



## Careers Programme 2022 - 2023

At Springboard Project we are committed to providing all young people with access to a high quality and stable careers programme. We strive to develop our young people and to prepare them for Adulthood. Creating meaningful futures for all underpins the careers programme with the individual at the heart of everything we do.

Our Trust's Mission -

At the heart of our school's mission

- ✓ Learning Together
- ✓ Learning for All
- ✓ Learning for Life

"Belief that all our pupils, whatever this background or ability will be successful and valued"

Every young person needs high-quality career guidance to make informed decisions about their future. Good career guidance is a necessity for social mobility: those young people without significant social capital or home support to draw upon have the most to gain from high-quality career guidance. <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

**Learning Together Learning for All Learning for Life**

	<b>Aims</b>	<b>All Year Round</b>	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>	<b>Gatsby Benchmarks</b>	<b>CDI</b>
Year 10	Understanding the world of work/Engaging with different Vocational Pathways	<b>All Students</b> <ul style="list-style-type: none"> <li>✓ <b>Skills Builder Programme</b></li> </ul> Linking Curriculum Learning to Careers	All Students <ul style="list-style-type: none"> <li>✓ Induction to Careers</li> <li>✓ Sign up onto GMACS and Xello platform</li> </ul>	All Students <ul style="list-style-type: none"> <li>✓ SPT Careers Fair</li> </ul>	All Students <ul style="list-style-type: none"> <li>✓ Explore Vocational Options for Year 11</li> </ul>	1,2,3,4,5,6,7,8	4,5,6,7,8,9,10,11,12,13
Year 11	Post 16 Destinations	<ul style="list-style-type: none"> <li>✓ <b>Career Assemblies and Workshops</b></li> </ul> Employment Engagement, Further Education and College encounters <ul style="list-style-type: none"> <li>✓ <b>Careers Library</b></li> </ul> Access to Information Sources. Online access to GMACS and Xello	All Students <ul style="list-style-type: none"> <li>✓ Post 16 Career Interviews</li> <li>✓ Talks from Post 16 providers</li> <li>✓ Update GMACS and Xello platform</li> </ul>	All Students <ul style="list-style-type: none"> <li>✓ SPT Careers Fairs</li> </ul>	All Students <ul style="list-style-type: none"> <li>✓ Transition events to chosen Post settings</li> <li>✓ Individual curriculum plan with potential career destinations identified</li> </ul>	1,2,3,4,5,7,8	4,7,8,10,11,12,13,14,15,16,17
Year 12	Exploring Post-19 Destinations	<ul style="list-style-type: none"> <li>✓ <b>Careers Hub</b></li> </ul> Opportunity to have a careers appointment with a trained careers advisor (Positive Steps) <ul style="list-style-type: none"> <li>✓ <b>Parents Evenings</b></li> </ul>	All Students <ul style="list-style-type: none"> <li>✓ CV Surgery and Review</li> <li>✓ Work Experience</li> <li>✓ Work Placements Visits</li> <li>✓ Update GMACS and Xello platform</li> </ul>	All Students <ul style="list-style-type: none"> <li>✓ Progression Planning</li> <li>✓ Mock Interviews</li> <li>✓ Interview Preparation</li> <li>✓ Update CV</li> <li>✓ Create Personal Statement</li> </ul>	All Students	1,2,4,5,6,7	1,2,3,4,5,6,7,8,9,10,11,14,15

Year 13	Post -19 Destinations		All Students ✓ Post 19 Career Interviews ✓ Plan of Action ✓ Update GMACS and Xello platforms	All Students ✓ Mock Interviews ✓ Interview Preparation ✓	All Students ✓ Reverse Job Fair	1,2,3,4,5,7,8	4,7,8,9,10,11,13,14,15,16,17
Year 14	Post - 19 Destinations		All Students ✓ Post 19 Career Interviews ✓ Plan of Action ✓ Updates GMACS and Xello Platforms	All Students ✓ Mock Interviews ✓ Interview Preparation	All Students ✓ Reverse Job Fair		

Positive Step Careers Information, Advice and Guidance	<p>"Provides careers information, advice, and guidance to help young people make well-informed and realistic decisions about their career pathways. We work with young people in schools to help them choose options, decide on their careers, and apply for opportunities for when they complete Year 11."</p> <p><b>Who do they support?</b></p> <ul style="list-style-type: none"> <li>Young people aged 13 to 18 (or to 25 if they have a Special Educational Need or Disability)"</li> </ul> <p><a href="https://www.positive-steps.org.uk/services-for-children-and-young-people/career-guidance">https://www.positive-steps.org.uk/services-for-children-and-young-people/career-guidance</a></p>
Careers Interview	Young people are entitled to the opportunity to meet with a qualified and professional careers advisor for tailored and impartial information, advice and guidance on Post 16/Post 19 options and next steps



