

Open Academy Careers Provision Entitlement Roadmap

Purpose

Our careers curriculum is designed to enable students to develop self-awareness, explore and evaluate opportunities, make informed and realistic decisions, manage transitions, understand the relationship between career and life choices, and recognise the role of work within society and the wider world.

The programme is underpinned by statutory Provide Access Legislation and is designed to meet the updated Gatsby Benchmarks for Good Career Guidance.

Careers Provision Aims

- To provide high-quality, impartial careers advice and guidance by a Level 6 Qualified professional that meets the needs of every student.
- To raise expectations, broaden horizons and promote a culture of ambition and confidence
- To ensure that all students have the opportunity to learn from employers and employees and experience work places first-hand thus developing both social and cultural capital.
- To support students in making informed choices about their education and career pathways.

Commitment to compliance with the Gatsby Benchmarks

Open Academy works towards achieving:

1. **Stable careers programme** – A clear, well-planned careers programme that is understood by students, staff, and parents.
2. **Labour market information** – Students use up-to-date careers and labour market information to make informed choices.
3. **Individual needs** – Careers provision is personalised and supports equality of opportunity for every student.
4. **Curriculum links** – Subjects are clearly linked to real-world careers and pathways.
5. **Employer encounters** – Students regularly engage with employers to understand work and develop employability skills.
6. **Workplace experiences** – Students experience real workplaces through visits or work experience.
7. **FE and HE encounters** – Students explore a full range of post-16 and post-18 options through direct provider encounters.
8. **Personal guidance** – Students receive one-to-one careers guidance at key decision points.

Provision Entitlement by Year Group

Year 7 Introduction to Careers and Aspirations

Objectives and Focus

For students to reflect on who they are and develop awareness of the range of possible career opportunities and what is meant by the term 'career'. Guide students in developing the skills and qualities needed for future success.

Broad adherence to all Gatsby Benchmarks with particular attention to -

Benchmark 5: At least 1X Employer Encounters during Year 7

Benchmark 6: 1 week of activities- based work experience during KS3

Key Activities/Events

Careers Assemblies/Tutor Time Employer led 'What is Stereotyping' assembly event plus workshop with employers from different sectors. Whole school National Careers week focus.

Subject Links Exploring subject-related careers through classroom discussion and inviting in external speakers and employers. Trip to 'Girls in Physics' at the University of Cambridge.

PSHE Lessons focus on discussion of self-awareness, identifying skills and how these relate to the work place, career stereotyping and differences.

Higher Education Engagement Future Stars' Assembly with UEA Outreach to learn about what a university education means.

Labour Market Information and Online Careers Support Access to careers destination platform Unifrog. Focus on the completion of the Personality and Interests Quizzes.

Modern Work Experience (MWEX) Participation in the pilot 'Modern Work Experience' MWEX programme to introduce KS3 students to employers and workplaces

Year 8 Exploring the World of Work

Objectives and Focus

For students to reflect on their strengths and interests, learn about the variety of workplaces and find out how to create the life they want. Introduce students to the concept of a dynamic labour market and new and emerging opportunities in the region.

Adherence to all Gatsby Benchmarks with particular attention to –

Benchmark 5: At least 1X Employer Encounter during Year 8

Benchmark 6: 1 week of activities- based work experience during KS3

Benchmarks 5 and 7: 2X Encounters with providers of apprenticeships, technical education and T Levels (compliant with Provider Access Legislation)

Key Activities/Events

Careers Assemblies/Tutor Time National Careers Week focus

Subject Links Exploring subject-related careers through classroom discussion and visiting external speakers and employers. Trip to 'Find My Future – Careers in Science' John Innes Centre, UEA. Trip to 'Bringing Science to You' at East Norfolk Sixth Form College.

PSHE Lessons Focus on 'What are Skills? Thinking about Option Choices.

Higher Education Engagement Assembly with UEA Outreach 'Who am I and what could I be?'

Labour Market Information and Online Careers Support Access to careers destination platform Unifrog with a focus on 'Using the Careers Library'.

Employer Engagement Employer led speed-networking event to raise confidence and aspirations.

Modern Work Experience Participation in the pilot 'Modern Work Experience' MWEX programme to introduce KS3 students to employers and workplaces.

Year 9 Decision Making and Career Choices

Objectives and Focus

For students to understand the importance and impact of making informed education choices at Post 14, and how they relate to future career paths.

Adherence to all Gatsby Benchmarks with particular attention to –

Benchmark 5: At least 1X Employer Encounters during Year 9.

