

ELMWOOD CAREERS PROGRAMME – generic

Activity	Details	Impact	Gatsby Benchmarks Covered
Displays	<ul style="list-style-type: none"> Career based displays are placed around our Community Rooms and subject specific displays within Science and Food Technology. 	<ul style="list-style-type: none"> Increased awareness and profile of careers at Elmwood 	2, 4
Visiting Speakers (employers, colleges, apprenticeship providers, training providers, charities, colleges and universities)	<ul style="list-style-type: none"> Careers focused visiting speakers throughout the course of the academic year. These will take place for whole year groups during assemblies, through curriculum opportunities – immersion days and “Little Big Planner” days. 	<ul style="list-style-type: none"> Pupils have an improved awareness of the variety of careers and educational pathways available. They also have gained knowledge of the skills and qualifications required and the realities of the current labour market Increase the higher education (HE) progression rates of target students via engagement within a programme of interventions delivered by the partnership of universities and schools and colleges. 	2, 3, 4, 5, 6, 7, 8
Student Voice/ surveys	<ul style="list-style-type: none"> Schools Ambassadors are used to gather views and understanding of careers. This enables for adaptations to the programme (where appropriate). 	<ul style="list-style-type: none"> Elmwood is aware of the strengths and areas for development which can then be used to inform future planning 	
Career Fairs	<ul style="list-style-type: none"> All pupils and parents will have access to online career expo from Black Country Skills factory to include resources. In addition to this there will be greater focus on Year 10 and 11 during Spring Term Progress and Achievement Events to support discussions with local providers. 	<ul style="list-style-type: none"> Increased pupil awareness of variety of educational pathways and careers available within the local area. 	2, 3, 4, 5, 7, 8
Parental Engagement	<ul style="list-style-type: none"> The main engagement is through statutory meetings (EHCP; Pep’s and LAC Reviews). In addition to this communication also occurs through the school website and newsletter articles and access to conversation with SLT and our Family Support Team. 	<ul style="list-style-type: none"> Increased parental awareness of the variety of careers and educational pathways available within the local area. 	2, 3, 5, 7, 8

“Little Big Planner”	<ul style="list-style-type: none"> All pupils have immersion days throughout the academic year and participate in a variety of subject lead events to develop employability skills including enterprise days, STEM days, preparation for adulthood – life skills, presenting and debating. 	<ul style="list-style-type: none"> Pupils develop employability skills such as teamwork, communication and problem solving skills 	1, 4, 5, 7
National Careers and apprenticeship week	<ul style="list-style-type: none"> All year groups celebrate National Career and Apprenticeship Week with themed assemblies. 	<ul style="list-style-type: none"> Increased pupil awareness of variety of apprenticeship pathways and careers available within the local area, and nationally. 	2, 5, 7

ELMWOOD CAREERS PROGRAMME – SPECIFIC

Gatsby Benchmark	Year 7-8 (Nurture Base)	Year 9 (Transition Base)	Year 10 (Pathways Base)	Year 11 (Pathways Base)
Stable Careers Programme	<ul style="list-style-type: none"> PSHEe Curriculum (5 lessons on Careers – Guided Choices Yr8; Careers – Introduction Yr7) 	<ul style="list-style-type: none"> PSHEe Curriculum (5 lessons on Careers – Learn to Earn) Experience at Kidzani, London https://kidzania.co.uk/ 	<ul style="list-style-type: none"> PSHEe Curriculum (3 lessons on Careers – Life Mapping) 	<ul style="list-style-type: none"> PSHEe Curriculum (5 lessons on Careers – Steps for Year 11)
We have an embedded programme of career education and guidance that is shared with all stakeholders (where applicable).			<ul style="list-style-type: none"> CV writing to support PSHEe curriculum. 	
Learning from Career and Market Information			<ul style="list-style-type: none"> World of Work Week (local, national and international links). IACG utilises the LMI during 1-1 sessions focussing on the following key areas: <ul style="list-style-type: none"> ○ Career pathways ○ Job applications / Interview preparation. ○ Entry requirements. ○ Decisions about employability / training / apprenticeship. 	

			<ul style="list-style-type: none"> ○ Financial planning – secured through Gateway Certificate in Maths and budgeting webinar (March 2021)
<p>All pupils and parents / carers have access to high-quality information about future study options and labour market opportunities.</p> <p>We also employ a Level 7 IACG so pupils and parents / carers can make best use of available information.</p> <p>Parents are encouraged to access and use information about labour markets and future study options to support their children via meetings, newsletters, website information and progress and achievement events.</p>	<ul style="list-style-type: none"> • Level 7 IACG she will impart this information. This is identified within the career pathway document to support EHCP meeting. • By the age of 14, all our students have accessed and used information about career paths and the labour market to inform their own decisions on study options during their one to one guidance meetings • Newsletters regarding Careers and open days (transition and next steps) 		
<p>Addressing the Needs of Each Pupil</p>	<ul style="list-style-type: none"> • Post 16 interests are established throughout the EHCP process to look at what curriculum will be required at KS4 (supports needs lead curriculum planning). • Pupil Views sourced for every EHCP. • LAC pupils discussion around “What do you want to do when you leave school” and “Who can help you achieve this” • Allocated SEND Key Worker at each LA to look at Post 16 destinations (as we don’t have a 6th Form) so pupil placement needs careful planning. 		

