



**CAISTOR  
YARBOROUGH  
ACADEMY**

# **Caistor Yarborough Academy Strategic Careers Plan 2020-2021**

Career Leader Name – Ben Curtis

Date Strategic Careers Plan Updated: June 2021

*Excellence for all*

### **STRENGTHS**

Links established with Local Enterprise Partners – Humber LEP and Lincolnshire LEP  
Curriculum established using KS3 PSHE lesson time to build knowledge of Employability Skills and Career Routes  
Plans established with local business community in preparation for greater opportunities for students – e.g. Workwise Day  
Successful visits already established to local FE Providers – Sixth Forms, Grimsby Institute and Franklin College  
School has successfully ensured all Y11 students reach desired Post 16 destinations in 2020 & 2021  
In house Careers leadership and advisor roles – staff undertaking training – reduced reliance on external providers

### **WEAKNESSES**

Continuing to engage local employer links in current Pandemic climate  
Time available to current Y10 moving into Y11 to be able to provide adequate Careers Provision  
Access to ICT facilities to be able to utilise online careers platform on regular basis for Y11 & Y10 students

### **OPPORTUNITIES**

Links now established with local business community to improve aspects of Benchmark 7 – student exposure to employers  
Implement Online Careers Platform to develop knowledge and understanding of requirements for job roles and industry areas – possible as Academy moves on from COVID Restrictions  
Funding streams from Humber Outreach Program (HOP) and LinChiger allow greater provision for FE and HE Visits along with visits to workplaces and guest speakers  
Strong links established with local Post 16 providers – Franklin College and Grimsby Institute – providing engagement opportunities for GCSE and KS3 students

### **THREATS**

Staff engagement – where engagement is poor or limited, students will not get best out of new program  
Funding streams cease in future, meaning use of Careers Online platform ceases or costs solely met by Academy  
Impact of Covid-19 on local economy – reduction in number of local businesses willing to create partnerships with the Academy  
Impact of Covid-19 on opportunities for FE/HE visits  
Pressures on Curriculum time may limit Careers opportunities for students – notably in Y11 due to lost teaching during lockdown closure

#### **Key priority/action areas from SWOT:**

- **Implementation of Online Careers Platform to aid student engagement with Careers and requirements for different job roles – focus on Y10 & Y11**
- **Develop use of Compass+ as tracking tool to monitor student engagement and progress with Careers Education**
- **Establish links between Business contacts created through 2020-21 and Departments to promote regular coverage of Careers and Employer Engagement**

- **Continue to develop Parent Engagement in Careers provision within the Academy through Parent Pledge – establish regular opportunities**
- **Re-establish opportunities for students to experience FE/HE providers through HOP and LinHigher partnerships – raising aspirations of students in the Academy in the Post-Covid Restrictions landscape**

### **Vision**

All students are empowered to make informed decisions around Career choices in order to be fully prepared for their progression into Post 16 education and future workplaces.

<b>Key Strategic Objectives</b>	
1	Achieve Careers Mark for the Academy in the 2021-22 Academic Year
2	Implement Online Careers Platform through Careers Lead, Progress Managers and Form Tutors – including further use of Compass+ Platform to track student engagement with employers and wider Careers activities
3	Establish links between local businesses and employers and Departments to allow more regular employer engagement across KS3 and KS4
4	Continue to develop parental engagement with Careers program through Parent Pledge – create opportunities for Parents to support curriculum through visits
5	Re-establish opportunities for students to experience FE/HE providers through HOP and LinHigher partnerships – raising aspirations of students in the Academy in the Post-Covid Restrictions landscape

## Careers Progression Framework

The table shows the careers theme/focus for each year, the content, the outcomes and how student experiences will develop as they progress through school