Benchmark 6: 1 week of activities- based work experience during KS3.

Benchmarks 5 and 7: 2X Encounters with providers of apprenticeships, technical education and T Levels (compliant with Provider Access Legislation).

Key Activities/Events

Careers Assemblies/Tutor Time Assembly presentations from local technical education and apprenticeship providers.

Parental Engagement Year 9 Options Evening for parents and students with careers guidance, employer involvement and alumni reflection.

Subject Links Exploring subject-related careers through classroom discussion and visiting external speakers and employers. Trip to 'Bringing Science to You' at East Norfolk Sixth Form College

PSHE Lessons Focus on 'Think about your Option Choices' and the link to future career pathways. Employment and personal finance.

Higher Education Engagement 'Making Good Choices' assembly with UEA Outreach.

Labour Market Information and Online Careers Support Access to careers information platform Unifrog and using the Careers Library.

Employer Engagement Employer led speed networking event to raise confidence and aspirations.

Raising Aspirations UEA Future Forward mentoring programme (selected students).

Modern Work Experience Participation in the pilot 'Modern Work Experience' MWEX programme to introduce KS3 students to employers and workplaces

Year 10 Building Skills for the Workplace

Objectives and Focus

For students to gain confidence in communicating effectively and to secure work experience. To encourage them to look ahead to post 16 education and beyond GCSEs.

Adherence to all Gatsby Benchmarks with particular attention to –

Benchmark 5: At least 1X Employer Encounters during Year 10.

Benchmark 6: 1 week of placement- based work experience during KS4.

Benchmarks 5 and 7: 2X Encounters with providers of apprenticeships, technical education and T Levels (compliant with Provider Access Legislation).

Key Activities/Events

Careers Assemblies/Tutor time 'What to expect and 'soft launch' of Summer Work Experience week'

Parental Engagement 'What to expect from work experience' evening presentation to parents and students (Autumn Term)

Subject Links Exploring subject-related careers through classroom discussion and visiting external speakers and employers. Visit to Sizewell Nuclear Power plant –

careers in modern energy, Visit to Cambridge Botanical Gardens and Zoology Museum, Discover Sporting Careers event. Classroom based 'employer-led' activities during lessons or as part of off-timetable activity

PSHE Lessons Focus on preparation for work experience: researching placements and how to draft a professional email. Types of employment and employment rights.

Higher Education Engagement 'Pathways' assembly and workshop activity with UEA Outreach, Uni Unlocked residential,

Labour Market Information and Online Careers Support Access to careers destination platform Unifrog with focus on researching post 16 opportunities

Employer Engagement What are apprenticeships?' assembly and careers stand, Visit to the Norfolk and Suffolk Future Careers Expo, employer led assemblies.

Work Experience Summer Work Experience Week for all students

Raising Aspirations UEA Future Forward mentoring programme (selected students)

Year 11 Planning for the Future

Objectives and Focus

For students to gain confidence in mapping a career path and exploring education options for post 16. Support them in developing time management and interpersonal skills. Ensure that all students have access to tailored professional advice on A Levels, T levels, apprenticeships and vocational routes.

Adherence to all Gatsby Benchmarks with particular attention to –

Benchmark 5: At least 1X Employer Encounters during Year 11.

Benchmarks 5 and 7: 2X Encounters with providers of apprenticeships, technical education and T Levels (compliant with Provider Access Legislation).

Benchmark 8 – Access to Personal Careers Guidance by a Level 6 qualified professional.

Key Activities/Events

Careers Assemblies/Tutor Time Focus on Next Steps and Post 16 Pathways., Study Techniques and Exam Preparation.

Parental Engagement 'Raising Aspirations' Evening for students and parents with Post 16 Careers Fair.

Subject Links Subject specific discussion about the range of opportunities available to students for career progression.

PSHE Lessons Focus on 'Planning my Future' and 'How will I make my Future a Reality? Research in post-16 options and making applications using Help You Choose. Time Management, Online Financial Harm/Financial Risks.

Higher Education Engagement 'Get Set' Assembly with UEA Outreach. Visits to local Higher Education providers UEA, Anglia Ruskin and Cambridge University

Labour Market Information and Online Careers Support Access to careers destination platform Unifrog.

Employer Engagement 'Employability Skills' assembly led by Enterprise Adviser with carousel workshops.

Raising Aspirations UEA Future Forward mentoring programme (selected students).

Personal Guidance Personal careers guidance meeting to discuss post 16 applications and life beyond school.