



## **Careers Education Information and Guidance Programme 2022-23**

At North Birmingham Academy we understand the importance of preparing students for the world of work after education through the development of knowledge and skills around working life and career pathways. Accordingly, Careers Education, Information and Guidance (CEIAG) forms an integral part of our curriculum, so that we can encourage all students to consider a broad range of pathways, careers, and roles for their future, including academic, technical, and vocational options. To best support our students, our CEIAG programme starts from Year 7 and continues through to Year 13.

Working with our local partners, we aim to ensure our careers provision exceeds the needs for our students by considering Department for Education guidance, Gatsby Benchmarks, the CDI Framework and other relevant advice and guidance from appropriate bodies.

Because the labour market is ever-evolving, we review the efficacy of our programme annually, and implement changes where necessary so that we can continue to provide the best possible guidance for our students.

Our CEIAG Programme consists of the following strands:

- Careers in the Curriculum
- Careers in Form Time
- Experiences and Encounters
- Personal Guidance

### **Careers in the Curriculum**

Students in Years 7-11 will receive a careers 'mini-lesson' in every subject either termly or half-termly, depending on how often these subjects are taught. These lessons will include:

- Facts about job roles connected to this subject – roles, responsibilities, salaries, etc.
- An example pathway to each job, highlighting different routes and qualifications needed
- A 'Day in the Life' exemplar of what that role might look like, adapted from online sources
- Time to reflect for each student about the role they have encountered
- A handout to take home to discuss each job with parents and carers.

In doing this, students will be exposed to dozens of jobs per year, opening their minds to the possibilities in their futures.

In Years 12 and 13, more organic and personalised discussions around careers in each subject will take place in the designated Careers in the Curriculum weeks.

Careers in the Curriculum lessons will normally take place in the fifth week of the half term.

This strand of our provision will ensure that we are able to secure the following Gatsby Benchmarks: (1) A stable careers programme; (3) Addressing the needs of each student; (4) Linking curriculum learning to careers.

## Careers in Form Time

In partnership with Skillsbuilder, North Birmingham Academy will deliver fortnightly lessons on career-building skills through our Personal Development programme. This will include a variety of information around different employability skills, and what they look like in the workplace. In addition, we will also provide our students with experiences of the world of work through real-life examples available through the Skillsbuilder platform.

The key skills to be covered are:

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

This strand of our provision will ensure that we are able to secure the following Gatsby Benchmarks: (1) A stable careers programme; (2) Learning from career and labour market information; (3) Addressing the needs of each student; (4) Linking curriculum learning to careers; (5) Encounters with employers and employees; (8) Personal guidance.

## Experiences and Encounters

As we move out of the Covid-19 pandemic, we will seek to ensure suitable events and opportunities are available for all of our students, including, but not limited to:

- External speakers in school discussing careers and/or further and higher education
- Visits to workplaces or higher and further educators in the community
- Programmes such as 'Aspire to Aston' and 'AimHigher' which seek to raise student ambitions and open pathways to further and higher education
- Careers Fairs
- National Careers Week and National Apprenticeship Week experiences
- Work Experience – either as drop-down days or the traditional 'Work Experience Week'
- Other additional programmes as they are offered, such as university or employer outreach programmes, typically offered to students in the Sixth Form

In addition, we will also seek to supplement these in-person events with virtual experiences (e.g. video calls) where we feel it is appropriate or beneficial.

This strand of our provision will ensure that we are able to secure the following Gatsby Benchmarks: (1) A stable careers programme; (2) Learning from career and labour market information; (3) Addressing the needs of each student; (5) Encounters with employers and employees; (6) Experiences of workplaces; (7) Encounters with further and higher education.

## Personal Guidance

In Years 11 and 13 we will ensure that students have access to a qualified careers advisor to discuss their next steps. This will support students in target setting during these crucial years and reduce the risk of students leaving us to be not in education, employment or training ('NEET').

This strand of our provision will ensure that we are able to secure the following Gatsby Benchmarks: (1) A stable careers programme; (3) Addressing the needs of each student; (8) Personal Guidance.