

Careers Programme – North Liverpool Academy 22-23

Planning for Impact

Vision for Careers Education

School Vision:

All children and young adults make exceptional progress whatever their background – academically, socially and emotionally through world class learning opportunities. Our resilient students will be responsible active citizens, who can compete and thrive regionally, nationally and globally.

Core Values: ACE

Aspire – I will be the best version of myself – academically, socially and emotionally, always taking responsibility for my own actions. I will strive to progress and achieve, pursuing my dreams to fulfil my true potential within and beyond school

Community – I will respect all members of our school community, making responsible decisions – influencing others for the benefit of everyone (acting for the greater good)

Experience – I will be determined to succeed, actively seeking new experiences to improve and progress my own learning with great resilience.

Careers Programme Vision:

We aim to support all students regardless of background to acquire the self-development, career exploration and career management skills they need to compete locally, nationally and globally to achieve positive education and employment destinations leading to a rewarding and fulfilling career.

Priority areas for focus

Objective 1 – To provide high quality careers education, guidance and experiences, that equip pupils with a knowledge of a range of future study options and job roles locally, nationally and globally. Gatsby Benchmarks (1, 2, 3, 4, 5, 6, 7, 8)

Objective 2 – To provide a clear understanding of the world of work, including the skills that are valued in the workplace. Gatsby Benchmarks (3, 4, 6)

Objective 3 – To develop career exploration and career management skills in all students, so they can achieve positive destinations into further education, higher education, apprenticeships or employment. Gatsby Benchmarks (1,3,4,7,8)

North Liverpool Academy GEMS and Key skills to be developed

Listening, Speaking, Problem Solving, Creativity, Staying Positive, Aiming High, Leadership, Teamwork

CREATIVITY



NLA - GEMS

- I use my imagination to come up with new ideas
- I find the links and patterns in ideas
- I share my ideas with others and build on them in interesting ways
- I try out different ways to reach my goals
- I welcome other peoples ideas and feel confident talking about my own
- I use new ideas to improve myself and my community

PROBLEM SOLVING



- I break down problems into manageable steps
- I use reason and ask the right questions
- I find the right information and people to help me
- I look at problems from other people's point of view
- I imitate others to help me improve
- I help solve my own problems and improve our community

TEAMWORK



NLA - GEMS

- I work with others to achieve goals
- I actively listen to what people are saying
- I help and support my teammates and make sure everyone is involved
- I feel confident in different team roles and when leading my team
- I know how to solve conflicts when they happen
- I use teamwork to improve myself and my community

DETERMINATION



- I challenge myself by trying new things
- I get really into what I am doing and can manage distractions
- I notice when things are going well or badly
- If at first I don't succeed, I try, try again...
- I ask for help when I need to
- I believe I can create my own future by being open to change and making the right choices

RISK TAKING



NLA - GEMS

- I can describe how safe I feel in different situations
- I know how to risk on purpose by facing my fears
- I try new experiences and learn new skills
- I learn from my mistakes and from good role models
- I understand that I can change
- I know I have the right to feel safe all of the time

REFLECTION

- I make time to think carefully about what I have done
- I am open to change and find new opportunities
- I am positive and set SMART goals and targets
- I know how I learn and pay close attention to how I improve
- I take my learning into new situations
- I share my learning to help others and improve my community

