**Broadland High Ormiston Academy Careers and IAG Strategy**

Our goal is to ensure all students make aspirational and appropriate careers choices through being well-informed about the range of post-16 education and training opportunities and careers available to them. This is achieved through different activities such as: 1 to 1 IAG interviews, group workshops, presentations from and visits to employers and schools/colleges/training providers. In addition, teachers should take opportunities to link lessons to employment opportunities wherever appropriate.

Each year group has a different focus.

**Year 7 - Understanding myself**

This is delivered largely through the tutor programme and focuses on gaining an understanding of the student’s own skills, interests and values and how this might fit with potential careers.

Employer encounter(s): access to virtual lunchtime encounters and links embedded in the curriculum.

**Year 8 - Getting to know the world of work**

This is delivered largely through the tutor programme and assemblies. Students begin to consider what work is like in different sectors and types of roles and what it is employers are looking for. Students will begin to look at how the labour market has changed over the years and how jobs are advertised now.

Employer encounter(s): access to virtual lunchtime encounters and links embedded in the curriculum.

Provider input: UTCN, apprenticeship provider.

**Year 9 - Choosing your KS4 options**

All students have an assembly about their KS4 options and receive a booklet explaining the courses available. In lessons, teachers explain how these courses might lead to progression onto other courses/employment. Every student has a 1 to 1 interview with a member of SLT to discuss their options and their future plans. In addition, targeted students and those referred by SLT have an interview with a fully-qualified external CEIAG advisor. The goal is for all students to make well-informed choices leading to their chosen progression route.

Students will be shown videos about university life <https://www.youtube.com/watch?v=B_CrPqE2CNs> <https://www.youtube.com/watch?v=S6em8dLWsOo> and given access to <https://everwondered.uea.ac.uk/> which gives details about current courses and resources

Employer encounter(s): access to virtual lunchtime encounters and links embedded in the curriculum. UEA visit including Sainsbury Centre and SportsPark.

Provider input: regional university (UEA or University of Suffolk)

**Year 10 - Understanding a wide range of careers and Post-16 Pathways**

In year 10 the goal is for students to gain a more detailed understanding of some of the many careers open to them. This is achieved through the tutor programme and employer encounters both in school and at a large local careers fair.

Employer encounter(s): access to virtual lunchtime encounters and links embedded in the curriculum. Work experience. Norfolk Careers Fair.

Provider input: local sixth form; FE college; apprenticeship provider and local firm offering apprenticeships.

**Year 11 - Planning post-16 and making applications**

Students are supported to make their applications, local post-16 providers run sessions explaining what they can offer, and apprenticeship workshops are run for interested students. Further CEIAG interviews are available for students needing extra guidance.

Employer encounter(s): access to virtual lunchtime encounters and links embedded in the curriculum - a core subject in Y11.

Provider input: range of local sixth forms; FE colleges; apprenticeship providers (some in school, some through Careers Fair).

**Careers Tutor Programme overview 2023**

**Sessions are linked to the Career Development Framework’s 6 learning areas. An Overview of the framework can be found here:** [New Career Development Framework (thecdi.net)](https://www.thecdi.net/New-Career-Development-Framework)

7/8 sessions per year. Delivered in 25-30 mins each using booklets/quizzes and interactive sessions.