<p>Our school's careers programme actively seeks to challenge stereotypical thinking and raise aspirations of our pupils and their families.</p>		<ul style="list-style-type: none"> • Person Centred Planning during Year 9 EHCP review. • meetings with Level 7 IACG – prior to EHCP meeting (as per SLA). 		<ul style="list-style-type: none"> • Post 16 Focus Meeting with IACG; Headteacher and DSL to discuss every year 11 and identify to the LA which organisations they need to consult with. • Provide EHCP and previous 2 EHCP Review meetings documentation (to support decision making approach). • Support online application to Post 16 destinations, specifying if they require high needs funding / support. • Support attendance at interview / needs assessment with Post 16 destination. • Post-16 if become NEET (IMPACT Referral)
<ul style="list-style-type: none"> • Keep accurate records on Compass+ and parental influence (one page profile per EHCP review) • Parents and pupils have access to these records to support their career development 				

Linking Curriculum Learning to Careers	<ul style="list-style-type: none"> O&A – Cultural Capital Mind Map, specifically Creativity and Human Achievements. 			
<p>All teachers link curriculum learning with careers and employability skill development (discreetly).</p> <p>All subject teachers emphasise the importance of succeeding in English and Maths.</p>		<ul style="list-style-type: none"> Maths sessions prior to Kidzani on TAX; NI and PAYE. 		
Encounters with Employers and Employees	<ul style="list-style-type: none"> Assemblies – past and present pupils. Assemblies – local employers i.e. NA Cars, Giovanni’s restaurant, friends of staff, farmers. (Inspiration for the future) O&A Experiences with employees. Pupils participate in at least one meaningful encounter with an employer across Year 7-11. 			
<p>Every pupil at Elmwood has multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace, our Curriculum model has been built back from Post-16 / employees skills and attitudes.</p>			<ul style="list-style-type: none"> Direct experience of enterprise with (Enterprise Advisor) for Summer Term 2021 for our Cognition & Learning Pathway. Involved in IWR – specifically around product design (Summer Term 2021). 	

			<ul style="list-style-type: none"> World Of Work Experiences (Health & Social Care; Hospitality & Catering; Construction).
Experience of Work Places	<ul style="list-style-type: none"> O&A – Character Education Mind Map, specifically employability attributes and awareness of workplaces. Annual visits to Pentalver; Sheepwash Farm; CAT Finning; Jaguar Landrover; Local building sites (World of Work). Summer Term Two 2021 Year 7 – 10 experience “Little Big Planner” which enables them to experience a variety of working environments (transport professions; work with retail; catering) 		
<p>Every pupil has a first-hand experiences of the workplace through either work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.</p>	<ul style="list-style-type: none"> Year 8 “Launch My Career” which is a virtual reality (VR) platform where pupils complete a personality questionnaire to establish their Avatar which will then signpost to a VR experience of their chosen career and subsequent Post-16 pathways. 		<ul style="list-style-type: none"> Involved in IWR – specifically around product design (Summer Term 2021). Review “Launch My Career” which is a virtual reality (VR) platform where pupils complete a personality questionnaire to establish their Avatar which will then signpost to a VR experience of their chosen career and subsequent Post-16 pathways. <ul style="list-style-type: none"> Extended work experience (Agriculture and Motor Bike Maintenance). This is aligned to the policy and practice identified within: <i>Preparing for Adulthood – Work experience that works. A practical guide for employers and education providers to support young people with SEND into meaningful work experience.</i>
Encounters with Further or Higher Education	<ul style="list-style-type: none"> EHCP Review identifying Preparation for Adulthood (age and stage appropriate) 		

<p>All pupils at Elmwood understand the full range of learning opportunities that are available to them after they leave us. This includes academic and vocational routes and learning in schools, colleges, universities and the workplace.</p>			<ul style="list-style-type: none"> • Experience Days within Colleges; Training Providers and 6th Forms (<i>the number of visits are based on the number of Post-16 providers consulting</i>) • Post-16 providers (dependent on pupil vocational aspirations) invited to Spring Term Progress & Achievement. • National and Local Skill Shows (attendance is either one or both, dependent on nature of the group and their SEND Needs). Virtual Careers EXPO (24th May & 5th July 2021) SEND Area. • By the age of 16, every pupil at Elmwood have had a meaningful encounter with a provider of the full range of learning opportunities where applicable. 	
<p>Personal Guidance</p> <p>Every pupil at Elmwood has a guidance interview with a Careers Adviser, our L7 IACG is available whenever significant study or career choices are being made. And timed to meet pupils individual needs.</p>		<ul style="list-style-type: none"> • Pupils produce (with support) Getting Ready Sheets / My Views. • IACG attends EHCP meeting (see's parents and pupil). • Transition Action Plan created to support Preparation For Adulthood. 	<ul style="list-style-type: none"> • Identified as a core component of the Curriculum Offer https://www.elmwood.walsall.sch.uk/teaching-and-learning • Transition Action Plan created to support Preparation For Adulthood (review). • IACG attends EHCP meeting (see's parents and pupil). • IACG has a 1-1 pre EHCP meeting. 	<ul style="list-style-type: none"> • IACG has a 1-1 pre EHCP meeting. • IACG attends EHCP meeting (see's parents and pupil). • IACG has a 1-1 post EHCP meeting (preparation of interview techniques).