

# Careers Programme

Gatsby Benchmark	Description	Overview at SHSC
<p>1. A STABLE CAREERS PROGRAMME</p>	<p>Every college should have a stable, structured careers programme that has the explicit backing of the senior management team, and has an identified and appropriately trained person responsible for it. – The careers programme should be published on the college’s website in a way that enables learners, parents, college staff and employers to access and understand it. The programme should be regularly evaluated, with feedback from learners, parents, college staff and employers as part of the evaluation process.</p>	<p>We strive to ensure that our students are making aspirational and informed choices. Together with teachers and tutors, our dedicated Careers Team work closely with students to ensure that they are fully equipped with the right skills and competencies to succeed within the world of work and throughout the rest of their personal lives.</p> <p>This careers overview for the sixth form can be seen below and is published on our website.</p> <p>The sixth form overview can also be seen on the careers map. This also shows the sequence of careers from KS3,4 and 5.</p> <p>Student voice, teacher and employer feedback after events, sessions, workshops etc contribute to this benchmark.</p> <ul style="list-style-type: none"> <li>• STEPS Tutor Programme</li> <li>• The Apprenticeship Preparation Programme                             <ul style="list-style-type: none"> <li>• The Industry-Linked Programme                                     <ul style="list-style-type: none"> <li>• HE Plus</li> <li>• Medical Pathway</li> <li>• CP Programme</li> <li>• START Programme</li> </ul> </li> <li>• UCAS and University Programme</li> </ul> </li> </ul>
<p>2. LEARN FROM LABOUR MARKET INFORMATION</p>	<p>During their study programme, all learners should access and use information about career paths and the labour market to inform their own decisions on study options. – Parents should be encouraged to access and use information about labour markets and future study options to inform their support to the learners in their care.</p>	<ul style="list-style-type: none"> <li>• TEAL Talk on LMI</li> <li>• The Industry-Led Curriculum comprising of 15 industry pathways linked to local LEP priority areas                             <ul style="list-style-type: none"> <li>• National Careers Week</li> <li>• National Apprenticeships Week</li> <li>• START live vacancy information</li> </ul> </li> <li>• The Apprenticeship Preparation Programme</li> </ul>
<p>3. ADDRESS THE NEEDS OF EACH STUDENT</p>	<p>A college’s careers programme should actively seek to challenge stereotypical thinking and raise aspirations. – Colleges should keep systematic records of the individual advice given to each learner, and subsequent agreed decisions. – The records of advice given should be integrated with those given at the previous stage of the learner’s education (including their secondary school) where these are made available. Records should begin to be kept from the first point of contact or from the point of transition. – All learners should have access to these records to support their career development. Colleges should collect and maintain accurate data for each learner on their education, training or employment destinations.</p>	<ul style="list-style-type: none"> <li>• UCAS preparation via one-to-one appointments with tutors</li> <li>• Personal feedback on personal statements and UCAS applications via tutors</li> <li>• Pathways are tailored for specific student need e.g. Medicine, Apprenticeships etc</li> <li>• Student’s can request work experience, mentoring, attendance at sessions based on their individual interests.                             <ul style="list-style-type: none"> <li>• Students can work with HBTC for individual feedback on their CV.                                     <ul style="list-style-type: none"> <li>• Appointments with HBTC</li> <li>• One-to-one support offered with SBA and KHA</li> </ul> </li> <li>• Collaboration between SENCO, PD and Careers Teams                                     <ul style="list-style-type: none"> <li>• Employer engagement to raise aspirations.</li> <li>• Interactions are gathered using Compass+</li> </ul> </li> </ul> </li> </ul>

4. LINKING CAREERS TO THE CURRICULUM	Throughout their programme of study (and by the end of their course) every learner should have had the opportunity to experience how their subjects help people gain entry to (and be more effective workers within) a wide range of occupation	<ul style="list-style-type: none"> <li>• Careers Champions</li> <li>• National Careers Week</li> <li>• National Apprenticeship Week <ul style="list-style-type: none"> <li>• Display material</li> </ul> </li> <li>• Trips and visits from departments and sixth form <ul style="list-style-type: none"> <li>• National Green Careers Week</li> <li>• Lesson encounters</li> </ul> </li> </ul>
5. ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES	Every year, alongside their study programme, learners should participate in at least two meaningful encounters*1 with an employer. At least one encounter should be delivered through their curriculum area. Colleges should record and take account of learners' own part-time employment and the influence this has had on their development.	<ul style="list-style-type: none"> <li>• The Apprenticeship Preparation Programme <ul style="list-style-type: none"> <li>• The Industry Linked Programme <ul style="list-style-type: none"> <li>• Employer Mentoring</li> <li>• Employer Seminars</li> <li>• Employability Seminars</li> <li>• Lesson encounters</li> </ul> </li> </ul> </li> </ul>
6. EXPERIENCE OF WORKPLACES	By the end of their study programme, every learner should have had at least one Trips Visits experience of a workplace, additional to any part-time jobs they may have.	<ul style="list-style-type: none"> <li>• Work Experience via student request <ul style="list-style-type: none"> <li>• Trips and visits</li> <li>• Virtual Work Experiences</li> <li>• Community Contribution</li> <li>• Part-time job roles</li> </ul> </li> </ul>
7. ENCOUNTERS WITH HE AND FE	By the end of their programme of study, every learner should have had a meaningful encounter*2 with a range of providers of learning and training that may form the next stage of their career. This should include as appropriate, further education colleges, higher education and apprenticeship and training providers. This should include the opportunity to meet both staff and learners.	<ul style="list-style-type: none"> <li>• UCAS HE Day at Hull University</li> <li>• Talks from The University of Hull <ul style="list-style-type: none"> <li>• Finance talks</li> </ul> </li> <li>• The Apprenticeship Preparation Programme e.g. mentoring, fairs, seminars <ul style="list-style-type: none"> <li>• Interactions with Apprenticeship employers and providers</li> </ul> </li> </ul>
8. PERSONAL GUIDANCE	Every learner should have at least one such interview by the end of their study programme.	<ul style="list-style-type: none"> <li>• Interview with KHA</li> <li>• Informal support via SBA</li> <li>• Informal support from tutors</li> </ul>