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| Yr.  | Session 1  | Session 2  | Session 3  | Session 4  | Session 5  | Session 6  | Session 7  | Session 8  |
| 7  | **What jobs do people do**?  What is a career? video. What jobs do your family members do? -Discussion session about different jobs, what they are etc.       CDI Framework: **Grow throughout life**  | **What are some unusual jobs that people do?**  Videos and teacher lead discussions about range of unusual or strange jobs       CDI Framework: **Grow throughout life**  | **My abilities**- **What am I good at?**  Worksheet session looking at what students are good at and how it might influence their future career choice.     CDI Framework: **Grow throughout life**  | **My abilities, how can I improve on what I am not so good at?**  Worksheet session looking at the 7 job categories and seeing where their abilities/strengths might fit.   CDI Framework: **Grow throughout life**  | **My values, what do I want out of life and how can I achieve my goals.**  Worksheet session looking at personal values and how they may influence a future career.    CDI  Framework: **Balance life & work**   | **My traits**- **Identifying my personality traits**  Worksheet and card sort session. Which job fits which trait? (card sort)      CDI Framework: **Grow throughout life**  | **Job of the week-**  Videos showing numerous jobs. Students then think about what qualities/strengths and traits that job may need.    CDI framework: **Explore possibilities**  | **What have you learnt?**  Students look back at the sessions taught and work through questions about what is important to them and what they may like to do in the future.     CDI Framework: **Grow throughout life.**  **Explore possibilities**  **Balance life & work**  |
| 8  | **How others see me**  Students give a card to the person who they think is the best match to the card. Answer questions about why they think they were given it Worksheet session.         CDI Framework: **Grow throughout life**  **Explore possibilities**  **Create opportunities**   | **What would my life be like if…**  Lifestyle, money, happiness etc. Worksheet              CDI Framework: **See the big picture.**  | **What is work?**  Voluntary/education types of work etc. Worksheet session              CDI framework: **Explore possibilities**  **See the big picture**  **Balance life and work**     | **What is work? What do I do?**  What is hard/easy etc. Worksheet session             CDI Framework: **Grow throughout life**   | **What skills are employers looking for?**  Identifying what employers want Worksheet session.            CDI Framework: **Grow throughout life**  **Explore possibilities**    | **Health and Safety in the workplace**  Interactive video and student questions to answer on worksheet           CDI Framework: **See the big picture**  | **How have careers changed** **/developed over time?**  Discussion- changes in how jobs are advertised/ applied for. Survey sheet-take home and complete (to be retained for Y9)    CDI Framework: **Grow throughout life**  **Manage career**   | **What have I learnt about myself and health and safety in the workplace?**  Students to answer questions about what they have learnt.         CDI Framework: **Grow throughout life**  **Explore possibilities**  **Create opportunities**  **See the big picture**  **Manage career**  **Balance life and work**  |
| 9  | **How Careers have developed/changed over time**  **Students look at** completed surveys from Yr. 8 What do they notice?   PowerPoint “Norfolk Today” How the world of work is changing.            CDI Framework: **See the bigger picture**  **Create opportunities**  **Manage career**        | **Different jobs in a large organisation.**  Students to come up with all the different jobs available at a large supermarket  (Prompt picture card) prize for most?           CDI Framework: **Explore possibilities**  **Manage career**     | **Business organisation**  Hierarchy PowerPoint. Students to look at different job roles and to think about how their personality might fit into the organisation.             CDI Framework: **Explore possibilities**  **Create opportunities.**    | **Job Sectors and the local labour market** Interactive PowerPoint and video. Students answer questions from the video.                CDI Framework: **Grow throughout life**  **Explore possibilities**.    | Chatterbox session- what do I want to find out about?  Students make a “chatterbox” and write what they want to find out about on A3 spread.              CDI Framework: **Explore possibilities**   | **Applying for college** **Apprentice** **ships/jobs.**  Students use computers to find out information from previous session Do you know where to start? Whose responsibility is it? Do you know who to go to for help?        CDI Framework: **Explore possibilities**  **Create opportunities**    | **Research careers/** **colleges**   Students use computers to research various websites Help you choose/ Indeed/College websites \*May need more than one session.          CDI Framework: **Explore possibilities**  **Create opportunities**      | **Extra session if** **Needed**   |
| 10  | **Work experience**  Students use computers and Barclays life skills to think about what work experience they may be good at.        CDI Framework: **Grow throughout life**  **Explore Possibilities**  **Manage career**  **Create opportunities.**  **See the big picture**  | **Employment Law**  Students answer questions. How much do they know about employment law for young people?  Video/PowerPoint with explanation and correct answers  CDI Framework: **Explore Possibilities.**  **See the big picture**     | **Stereotyping in the workplace**  Teacher lead discussion about stereotyping  PowerPoint/video addressing and challenging stereotypes in the workplace.     CDI Framework: **Explore Possibilities**  **See the big picture**  **Manage career**   | **Discrimination in the workplace**  Teacher lead discussion about discrimination.  PowerPoint/video addressing discrimination in the workplace.     CDI Framework: **Explore Possibilities**  **See the big picture**  **Manage career**   | **Mistakes job hunters make at interviews.**  Multiple choice quiz and PowerPoint with discussion and answers.        CDI Framework: **Explore Possibilities**  **See the big picture**  **Manage career**  **Grow** **throughout life**   | **Applying for college and apprenticeships practice**  Students use computers to research different college course of interest.       CDI Framework: **Explore Possibilities**  **See the big picture**  **Manage career**  **Grow throughout life**   | **extra research session if needed**  | **Making an application to college.**  Students make a practice application using a paper form in readiness for the real thing next Autumn .      CDI Framework: **Explore Possibilities**  **See the big picture**  **Manage career**  **Grow throughout life**  **Create opportunities**  |