

Alder Community High School Careers programme 2021-2022

Rationale

CEIAG has an important contribution to make to the education of all students in order to make an effective transition from school to adulthood and employment. Alder will provide a range of opportunities for students to learn about work, the world of work, the skills required for work and the qualifications pathways available to them. Well thought-through decisions about learning and work informed by effective CEIAG can increase participation in learning and, in turn, raise attainment and support further progression.

Purpose and Aims

The main purpose of CEIAG is to provide students with the opportunity to engage in a range of activities that will contribute to their knowledge and understanding of the world of work and the qualification pathways suitable for students' individual needs. Alder is committed to not just fulfilling its statutory requirements in this area but providing for students exceptional support and guidance throughout their time at the school. The aim of CEIAG is to enhance the provision made to prepare students for the transition to the next stage of education or employment through:

- Contexts that help raise motivation, self-esteem, confidence and attainment;
- Helping students to follow courses that are appropriate to their needs;
- Improving understanding of the world of work;
- Ensuring appropriate provision and guidance;
- Successful transition to the next stage of education and employment;
- Empowering students to plan and manage their own futures;
- Offering a responsive service that allows time for face to face guidance;
- Providing comprehensive and unbiased advice and guidance; and
- Actively promoting equality and challenging gender stereotypes.

Methods

The methods by which the CEIAG team will accomplish these goals are:

- Providing a range of opportunities that enhance the curriculum;
- Promoting awareness of the world of work;
- Promoting a range of opportunities and provisions which assist in raising aspirations and achievement;
- Promoting awareness and understanding of work, industry, the economy and community;
- Relating skills, attitudes and knowledge learned in the school to the wider world;
- Developing students' personal and social skill store late to the world of work;
- Providing informed and impartial guidance;
- Enabling students' to make considered decisions in regard to future choices;

- Maintaining and developing effective links with key partners, including Changing Education, Positive steps, Bridge GM, GM Higher, The Careers and Enterprise Company, local Colleges, Universities and work experience providers;

To prepare students for transition to Further Education or employment with training. Specifically, impartial and independent IAG is provided to students through a number of ongoing delivery methods:

- The Alder website;
- GMACS website and Xello platform
- Careers lessons in years 7-11;
- SMSC and PSHE lessons;
- Planned delivery of year group/transition specific activities;
- University Links;
- Industry specific talks and presentations;
- Face-to-face guidance with a qualified Level 6 Career Guidance practitioner;
- Assemblies and group activities for specific pathways (Apprenticeships); and
- Display boards including job vacancy boards for Year 11 & Post16 and careers posters.
- Department lead trips

Management

CEIAG is currently led and managed by the Careers Leader who is responsible for: The management and co-ordination of the various aspects of CEIAG;

- The activities at each Key Stage;
- Monitoring/evaluation;
- Liaison with SLT and Governing Body;
- Regular meeting with the School Enterprise Adviser and Co-ordinator;
- Consulting with Curriculum Leaders;
- Working with Careers Champions in each department;
- Sharing good practice at termly Careers Leaders meetings;
- Attendance at GM careers hub meetings;
- Careers CPD.

Overview of careers calendar and outline of activities (subject to change).

	Ongoing	Term 1	Term 2	Term 3
Y7	<p>Careers learning in curriculum areas throughout school (BM 2, 4)</p> <p>Use of Xello through GMACS website. (BM 2, 3, 4)</p>		<p>National careers week and National apprenticeship weeks both include form time activities, PSHE lessons and activities in curriculum areas throughout school, including curriculum links to learning and employer encounters (BM 2, 3, 4, 5, 6)</p>	<p>PSHE SOW: Careers learning including virtual employer encounters (BM 2, 3, 4, 5, 6)</p>
Y8	<p>Careers learning in curriculum areas throughout school (BM 2, 4)</p> <p>Use of Xello through GMACS website. (BM 2, 3, 4)</p>		<p>National careers week and National apprenticeship weeks both include form time activities, PSHE lessons and activities in curriculum areas throughout school, including curriculum links to learning and employer encounters (BM 2, 3, 4, 5, 6)</p> <p>PSHE SOW: Careers learning including virtual employer encounters (BM 2, 3, 4, 5, 6)</p>	
Y9	<p>Careers learning in curriculum areas throughout school (BM 2, 4)</p> <p>Use of Xello through GMACS website. (BM 2, 3, 4)</p>		<p>One to one careers appointment with careers advisor (BM 8)</p> <p>Pathways assemblies (BM 2, 3, 4)</p> <p>GM Higher University visits (BM 4, 7)</p> <p>PSHE SOW: Careers learning including virtual employer encounters (BM 2, 3, 4, 5, 6)</p> <p>National careers week and National apprenticeship weeks both include form time activities, PSHE lessons and activities in curriculum areas throughout school, including curriculum links to learning and employer encounters (BM 2, 3, 4, 5, 6)</p>	

Y10	<p>Careers learning in curriculum areas throughout school (BM 2, 4)</p> <p>Use of Xello through GMACS website. (BM 2, 3, 4)</p>	<p>Careers fair with local Post 16 pathway providers (BM 2, 3, 4, 5, 6)</p>	<p>National careers week and National apprenticeship weeks both include form time activities, PSHE lessons and activities in curriculum areas throughout school, including curriculum links to learning and employer encounters (BM 2, 3, 4, 5, 6)</p>	<p>Work Experience (BM 5, 6) College taster days (BM 7) LA careers and apprenticeship fair visit (BM 2, 3, 4, 5)</p>
Y11	<p>Careers learning in curriculum areas throughout school (BM 2, 4)</p> <p>Use of Xello through GMACS website. (BM 2, 3, 4)</p>	<p>One to one careers appointment with careers advisor (BM 8)</p> <p>Careers fair with local Post 16 pathway providers (BM 2, 3, 4, 5, 6)</p> <p>PSHE SOW: Virtual work experience, virtual college taster sessions, virtual employer encounters (Bm 2, 3, 4, 5, 7)</p> <p>Post 16 provider assembly programme (BM 2, 3, 4)</p>	<p>PSHE SOW: Careers learning including virtual employer encounters (BM 2, 3, 4, 5, 6)</p>	