The eight Gatsby Benchmarks for good career guidance were developed through a study of schools and colleges in six places – Finland, Germany, Hong Kong, Ireland, The Netherlands and Ontario – where career guidance is known to be good. This study, together with a literature review, a survey of English state schools and a costing exercise, resulted in a set of benchmarks identifying the different dimensions of good career guidance. Published in 2014, the benchmarks were further tested in a two-year pilot with 13 schools and three FE colleges in North East England from 2015 to 2017. The benchmarks have now been adopted as the organising framework for the Department for Education's Careers Strategy for School.

2023-2024

# South Hunsley Sixth Form Careers Programme

YEAR 12

Term	CP	Curriculum	Employer / Provider Interactions	Other	Parental Engagement
Autumn 1	<p>STEPS L6 Careers</p> <ul style="list-style-type: none"> <li>• Introducing Me</li> <li>• What's important at work?</li> <li>• Building online networks</li> <li>• Online opportunities                             <ul style="list-style-type: none"> <li>• Volunteering</li> <li>• Apply</li> </ul> </li> </ul> <p>Finance Workshop</p>	<p>Throughout</p> <p>Subject display material</p> <p>Careers Champions</p> <p>Lessons within context</p> <p>Subject trips and visits</p> <p>Lesson encounters</p>	<p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p>	<p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p> <p>Community Contribution (throughout)</p> <p>HE+</p>	<p>South Hunsley News</p> <p>Text updates</p> <p>X updates</p> <p>Initial Sixth Form Information Evening</p>
Autumn 2	<p>START</p> <p>Using Linked-In and social media</p>		<p>National Green Careers Week</p> <p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p> <p>Belbin Profiling</p> <p>Apprenticeship Fair</p>	<p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p> <p>Medic Mock Interviews</p>	<p>Text updates</p> <p>Enrichment calendar</p> <p>X updates</p> <p>South Hunsley News</p>
Spring 1	<p>START</p> <p>How can we evidence the skills you have?</p>	<p>Apprenticeships in the curriculum explored</p>	<p>National Apprenticeships Week</p> <p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p> <p>Work Experience Requests</p> <p>Belbin Profiling</p>	<p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p>	<p>Text updates</p> <p>Enrichment calendar</p> <p>X updates</p> <p>South Hunsley News</p>

<p>Spring 2</p>	<p>START How to write a CV, job application and cover letter</p> <p>STEPS L6 Careers</p> <ul style="list-style-type: none"> <li>• What are you going to do next?</li> <li>• How much do you know about apprenticeships? <ul style="list-style-type: none"> <li>• HE</li> <li>• Researching HE</li> <li>• Study beyond the UK <ul style="list-style-type: none"> <li>• Remote study</li> <li>•</li> </ul> </li> </ul> </li> </ul> <p>CP Apprenticeship and UCAS course research</p>	<p>Careers in the curriculum explored</p>	<p>National Careers Week</p> <p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p> <p>Work Experience Requests</p> <p>Belbin Profiling</p> <p>Enterprise &amp; Entrepreneurship Workshop 1</p>	<p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p> <p>Head of Sixth Assembly on Post 18 Destinations</p>	<p>Text updates</p> <p>Enrichment calendar</p> <p>X updates</p> <p>South Hunsley News</p>
<p>Summer 1</p>	<p>START Choosing the right apprenticeship OR choosing the right university course</p> <p>Apprenticeship Preparation Programme Launch</p> <p>Applying to HE</p> <p>Early Applicants Support</p> <p>Oxbridge Talk</p>		<p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p> <p>Work Experience Requests</p>	<p>Confidence in employment workshop</p> <p>Careers Lead Assembly</p> <ul style="list-style-type: none"> <li>• Apprenticeships <ul style="list-style-type: none"> <li>• HTQs</li> </ul> </li> <li>• Supported Internships <ul style="list-style-type: none"> <li>• LMI</li> </ul> </li> </ul> <p>UCAS &amp; Personal Statement Writing</p> <p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p>	<p>Industry Linked Programme Letter</p> <p>Text updates</p> <p>Enrichment calendar</p> <p>X updates</p> <p>South Hunsley News</p> <p>Post-18 Evening</p>
<p>Summer 2</p>			<p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p> <p>Work Experience Requests</p>	<p>UCAS &amp; Personal Statement Writing</p> <p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p> <p>Student Leaders Recruitment</p> <p>The University of Hull visit for HE &amp; Degree Apprenticeships</p> <p>The Apprenticeship Preparation Programme</p> <ul style="list-style-type: none"> <li>• Apprenticeships &amp; HTQ career mapping</li> </ul>	<p>South Hunsley News</p> <p>Letter to parents/carers regarding Hull University visit / UCAS Discovery Fair</p> <p>X updates</p> <p>The Apprenticeship Preparation Programme presentation link sent to parents</p> <p>Apprenticeships &amp; HTQs Parental Guides issued</p>