Year group	Content	Objectives	Measurable Outcomes	Opportunities
<b>7</b> "I discover"	<u>Timetabled lessons</u> - Enterprise Project & Business/Employability Skills  <u>Form Time activities:</u> - All about Me – Personality Test - What are skills/What are qualities - What's your dream job? - Understanding personal strengths and weaknesses	- To discover personality traits and link them to possible careers  - To understand how skills and qualities can assist students when considering job choices  - To identify possible careers routes/pathways towards "dream" jobs	- <b>To identify qualities and skills (recorded)</b> - <b>To talk about possible dream jobs</b> - <b>To write about qualities &amp; skills in a short personal statement</b>	- University of York visit (Higher Education Focus)  - Workwise Day
<b>8</b> "I explore"	<u>Timetabled Lessons</u> - Developing Life Skills- Value for Money, Financial Decisions & Budgeting - Identifying skills and interests - Understanding the local labour market (Lincolnshire & The Humber Regions) - Progression Routes – Education, Training, Apprenticeships - GCSE Options Choices - Making Decisions	- To be able to make sound & meaningful financial decisions  - To understand basic concepts of budgeting  - To explore routes and pathways available at KS4 and FE/HE/Alternative routes beyond school  - To make sound decisions on future choices based on research	- <b>To identify key aspects of financing and budgeting</b>  - <b>To identify different pathways – Post 16 and Post 18 – what will I study? What options do I have?</b>  - <b>To identify career opportunities which exist in the local area through research</b>	- University of York visit (Higher Education Focus)  - Workwise Day  - Assemblies – Local Labour Market – Guest Speakers
<b>9</b> "I focus"	<u>Timetabled Lessons</u> - Identifying Skills/Interests/Qualities - Developing employability skills - CV Writing - Enterprise project	- To identify own skills and qualities & link these to career choices  - To understand aspects of individual financing and budgeting	- <b>To identify key aspects of financing and budgeting</b>  - <b>To identify different pathways – Post 16 and Post 18 – what will I study? What options do I have?</b>	- NCOP – Careers Workshops  - NCOP – Confidence Package

	<ul style="list-style-type: none"> <li>- Developing life skills around money, budgeting, wages &amp; Salaries, payslips and sources of finance</li> <li>- Understanding the local labour market (Lincolnshire &amp; The Humber Regions)</li> <li>- Skills Development – Leadership</li> <li>- Applying skills to Career Scenarios</li> </ul> <p><u>Form Time Activities</u></p> <ul style="list-style-type: none"> <li>- Subject Library Treasure Hunt</li> </ul>	<ul style="list-style-type: none"> <li>- To focus research and visits to individual needs</li> <li>- To explore routes and pathways available at KS4 and FE/HE/Alternative routes beyond school</li> </ul>	<p><b>- To identify career opportunities which exist in the local area through research</b></p>	<ul style="list-style-type: none"> <li>- University of Hull visit (Higher Education Focus)</li> <li>- Workwise Day</li> <li>- Assemblies – Local Labour Market – Guest Speakers</li> </ul>
<p><b>10</b> <b>“I plan”</b></p>	<p><u>Form Time Activities</u></p> <ul style="list-style-type: none"> <li>- Skills Development - Teamwork &amp; Communication</li> <li>- Skills development – Independence</li> <li>- Communicating with employers</li> <li>- Employability Skills &amp; Qualities – Job Applications &amp; Preparing for interviews</li> <li>- Use of Social Media (Online appearance)</li> <li>- Pathways &amp; Career Routes research</li> </ul>	<ul style="list-style-type: none"> <li>- To develop understanding of skills and qualities needed in the workplace</li> <li>- To focus research and visits to individual needs</li> <li>- To identify routes into Post 16 Education &amp; link these to informed Career choices</li> </ul>	<ul style="list-style-type: none"> <li>- Build profile/locker on Unifrog to allow monitoring of research and progression</li> <li>- Complete Employability skills – CV writing, application form, Interview</li> <li>- Evidence of contacting employers – email</li> </ul>	<ul style="list-style-type: none"> <li>- NCOP Destinations Package</li> <li>- Workwise Day</li> <li>- Assemblies – Local Labour Market – Guest Speakers</li> <li>- University of York/University of Lincoln visits</li> <li>- FE Provider visits – Grimsby Institute/Grimsby Franklin/Lincoln College/Riseholme College</li> </ul>
<p><b>11</b> <b>“I decide”</b></p>	<p><u>Form Time Activities</u></p> <ul style="list-style-type: none"> <li>- Post 16 Options &amp; Routes – Destinations, BTECs &amp; A-Levels</li> <li>- Introduction to Apprenticeships</li> <li>- Coping with &amp; managing changes – Leaving Secondary School – Life skills</li> </ul>	<ul style="list-style-type: none"> <li>- To focus research and visits to individual needs</li> <li>- To identify routes into Post 16 Education &amp; link these to informed Career choices</li> </ul>	<ul style="list-style-type: none"> <li>- Complete Applications to FE providers – Colleges/Sixth Form/Apprenticeships &amp; Training</li> <li>- Discuss Careers Interview Outcomes</li> <li>- Destination Data</li> </ul>	<ul style="list-style-type: none"> <li>- 1:1 Personal Careers Interview</li> <li>- NCOP Destinations Package</li> <li>- Apprenticeships &amp; Training Assembly</li> </ul>

				<ul style="list-style-type: none"><li>- Local FE facilities – Virtual Tours</li><li>- HE facilities – Lincoln Uni/BG Uni – Virtual Tours/Possible visits</li><li>- Assemblies – Local Labour Market – Guest Speakers</li></ul>
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