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| **Set Vision for Careers 2020-2023** | | | | | | | | | | | | |
| **Vision Statement:** | | | | | | | | | | | | |
| **Highlight Priority Benchmarks** | | | | | | | | | | | | |
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| **Set Strategic Objectives 2020-2023** | | | | | | | | | | | | |
| **Example Strategic Objective 1:**  Supporting students to progress to positive destinations and reduce the risk of NEET by:   * linking curriculum learning to careers and LMI * providing meaningful encounters with employers and providers * providing quality experiences of work | | | | **Example Strategic Objective 2:**  Supporting positive attendance and behaviour data through high levels of engagement by linking curriculum learning to careers and meaningful employer encounters | | | | | **Example Strategic Objective 3:**  Improve engagement and raise attainment through linking curriculum learning to careers | | | |
| Learning Outcomes  To deliver strategic objectives | | | | | | | | | | | | |
| Strategic Objective 1: | | | | | | | | | | | | |
| KS | KS3 | | | | KS4 | | | | | Post 16 | | |
| LO |  | | | |  | | | | |  | | |
| LO |  | | | |  | | | | |  | | |
| Strategic Objective 2: | | | | | | | | | | | | |
| KS | KS3 | | | | KS4 | | | | | Post 16 | | |
| LO |  | | | |  | | | | |  | | |
| LO |  | | | |  | | | | |  | | |
| Strategic Objective 3: | | | | | | | | | | | | |
| KS | KS3 | | | | KS4 | | | | | Post 16 | | |
| LO |  | | | |  | | | | |  | | |
| LO |  | | | |  | | | | |  | | |

Worked Example:

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| Using Strategic Objectives as a way of identifying potential Learning Outcomes | | | |
| Strategic Objective:  *Enhance engagement, develop student confidence and raise attainment through linking curriculum learning to careers* | | | |
|  | KS3 | KS4 | Post 16 |
| Learning Outcomes | *Understand the relevance of all subjects to future career paths* | *Understand the relevance of all subjects to future career paths* | *Understand the relevance of all subjects to future career paths* |
| Learning Outcomes | *Recognise that the qualities and skills you have demonstrated both in and out of school that will make you employable* | *Show how you are developing the skills and qualities which will help you to improve your employability* | *Explain how you are developing your employability qualities and skills to satisfy your own expectations and the future expectations of your employers and co-workers* |

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| Strategic Objective:  *Supporting positive destination data and reducing risk of NEET providing meaningful encounters with employers and meaningful experiences of work* | | | |
|  | KS3 | KS4 | Post 16 |
| Learning Outcomes | *Be aware of LMI and how it can be useful to you* | *Be able to find relevant LMI and know how to use it in your career planning* | *Be able to draw conclusions from researching and evaluating relevant LMI to support your future plans* |
| Learning Outcomes | *Give examples of different kind of work and why people’s satisfaction with their working life can change* | *Explain how work and working life is changing and how this may impact on your own and other people’s career satisfaction* | *Discuss the personal, social, economic and environmental impacts of different kind of work and working life in the context of your own thinking about career satisfaction* |
| Learning Outcomes | *Know how to identify and systematically explore options open to you at a decision point* | *Be able to research your education, training, apprenticeship, employment and volunteering options including information on pathways through to specific goals* | *Be able to research and evaluate progression pathways and return on investment for the higher and further education, training, apprenticeship, employment and volunteering options open to you* |
| Learning Outcomes | *Identify how to stand up to stereotyping and discrimination that is damaging to you and those around you* | *Recognise and challenge stereotyping, discrimination and other barriers to equality, diversity and inclusion and know your rights and responsibilities in relation to these issues* | *Reflect critically on the ethical, legal and business case for equality, diversity and inclusion in the workplace and the implications for your behaviour and others* |
| Strategic Objective:  *Supporting positive attendance and behaviour data through high levels of engagement by linking curriculum learning to careers and meaningful employer encounters* | | | |
| KS | KS3 | KS4 | Post 16 |
| Learning Outcomes | *Understand the relevance of all subjects to future career paths* | *Understand the relevance of all subjects to future career paths* | *Understand the relevance of all subjects to future career paths* |
| Learning Outcomes | *Describe your strengths and preferences* | *Recognise how you are changing, what you have to offer and what’s important to you* | *Assess how you are changing and be able to match your skills, interests and values to requirements and opportunities in learning and work* |

