

## Careers Strategy 2018-2020

1. Improve the quality of Year 11 career guidance, so pupils can make informed choices.
2. Improve the provision for Apprenticeship applications.
3. To develop the year 9 options process.
4. Improve information for pupils and parents through developing the school website.
5. Integrate careers across all 5 year groups using form tutors and SMSC.
6. Raising awareness for careers.

Issue/area to improve	Action(s)	Who	When	Intended impact
Pupils interviews and careers guidance– Year 11	<ul style="list-style-type: none"> <li>• Interviews to start on the first weeks back in September?</li> <li>• Drop in lunch times</li> </ul>	CEA RWA	On-going	<ul style="list-style-type: none"> <li>• Pupils to explore options and receive additional advice before deadlines for colleges and job applications.</li> </ul> <p><i>Review:</i> All pupils have had interviews with an independent careers advisor by Year 11. Follow up interviews as necessary.</p>
Pupils who wish to progress into apprenticeships need to have focus groups to help with applications.	<ul style="list-style-type: none"> <li>• During SMSC days, focus groups will be held to look at different jobs out in the local area. How to apply to them and the aptitude tests which need to be passed.</li> </ul>	Tutors HoY RWA CEA TPR	On-going PSHE days	<ul style="list-style-type: none"> <li>• Pupils will have more success when applying for apprenticeships and what is expected in interviews.</li> </ul> <p><i>Review:</i> ongoing – significant progress made. Ask assemblies and workshops have taken place and will continue. Pupils needing further guidance will be supported by independent careers advisor. College and Apprenticeship Fair for Year 11 pupils (November 2019).</p>
Further improve the provision for year 9 options.	<ul style="list-style-type: none"> <li>• Have an assembly on attendance and progress scores and how this can affect choices.</li> <li>• Use SMSC to focus groups that need aspirational targets.</li> <li>• Do not just focus on colleges – look at higher education (e.g. Universities/Russell Group universities how GCSE options can impact)</li> </ul>	HoY 9 AHoY9 PMO APR HWA	By Easter 2019	<ul style="list-style-type: none"> <li>• Pupils can have conversations with teachers and parents regarding selections before the deadline.</li> <li>• Impact on attendance and progress scores to improve due to high demand of courses.</li> <li>• More understanding of pathways post 18.</li> </ul> <p><i>Review:</i> Careers Fair Universities and colleges invited to Progress Day Colleges invited to options evening A group of pupils visited a University (this will continue annually) The school has been supported by FutureU, UCLan and Edge Hill</p>

<p>Create a careers page on the school website to allow pupils and parents access.</p>	<ul style="list-style-type: none"> <li>• Careers strategy – what we do at Holy Cross.</li> <li>• Links to colleges – including information on open days/applications/grade requirements.</li> <li>• Questions/specific careers email address – a section for pupils/parents to ask questions.</li> <li>• Past pupils – invite pupils who have finished school to post what they do now.</li> <li>• Information on careers day.</li> <li>• Links to apprenticeship opportunities, part time work etc.</li> <li>• Information on how certain subjects can help with pathways to careers/colleges/universities. Subject specific.</li> <li>• Section on what to do if results are not what were expected.</li> </ul>	<p>RWA MHM MCO CEA Tutors</p>	<p>By Oct half term.</p>	<ul style="list-style-type: none"> <li>• In keeping with some of the Gatsby Benchmarks.</li> <li>• Allows pupils and parents to see what we do for careers.</li> <li>• Makes careers more accessible.</li> </ul> <p><b>Review:</b> The website is constantly updated with careers information (including job opportunities, open days and apprenticeships) Pupils and parents are made aware of information through the school bulletin and newsletter. Evaluation of website ongoing. Subject specific information to be added.</p>
<p>Develop SOL to integrate all years into careers.</p>	<ul style="list-style-type: none"> <li>• See table below for ideas of how this can be implemented across all 5 year groups.</li> <li>• SMSC days.</li> </ul>	<p>APR RWA MHM</p>	<p>On-going</p>	<ul style="list-style-type: none"> <li>• Develop an understanding of careers from Year 7.</li> <li>• In keeping with Gatsby Benchmarks.</li> </ul> <p><b>Review:</b> Incorporated into our SMSC drop down days. New action plan for 2019-20 created and published on website (showing how each year group should meet the Gatsby Benchmarks).</p>

<p>Some pupils have low aspirations and are unsure on that they want to do when they leave school. There is minimal information on show to help pupils.</p>	<ul style="list-style-type: none"> <li>• The library could be used for college</li> <li>• Specific PC's could be set up to have websites and career information easily accessible for the pupils.</li> <li>• Notice boards would be updated with college information of open evenings/notice boards would have Apprenticeship/ Jobs on with information mapped out to make it clear.</li> <li>• Pupils to be made more aware of whom they can speak to for careers advice.</li> </ul>	<p>RWA CEA MHM LRU</p>	<p>On-going</p>	<ul style="list-style-type: none"> <li>• Pupils will look at the bigger picture and see how doors can open for them if they get the correct grades and work hard in school. This will increase the amount of pupils leaving school and progressing into apprenticeship schemes as well as colleges.</li> </ul> <p><b>Review:</b>  All pupils have had an independent careers interview (follow up if necessary) by Year 11.  Support available for applications in school, ASK assembly and work shop (apprenticeship guidance).  FutureU/UCLan support the school.  Careers board – constantly updated with option choices.  School website has current and relevant information on careers guidance.  Careers/Apprenticeship Fair for Year 11 – to raise aspirations and inform choices (November 2019).</p>
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Year 7	<p>What jobs are out there?  Working in the wider community.  What their lessons and hobbies could lead to in the future.  Through PSHE/SMSC days  <a href="http://www.Careerslab.co.uk">www.Careerslab.co.uk</a></p>
Year 8	<p>Finances – how much do jobs pay? (SMSC/PSHE days)  What jobs would be suited to you – ‘learn live’ (could be used in tutor time)  <a href="http://www.Careerslab.co.uk">www.Careerslab.co.uk</a></p>
Year 9	<p>Employability panel – could be used in SMSC  Networking session  Information on pathways  Options – where can options take you?  Careers fair  Options evening  Progress Day  Future U  CV building  <a href="http://www.Careerslab.co.uk">www.Careerslab.co.uk</a></p>
Year 10	<p>Future U  Work experience opportunities (encouraged to find out of school)  College visits  CV building – allows reflection on what else they could do  <a href="http://www.Careerslab.co.uk">www.Careerslab.co.uk</a></p>
Year 11	<p>Mock interviews/careers interviews  Work experience (encouraged to find out of school)  CV building  Applications and personal statements – could write a letter of application to form tutors during tutor time  Track college/apprenticeship progress  Future U  <a href="http://www.Careerslab.co.uk">www.Careerslab.co.uk</a></p>