



# City of Rochester School Careers Plan

2020/2021



There has never been a time when careers guidance has been as important for young people. The landscape of education, training and employment opportunities that students need to navigate is more complex and more challenging than was faced by previous generations.

Opportunities can include further and higher education, work placements and apprenticeships. In order to move on to any of these, the students need a good-quality careers education, information, advice and guidance. Our Careers Plan sets out how the school intends to provide a fit-for-purpose careers programme with available resources which will provide our students with the knowledge, inspiration and ability to take ownership of their own career action plans enabling them to succeed in their chosen career paths.

### The Gatsby Benchmarks

There are a set of eight benchmarks that schools use as a framework for Good Career Guidance. City of Rochester School has embedded the benchmarks into all our careers work. They are as follows:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

All students at City of Rochester School will experience a scaffolded careers programme enabling them to be fully equipped with the skills needed by further education and employers. Throughout the programme, students will complete careers 'passports' which is focused on developing the following employability skills:

1. Self-motivation – taking responsibility for developing work readiness
2. Self-assurance – having the tools and skills to present themselves to employers
3. Aspiration – having high personal goals
4. Informed – understanding the opportunities available and making realistic choices
5. Experience – having experience of work that is rewarding and fulfilling
6. Achieving – qualifications valued by employers
7. Accountability – understanding how to take responsibility
8. Resilience – understanding employers need for people who can listen and learn
9. Entrepreneurial – working creatively to achieve personal and business potential
10. Co-operation – developing effective communication and co working skills

# Students Careers Entitlements Statements

## Phase 1 Careers Entitlement

- Our students are encouraged to identify their personal traits, strengths, interests and skills.
- Students are introduced to different career resources and shown how to use them.
- Students create a careers passport. This will track their careers progress throughout their school life, ensuring they can create CV's, attend work experience, meet employers and much more.
- Employers are invited to speak.

## Phase 2 Careers Entitlement

- Students build on skills from the previous year. Can they link their traits, skills, interests and strengths to certain careers?
- World at work project. Students will practice using specific questions that get the answers they want such as asking an employer what a typical day looks like. Careers book project\*
- Our students attend their first careers meeting, held at the school.
- Students learn about money management.

## Phase 3 Careers Entitlement

- What is important in a career? Students will research different jobs locally, regionally and nationally.
- My money week/young enterprise visits.
- Students talk and learn about diversity and stereotypes within the workplace.
- What is a Curriculum vitae, cover letter and why do we need them workshop? (create roles within the classroom which the students must apply for).

## Phase 4 Careers Entitlement

- Students explore further education options. 6<sup>th</sup> form, Apprenticeships, college or straight into work.
- Students start to set realistic goals for the future and investigate how to achieve those goals.
- Students receive careers interviews from a careers advisor and get a personal action plan.
- Work experience is available in a career field of their choosing.
- Students can attend a careers fair held at the school.
- Students can take part in mock interviews.

\*Careers book project – Students learn the art of interview. Find volunteers in a profession that the children are interested in to interview. The students can write first person stories about their volunteer. Possible partnership with a collage/university (English students) to help with the development of their interviews/stories. Create a piece of art to go with the story representing the chosen career. Turn into a careers book.