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| KS3 | | | | | | | | | | |
|  | Learning Outcomes | Link to Strategic Objective | How will this be delivered | BM2 | BM3 | BM4 | BM5 | BM6 | BM7 | BM8 |
| E.G.  LO 1 | Understand the relevance of all subjects to future career paths | 1 3 | Year 7 Focus on how all subjects link to future career paths within NCW 2021  Supported by [NCW](https://nationalcareersweek.com/) Assembly (all year groups) | x |  | x |  |  |  | x |
| E.G.  LO 2 | Recognise that the qualities and skills you have demonstrated both in and out of school that will make you employable | 1 | [Elevator Pitch](https://resources.careersandenterprise.co.uk/all-resources-all-one-place?op=%EF%80%82&q=My%20week%20of%20Work) Activity in English | x |  | x |  |  |  |  |
| E.G  LO 3 | Be aware of LMI and how it can be useful to you | 2 | Year 7 Hidden Jobs workshop and Who Works at My School Event/Work Shadowing | x |  |  | x | x |  |  |
| Year 8  Spring 1: LMI tutorial sessions on LMI and preparing for Career Speed Dating  Spring 2 Career Speed Dating based on local LMI opportunities and {Post 16/18 pathways with a focus from employers on how they have used LMI  Spring 2 Student reflection and Home Learning task presenting to parents/carers on how they accessed and used information about career paths and the labour market and how this has shaped thinking on option subjects | x |  |  | x |  | x | x |
| E.G  LO 4 | Give examples of different kind of work and why people’s satisfaction with their working life can change |  | Employers support curriculum staff to develop resources which deliver on curriculum learning and this LO | x |  | x | x |  |  |  |
| E.G  LO 5 | Know how to identify and systematically explore options open to you at a decision point | 2 | Year 9 Options Process   * Preparing for Selection: Decision Making Workshop * [Post 16 Pathways overview](https://www.careersandenterprise.co.uk/sites/default/files/uploaded/resource_cover_page_16_choices.pdf) workshop and talks (inc. all routes and parental engagement) * Making a Selection: LMI Pack and selection form with parental engagement and/or opp for 1:1 * Reflecting on option choices within tutorial time * [HE Virtual Visit](https://www.unitasterdays.com/search.aspx) and [HE UnBoxed](https://www.lboro.ac.uk/study/he-unboxed/about/) | x |  |  |  | x | x | x |
| E.G.  LO 6 | Identify how to stand up to stereotyping and discrimination that is damaging to you and those around you | 2 | Yr 7 Assembly/PSCHE Programme |  | x |  |  |  |  | x |
| E.G. LO 7 | Describe your strengths and preferences | 3 | Year 9 [Buzz Test](https://icould.com/buzz-quiz/) with Home Learning Parental Engagement Extension linked to tutorial programme ([MWOW](https://resources.careersandenterprise.co.uk/all-resources-all-one-place?op=%EF%80%82&q=My%20week%20of%20Work)) | x |  |  |  |  |  | x |

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| KS4 | | | | | | | | | | | |
|  | Learning Outcomes | | Link to Strategic Objective | How will this be delivered | BM2 | BM3 | BM4 | BM5 | BM6 | BM7 | BM8 |
| LO1 | Understand the relevance of all subjects to future career paths |  | | Year 10 Focus on how all subjects link to future career paths within NCW 2021  Supported by [NCW](https://nationalcareersweek.com/) Assembly (all year groups) | x |  | x |  |  |  | x |
| LO2 | Show how you are developing the skills and qualities which will help you to improve your employability |  | | Year 10 Virtual experience of work programme with skills development task focus | x |  | x | x |  |  | x |
| LO3 | Be able to find relevant LMI and know how to use it in your career planning |  | | Year 10 Post 16 Pathways Event (with parental engagement) and tutorial activities | x |  | x |  | x |  | x |
| LO4 | Explain how work and working life is changing and how this may impact on your own and other people’s career satisfaction |  | | Employers support curriculum staff to develop resources which deliver on curriculum learning and this LO | x |  | x | x |  |  |  |
| LO5 | Be able to research your education, training, apprenticeship, employment and volunteering options including information on pathways through to specific goals |  | | Year 10 Virtual My Week of Work programme | x |  | Potentially |  |  |  | X |
| *Year 11 Assembly programme and tutorial activities to understand options and map out pathways and complete preparation for Year 11 1:1 personal careers guidance interviews* | x |  | x |  |  |  | x |
| LO6 | *Recognise and challenge stereotyping, discrimination and other barriers to equality, diversity and inclusion and know your rights and responsibilities in relation to these issues* |  | | *Year 10 Assembly and PSCHE programme* | x | x |  |  |  |  | x |
| LO7 | *Recognise how you are changing, what you have to offer and what’s important to you* |  | | [*Year 10 Recruitment and Applications workshops*](https://resources.careersandenterprise.co.uk/all-resources-all-one-place?op=%EF%80%82&q=My%20week%20of%20Work) *(to include employers, FE, HE and apprenticeships) and Mock Interview Event with CV feedback from employers* | x |  | x |  | x |  | x |

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| KS5 | | | | | | | | | | | |
|  | Learning Outcomes | Link to Strategic Objective | How will this be delivered | BM2 | | BM3 | BM4 | BM5 | BM6 | BM7 | BM8 |
| LO1 | *Understand the relevance of all subjects to future career paths* |  | *Year 12 Focus on how all subjects link to future career paths within NCW 2021*  *Supported by* [*NCW*](https://nationalcareersweek.com/) *Assembly (all year groups)* | | x |  | x |  |  |  | x |
| LO2 | *Explain how you are developing your employability qualities and skills to satisfy your own expectations and the future expectations of your employers and co-workers* |  | *Year 12 Virtual experience of work programme and student presentation with reflection on employability skills development analysis* | | x |  | x | x |  |  | x |
| LO3 | *Be able to draw conclusions from researching and evaluating relevant LMI to support your future plans* |  | *Year 12 Next Steps Workshops and employer/Post 18 options networking event (drop down day summer term)* | | x |  | x |  | x |  | x |
| LO4 | *Discuss the personal, social, economic and environmental impacts of different kind of work and working life in the context of your own thinking about career satisfaction* |  | *Employers support curriculum staff to develop resources which deliver on curriculum learning and this LO* | | x |  | x | x |  |  |  |
| LO5 | *Be able to research and evaluate progression pathways and return on investment for the higher and further education, training, apprenticeship, employment and volunteering options open to you* |  | *Year 12 Assembly and tutorial Next Steps programme and reflection with parental engagement*  [*HE Virtual Visit*](https://www.unitasterdays.com/search.aspx) | | x |  | x |  | x | x |  |
| LO6 | *Assess how you are changing and be able to match your skills, interests and values to requirements and opportunities in learning and work* |  | *Year 13 Assessment Centre Event with CV/Application feedback from employers* | | x |  | x |  |  |  | x |