KS3				
Learning Outcomes	Activities which meet outcome across the curriculum	Activities which meet outcome through Tutor / PSHE time	Other activities which meet the outcome	Events/ External Activities which meet the outcome
Year 7 - Term 1 – Aspirations (manage careers, Create Opportunities) Manage the transition into secondary school Know what a career is and imagine a range of aspirational careers. Identify role models and the value of leadership.		Using case studies provide advise on how the characters can achieve their full potential.	Assembly on role models and importance of leadership. Introduce Young leaders’ awards – externally accredited (ILM, YLA)	Into Uni workshop – choosing success – skills required to make a successful transition to secondary school and setting personal targets.
Year 7 – Term 2 – Finance (balance life and work) Be aware of money and that individuals and families have to manage their finances		Key term matching. Prepare a budget plan.		
Year 7 – Term 3 – Wellbeing (balance life and work) Be aware that physical and mental wellbeing are important.		Match common mental health issues to symptoms. Mind map facts about depression. Create a plan for retaining good mental health.		Into Uni workshop – Becoming and independent learner – effective strategies for managing and completing work to a high standard.
Year 8 – Term 1 – Goals and Skills (grow through life) Be ware that learning skills and qualifications are important for career.		Attitude test, identify strengths and weaknesses. Set SMART targets for improving employment prospects.		Into Uni workshop Maximising Memory – explore revision techniques
Year 8 – Term 2 – Prejudice and Values (balance life and work) Be aware of rights and responsibilities in the workplace			Assembly – Rights and Responsibilities in the workplace. Assembly – Injustices caused by prejudice and stereotypes in the workplace.	Into Uni Trip to University of Liverpool
Year 8 – Term 3 -Relationships (create opportunities) Develop friendships and relationships with others, be aware of the concept of entrepreneurialism and self-employment			Assembly – Enterprise and Entrepreneurship	Into Uni workshop – Introduction to University Life

KS3				
Learning Outcomes	Activities which meet outcome across the curriculum	Activities which meet outcome through Tutor / PSHE time	Other activities which meet the outcome	Events/ External Activities which meet the outcome
<p>Year 9 – Term 1 – Media (grow through life, see the big picture) Be aware of a range of different media, information and sources. Be aware of the relationship between career, politics and the economy. Be aware of heritage, identity and values.</p>		<p>Select a model to use to advertise a new perfume and justify why. Explain how being loyal to your religion and British values is achieved. Explain how cultures are contributing to form Britain today.</p>		
<p>Year 9 – Term 2 – Making informed choices (grow through life, explore possibilities) Be aware of sources of help. Be aware of the main learning pathways. Be aware of the main job roles in the Liverpool area and beyond.</p>			<p>Assemblies Options Process</p>	<p>Into University workshop – Transferable skills – linking learning and skills with future careers.</p>
<p>Year 9 – Term 3 – Growth Mindset (manage career) Be aware career means the journey through life, learning and work. Be aware different jobs and careers bring different challenges and rewards.</p>		<p>Write down the discrimination in the different job adverts. Give examples of how Companies could potential break Equality Laws. Identify ‘Fixed and Growth’ mindsets from statements.</p>		<p>Into Uni workshop – Pathways to success – understand how GCSE options impact on career pathways.</p>

KS4				
Learning Outcomes	Activities which meet outcome across the curriculum	Activities which meet outcome through Tutor / PSHE time	Other activities which meet the outcome	Events/ External Activities which meet the outcome
Y10 – Term 1 Managing time effectively. How to deal with and learn from challenges and setbacks. Recognise the role that money and finances will play in the decisions they make in life and career. (Balance Life and Work. Manage Career. Balance life and work)	Unifrog – Independent task.	Discussion of revision effectiveness. The difference between passive and active revision – Video.	Assembly	
Y10 – Term 2 – Rights and responsibilities in the workplace and society (Balance Life and Work) Evaluate different media, information and viewpoints (See the Big Picture) Researching Entrepreneurialism and self-employment	Unifrog – independent research	Identify examples of racism in the workplace and use a case study to discuss if a person should have been sacked. Distinguish between overt and covert racism. Analyse fake news stories		Into University – Business in Focus Workshop.
Y10 - Term 3 – Labour market information, including risks and rewards associated with different careers and learning pathways. Reflect on and change career ideas. (Explore Possibilities and Manage Careers and Create Opportunities)	Unifrog – Independent research		Assembly	

