



Careers Framework and Programme 2024/25

	Year 7 theme: 'Grow'		
CDI Framework reference	Measurable outcome/s <i>(How will we know that year 7 have grown?)</i>	Activity <i>(What will Year 7 do, practise, experience, learn...)</i>	Monitoring & Evaluation <i>(How will we check this is working)</i>
Grow Throughout Life	Students can assess their current understanding and knowledge around career options and aspirations through self-assessment.	Students to complete Compass + Future Skills Questionnaire before 31/10/24.	Analyse baseline assessment of knowledge of careers and aspirations to inform future development of careers knowledge.
	Students can discuss a range of career sectors and what they may be interested in.	Attend annual careers fair.	Evaluation survey
		Employer visits or workshop	Evaluate effectiveness of careers event through 'student voice' by taking a sample survey of student opinions.
		Introduction of Unifrog careers platform that can be used in school and at home.	Pull together progress reports from Unifrog and analyse data to inform future career encounters
		Weekly career sessions delivered by Form Tutors using Unifrog resources.	Pull together progress reports from Unifrog and analyse data to inform future career encounters.
Vulnerable students will have personal guidance meeting with a qualified careers guidance adviser.	Their 'voice' is fed back to key professionals at regular intervals throughout the year.		



Year 8 theme: 'Explore'			
CDI Framework reference	Measurable outcome(s) (How will we know year 8 are exploring?)	Activity (What will Year 8 do, practise, experience, learn...)	Monitoring (How will we check this is working)
Explore possibilities	Students can explain what different pathways are at Post 14 and Post 16 and use this information to inform their option choices.	Introduction of Unifrog careers platform that can be used in school and at home.	Pull together progress reports from Unifrog and analyse data to inform future career encounters.
		Assembly talks from FE providers.	Evaluate effectiveness of careers event through 'student voice' by taking a sample survey of student opinions.
		Attendance at the annual School Careers Fair	Evaluate effectiveness of careers event through 'student voice' by taking a sample survey of student opinions.
		Weekly careers sessions led by Form Tutors.	Evaluate the effectiveness of the Unifrog by seeking feedback from Form Tutors.
		Vulnerable students will have personal guidance meeting with a qualified careers guidance adviser.	Their 'voice' is fed back to key professionals at regular intervals throughout the year.
Grow throughout life	Students can recognise their personal strengths, interests and values.	To complete personality type quizzes/questionnaires on Unifrog and career based websites.	Pull together progress reports from Unifrog and analyse data to inform future career pathways.
Managing career	Students can reflect on their personal skills and abilities and how they align with different career paths.	To record findings and next steps on Unifrog	Pull together progress reports from Unifrog and analyse data to inform future career pathways.
Explore possibilities	Students understand what LMI is and how they can investigate potential growth prospects in various industries.	Access LMI information through Unifrog during weekly career sessions. As well through the curriculum and trusted websites.	Evaluate their understanding of LMI through 'student voice' by taking a sample survey of student opinions.



Year 9 theme: 'Inspire'			
CDI Framework reference	Measurable outcome(s) (How will we know year 9 are feeling inspired?)	Activity (What will Year 9 do, practise, experience, learn...)	Monitoring (How will we check this is working)
See the big picture	Students can use LMI to inform their own decisions and option choices.	Explore resources on Unifrog platform.	Evaluate their understanding of LMI through 'student voice' by taking a sample survey of student opinions.
See the big picture	Students will understand how the different STEM subjects help people gain entry to a wide range of careers.	Students to attend option assemblies with curriculum leads.	Feedback from SLT following option guidance meetings.
		Careers built into curriculum which is delivered by subject teaching staff.	Scheme of work includes reference to careers.
Explore possibilities	Students understand the link between their GCSE option choices and their future career pathways, including Post 16 options.	FE Assembly talks.	Careers Leader to carry out Q&A session in sample form groups.
		1:1 discussion with option leaders and where appropriate with a qualified Careers Adviser.	All students have made firm option choices. Include a question on Options choice form seeking how careers activities has impacted on their option choices.
		Vulnerable students will have personal guidance meeting with a qualified Careers Adviser.	Their 'voice' is fed back to key professionals at regular intervals throughout the year.
Grow throughout life	Students can assess their current understanding and knowledge around career options and aspirations through self-assessment.	Students to complete Compass + Future Skills Questionnaire before 31/10/2024.	Review and compare data against Yr. 7 baseline self-assessment – knowledge increased by 5%.



