, Entrepreneurial, Experienced, Co-operative.** All students from years 7 to 13 have full access to a dedicated and updated careers library containing literature on pathways, interview skills, CV Writing, career options and FE and HE course options, employer info.

- The Academy subscribes to an online careers package which includes careers exploration, post 16 and post 18 educational routes and apprenticeships. Students have access to this via tutor time and selected lessons.
- We received support from a range of employers, educational institutes and our Enterprise Adviser.
- National Careers Week & Apprenticeship week – students learn and reflect through a range of activities in tutor time, subject learning, assemblies, bespoke visitors, educational visits, skill focus through Skills Builder.
- Careers is embeded into curriculum learning. Providers are invited in to support GBM4.
- Students attend Careers Fair events and themed weeks, which allow them to network with a varied range of employers, universities, colleges, alumni and training providers.

Years 7, 8 and 9

- Talks and tutor sessions - self awareness and opportunities, careers exploration using online resources and ad-hoc subject talks from business organisations, university and apprenticeships. Themed week focus, with some careers workshops.
- Year 8 Self Reflection, Decision Making, Options Evening (students and parents), Pathways, STEM Careers themed week focus.
- Year 9 Self Reflection, Opportunities, Bespoke Events, University talks, LMI, Decision Making, themed week focus.
- STEM Careers Learning, careers educational visits and bespoke opportunities across all of these years.
- Careers Fair participation, NCW, NAW.

Year 10

- Assembly talks from employers and universities, labour market information, self reflection/decision making
- Year 10 Careers Themed Week – to include visit to a university, mock interview day with employers.
- PSHE, NAW, NCW, Social Action Project participation, Sixth Form Taster Days.

Year 11

- Strategic programme of impartial careers interviews provided for students / support with applications and decision making
- Sixth form open evening and taster day
- University workshops and planning for the future day.
- Apprenticeship information and targeted support with applications
- Inspirational assembly talks from employers, universities, National Citizenship Service and alumni
- Careers Fair participation, NCW, NAW, STEM

Post 16

- Work Experience, Post 18 options and UCAS information and careers and opportunities notice boards
- University visits, university Fairs, workshops on study skills, mock interviews and recruitment processes/applications.
- Apprenticeship support: signposting to local opportunities and workshops provided by external visitors
- Guidance workshops – with non-university pathway workshop as well as Careers Safari workshop, helping to identify skills.
- Moving On Event, with a focus on university, apprenticeships and employment, holistic topics.
- Inspirational Assemblies and Alumni focus.
- Tutors provide 1:1 mentoring, support with UCAS applications and PSHE activities around employability skills.
- Support offer for decision making, vacancy searches, applications and recruitment for apprenticeships.
- Students are encouraged to volunteer in the community and engage in a small amount of part-time work.