KS4				
Learning Outcomes	Activities which meet outcome across the curriculum	Activities which meet outcome through Tutor / PSHE time	Other activities which meet the outcome	Events/ External Activities which meet the outcome
Y11 - Term 1 – Consider next steps/pathways for future learning. Researching the labour market and recognising the main learning pathways. (Grow though Life and Explore Possibilities)	Unifrog – Independent research		Assembly	
Y11 – Term 2 - Recognise the main learning pathways consider which one they want to follow. Take responsibility for making things happen. Reflect on physical and mental wellbeing and know how to improve these. (Explore Possibilities, Create Opportunities. Balance life and work)	Unifrog – independent research	Physical and mental wellbeing check and reflection.	Assembly	1:1 External advice and guidance meetings with an independent qualified careers advisor. Liverpool city region skills fair
Y11 – Term 3 – Making plans and developing a pathway. Taking steps to achieve in GCSEs and decide about post 16 (Manage Career)	Unifrog – independent research Holiday Revision Lessons		Assemblies	1:1 External advice and guidance meetings with an independent qualified careers advisor.

NLA Careers Education Years 7-11

6th Form, College or Apprenticeship

Year 11

Successful Destinations

- Post 16 Choices
- The Local Labour Market
- Preparing for Change
- Mock Results Day
- Career and Skills Show
- Transition Assemblies



Career Connect

- 1:1 Career Interviews
- Application Form Workshops



Year 10

Preparing for your Next Steps

- How to research career options
- CV writing
- Careers in STEM
- How to prepare for work experience
- Revision and exam preparation



Choose Options

- Options evening with subject teachers
- Options assemblies
- Carousel of Option subjects
- Options Interview with Senior Leadership Team



Year 9

Making Informed Choices

- How interests and subjects link to option choices and careers
- What are the main job roles in the Liverpool area?
- Make a Personal Development Plan
- Enterprise Skills (2)



Year 8

Motivation

- What motivates you?
- Key terms relating to Careers
- How to become and Entrepreneur
- Enterprise Skills



Year 7

You and Your Career

- What is a career?
- Identifying your own skills
- Being aspirational
- Importance of Self Esteem



Learning Outcome	Activities to meet the outcome	Evidence
Grow Throughout Life		
Responding positively to help, support and feedback	Marking, assessment and feedback and pupil's reflection on feedback across the curriculum	North Liverpool Academy student feedback sheets
Positively engaging in learning and acting to achieve good outcomes	Classroom participation in tasks and activities.	ATL grades on reports Attendance to additional intervention.
Reflecting on and recording achievements, experiences and learning	Unifrog recording of skills and experiences Reflection on reports	Unifrog Student Planners
Explore Possibilities		
Consider what jobs and roles are interesting	Delivered throughout the curriculum areas in lessons	Unifrog
Researching the labour market and education system	Independent research Assemblies	Unifrog North Liverpool Academy Website Careers Page
Manage Career		
Recognise the different ways in which people talk about career and reflecting on its meaning to them	Independent research – videos on Unifrog Guest speakers and virtual speakers in curriculum lessons.	Unifrog
Building confidence and optimism – looking forward to the future	Curriculum lessons 1:1 talk with form tutors, year leads and progress leads during Options and in Y11.	Unifrog Record of advice and guidance

Create Opportunities		
Developing Friendships and relationships	Curriculum lessons and extra-curricular opportunities including sports and D of E.	DofE Registers of extracurricular activities.
Be willing to speak up for themselves and others – communicate their needs and wants	Student council PSHE – Living in the wider world. Health, well being and relationships.	PSHE workbooks
Balance Life and Work		
Recognise the role that they play in their family and community and considering how that might shape their career.	North Liverpool Academy mission	
Reflect on the different ways in which people balance their work and life.	Interviews with guest speakers and research on unifrog.	
See the Big Picture		
Evaluate different media information sources and viewpoints	Independent research and assemblies.	Unifrog and assembly.
Explore the relationship between career and the environment	Independent research and assemblies.	Unifrog and assembly.
Explore the relationship between career, politics and the economy	Independent research and assemblies.	Unifrog and assembly.