Year 10 theme: 'Develop'			
CDI Framework reference	Measurable outcome(s) (How will we know year 10 are developing?)	Activity (What will Year 10 do, practise, experience, learn...)	Monitoring (How will we check this is working)
Balance life and work	Students will develop an understanding of workplace expectations, professional behaviour and industry specific skills.	Parent & student information session.	Parent survey following launch of WEX.
		Assembly talks and workshops.	Evaluation survey.
		Work experience.	Feedback from employers and students.
Grow throughout life	All students will gain exposure to real-work environments and be able to reflect on the benefits of direct experience of a workplace environment and the skills that are valued in the workplace.	All students will be given the opportunity to have purposeful experience of a workplace through job shadowing or a work experience programme.	Student and employer feedback. Completion of a successful placement.
Explore possibilities	Students can demonstrate skills in CV writing, good interview techniques and job/apprenticeship search strategies.	Employability careers activity.	Evaluation survey.
Explore possibilities	Students have developed research skills to gather relevant information about specific careers and their entry requirements.	FE Taster day Form Tutor led Careers sessions. Attendance at FE/HE Open events.	Evaluation survey Feedback from tutors.



Year 11 theme: 'Implement'			
CDI Framework reference	Measurable outcome(s) (How will we know year 11 know 'What could I get into?')	Activity (What will Year 11 do, practise, experience, learn...)	Monitoring (How will we check this is working)
Explore possibilities	Students have developed research skills to gather relevant information about specific careers and their entry requirements.	Attend FE open events.	Part of discussions with Careers Adviser. Completion of Post 16 information booklet.
		A range of employer/FE/apprenticeship Assembly talks.	At least 80% attendance at event.
		Form Tutor careers sessions using Unifrog.	80% of students to complete lessons. Usage reports available on Unifrog
		Attend annual school Careers Fair.	Completion of evaluation survey.
Create opportunities	Students secure and take up a place at their preferred Post 16 option that is appropriate for them.	1:1 guidance interview with qualified Careers Adviser	Offers of learning in place. Student update profile on careers software.
		Students can attend daily drop-in sessions during break and lunchtime for application support.	Destination data from LA – reduction in NEET figures.
			Post 16 application destination reports on Unifrog
Manage career	Students can articulate why they have chosen their Post 16 option and how it fits in with their long term plans.	1:1 guidance interview with qualified Careers Adviser	Check intended destinations.
Manage career	Students can analyse the risks and rewards of all Post 16 options.	Attendance at School careers fair; research during weekly careers sessions, open events.	Feedback during 1:1 guidance interview
Manage career	Students are aware of their academic strengths and weaknesses and where to seek support.	1:1 guidance interview with a qualified Careers Adviser.	Feedback during 1:1 guidance interview Mock exam results
Grow throughout life	Students can assess their current understanding and knowledge around career options and aspirations through self-assessment	Students to complete Compass + Future Skills Questionnaire before 31/10/2024.	Review and compare data against Y9 self-assessment to ensure progression of knowledge by 5%.



Year 12/13 theme: ‘Research and Expand’			
CDI Framework reference	Measurable outcome(s) (How will we know years 12/13 know ‘What could I get into?’)	Activity (What will Year 12/13 do, practise, experience, learn...)	Monitoring (How will we check this is working)
Grow throughout life	All Year 12 students will be able to reflect on the benefits of direct experience of a workplace environment and the skills that are valued in the workplace.	Year 12 students will be given the opportunity to have a purposeful experience of workplace, which will be additional to any part-time jobs they may have.	All students allocated a placement. Feedback from students and employers.
Explore possibilities	All Year 12 and 13 students can identify a range of Post 18 pathways that are relevant to them.	HE visits and discovery days.	Completion of an evaluation questionnaire.
		Attend annual Careers Fair.	
		Take part in Summer Schools.	
		Year 12 Summer Programme – includes mock interviews, information on degree apprenticeship options, alternatives to University options, Alumni, LinkedIn setting up UCAS, personal statements.	
	HE information assemblies on student finance, personal statements.		
Managing career	All Year 12 and 13 students can analyse the risks and rewards of each Post 18 pathway.	1:1 personal guidance meeting with Careers Adviser.	Students can articulate why they have chosen their pathway.
See the big picture	All students can navigate and recognise the importance of the UCAS online platform, as well as the careers platform – Unifrog.	Students are given training on how to set up and use UCAS and Unifrog.	UCAS Hub account set up. Completion of applications on UCAS.
Create opportunities	All Year 12 and 13 students can be motivated to access the range of MOOC’s that will enhance their Post 18 choice.	Complete at least 1 MOOC before the end of Year 13.	Completion of the online course.



Explore possibilities	All Year 12 and 13 students can submit high quality applications for their chosen Post 18 pathway and embrace feedback.	All Year 13's receives 1:1 personal guidance meetings before Christmas to support with University and apprenticeship applications as well as personal statements.	UCAS applications submitted by national deadline. National apprenticeship accounts created.
		All Year 12 students have 1:1 personal guidance meetings before the end of the during the summer term to support with Post 18 options.	Action plans completed.
Grow throughout life	Students can assess their current understanding and knowledge around career options and aspirations through self-assessment	Year 13 students to complete Compass + Future Skills Questionnaire before 31/10/2024	Review and compare data against Yr 11 to ensure positive progression of knowledge 5%