# YEAR 13

Term	CP	Curriculum	Employer / Provider Interactions	Other	Parental Engagement
Autumn 1	Finance tutorials Post-18 Pathways Preparation	Throughout Subject display material Careers champions Lessons within context Subject trips and visits Lesson encounters	Careers seminars & Workshops Industry Mentoring Employability Skills Workshops	Tutor 1-2-1 appointments Community Contribution (throughout) Careers appointments available The Apprenticeship Preparation Programme <ul style="list-style-type: none"> <li>• Search (SBA)</li> <li>• Apply (HBTC)</li> <li>• CV (HBTC)</li> </ul> Personal Statement workshops UCAS Interviews	South Hunsley News Text updates South Hunsley News UCAS booklet sent home
Autumn 2	CP Session <ul style="list-style-type: none"> <li>• Personal Finance</li> <li>• CVs and Interviews</li> </ul>		National Green Careers Week Careers seminars & Workshops Industry Mentoring Employability Skills Workshops Belbin Profiling	Tutor 1-2-1 appointments Careers appointments available The Apprenticeship Preparation Programme Apprenticeship Fair UCAS Interviews Medic Mock Interviews	Text updates Enrichment calendar X updates South Hunsley News
Spring 1	START What is Resilience?	Apprenticeships in the curriculum explored	National Apprenticeships Week Careers seminars & Workshops Industry Mentoring Employability Skills Workshops Work Experience Requests Belbin Profiling	Tutor 1-2-1 appointments Careers appointments available The Apprenticeship Preparation Programme <ul style="list-style-type: none"> <li>• One-to-one's (HBTC)</li> <li>• Interview Skills (HBTC)</li> </ul>	Text updates Enrichment calendar X updates South Hunsley News Finance Evening – University of Hull

Spring 2	<p>CP Session</p> <ul style="list-style-type: none"> <li>• Employment Rights <ul style="list-style-type: none"> <li>• Student Life</li> <li>• Budgeting</li> </ul> </li> <li>• Student Finance</li> <li>• Apprenticeship Employability</li> </ul> <p>START What is company culture?</p>	Careers in the curriculum explored	<p>National Careers Week</p> <p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p> <p>Work Experience Requests</p> <p>Belbin Profiling</p>	<p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p> <p>The Apprenticeship Preparation Programme</p> <ul style="list-style-type: none"> <li>• Transferrable Employability Skills</li> <li>• Speed Networking Event</li> <li>• Degree Apprenticeships</li> </ul>	<p>Text updates</p> <p>Enrichment calendar</p> <p>X updates</p> <p>South Hunsley News</p>
Summer 1	<p>START</p> <p>Large and small companies: the difference</p> <p>Finance &amp; Careers CP tutorials</p> <ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Financial Contracts <ul style="list-style-type: none"> <li>• Debt</li> </ul> </li> </ul>		<p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p> <p>Work Experience Requests</p> <p>Enterprise &amp; Entrepreneurship Workshop 2</p>	<p>Confidence in employment workshop</p> <p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p> <p>The Apprenticeship Preparation Programme</p> <ul style="list-style-type: none"> <li>• Mock Interviews (HBTC+1)</li> </ul>	<p>Industry Linked Programme Letter</p> <p>Text updates</p> <p>Enrichment calendar</p> <p>X updates</p> <p>South Hunsley News</p>
Summer 2	<p>START</p> <p>Work Experience Evaluation</p>		<p>Careers seminars &amp; Workshops</p> <p>Industry Mentoring</p> <p>Employability Skills Workshops</p>	<p>Tutor 1-2-1 appointments</p> <p>Careers appointments available</p> <p>The Apprenticeship Preparation Programme</p> <p>Making the transition to employment (HBTC &amp; Inspire Ignite)</p> <p>Apprenticeship Provider support on results day</p> <p>UCAS support on results day</p>	<p>South Hunsley News</p> <p>Letter to parents/carers regarding summer support for Apprentices</p> <p>X updates</p> <p>UCAS Support on clearing - results day</p>