Skills Builder Programme	The Skills Builder Careers Programme is being introduced as part of the wider curriculum. The aim is to ensure that our pupils have the opportunity to build a set of essential skills that colleges, prospective employers require from a candidate
Mock Interviews	At "The Springboard Project" we understand the importance of preparing our young people for the demands of working life. Many of our young people will be invited to interviews when applying to college or apprenticeships. In addition to job interviews to secure employment/volunteering opportunities. Therefore, we will invite employers and business volunteers into the school to hold one to one or group interviews which resemble a real interview.
Careers Fair	An opportunity for encounters with a range of employers, further education providers and volunteering opportunities. Young people are able to ask questions first hand, take advantage of free resources and access to useful information, establish professional relationships and also discuss potential future opportunities.
Reverse Career Fair	A Reverse Career Fair flips the tables - Young People have an opportunity to showcase their achievements and talents to potential employers in a comfortable environment through a display/presentation; Employers have an opportunity to circulate among the young people's booths, introduce themselves and learn about the young people's skills and abilities that meet their hiring needs. At a typical career fair, young people may only be able to present a resume and short introduction. Done correctly, a reverse career fair provides young people the chance to showcase samples of their work and leads to richer conversations with employers.
Work Experience	As part of the Experiencing Working Life Pathway's robust careers programme all students in Key Stage 5 will take part in Work Experience. In line with Gatsby Benchmark 6.
GMACS	<p>The Greater Manchester Apprenticeship &amp; Careers Service, or GMACS is here to help young people plan their futures. The platform is packed with advice, tips and information and is designed to help young people find everything they need to make choices about their next steps and begin their careers. It's an easy platform for the young to explore what's out there in Greater Manchester.</p> <p>The site brings together different stages of the career planning process. It helps young people navigate the choices open to them and showcases what Greater Manchester can offer. The site also provides a direct way for them to find out about applying for courses, jobs, and apprenticeships.</p> <p>GMACS is part of the Mayor's commitment to ensure every young person has access to opportunities and no-one is left behind. By presenting apprenticeships and all other options for post-16 study and training in one place, GMACS helps give all students a clear line of sight for their futures.</p>

	<p>The site is also the gateway to Xello, a service for schools which helps personalise learning at scale and equip students with the knowledge and skills to get ahead in today's labour market.</p> <p>GMACS was one of the Mayor's manifesto pledges, along with free bus travel for all 16-18-year-olds.</p> <p>It's part of a careers programme which supports schools, colleges, and students across Greater Manchester. GMACS is provided by the Greater Manchester Combined Authority (GMCA) and delivered in partnership with CASCAID LTD.</p> <p><a href="https://gmacs.co.uk/about/">https://gmacs.co.uk/about/</a></p>
Xello	<p>Xello puts the young people at the centre of their career planning experience. Young people build self-knowledge, explore post-secondary options, create plans and continually reassess as they take in new knowledge, skills and experiences. Xello offers a trust-wide approach to career planning and future readiness, helping all young people become future ready. Built with thousands of hours of research with educators, Xello puts young people at the heart of their journey of self-discovery. By delivering an engaging student experience, Xello helps multi-academy trust leaders achieve real results. Centralised data empowers leaders with the insights to drive a trust-wide careers education strategy</p> <p><a href="https://xello.world/en-gb/">https://xello.world/en-gb/</a></p>
The Gatsby Benchmarks	<p>The Gatsby Benchmarks were developed on behalf of the Gatsby Foundation by Sir John Holman. They define what world class careers provision in education looks like and provide a clear framework for organising the careers provision at your school or college.</p> <p>The benchmarks are enshrined in statutory guidance.</p> <p><a href="https://www.gatsby.org.uk/uploads/education/final-0099-gcg-college-booklet-a5-4pp-rgb-aw1.pdf">https://www.gatsby.org.uk/uploads/education/final-0099-gcg-college-booklet-a5-4pp-rgb-aw1.pdf</a></p>
CDI	<b>The Career Development Framework</b>



	<p>The CDI's Career Development Framework describes the six career development skills that people need to have positive careers.</p> <p>These six skills are the learning areas that career development programmes and interventions should focus on. When you are supporting someone with their career you should ask yourself, how can I help them to grow throughout life, explore possibilities, manage career, create opportunities, balance life and work and see the big picture. Each career development activity might develop a different skill, but ultimately individuals need to engage with all of these learning areas.</p> <p><a href="https://www.thecdi.net/New-Career-Development-Framework">https://www.thecdi.net/New-Career-Development-Framework</a></p>
The Careers & Enterprise Company	<p>Set up by government in 2015, their mission is to help <b>every</b> young person to find their <b>best</b> next step. They are the national body for careers education in England, supporting schools and colleges to deliver modern, 21<sup>st</sup> century careers education.</p> <p><a href="https://www.careersandenterprise.co.uk/">https://www.careersandenterprise.co.uk/</a></p>

## Enterprise Advisor

Working with a local school or college, the role of an Enterprise Advisor helps support pathways into industry and shape young people's futures.

- They help bridge the gap between the world of work and education, working with the Careers Leader and wider senior leaders of the school or college to create opportunities for young people
- A business professional who comes from any industry sector or professional background, be that employed, self-employed or recently employed.
- Dedicated to making a lasting impact on the future outcomes of young people.
- Willing to volunteer their time to achieve positive change in local schools and colleges, using core skills including relationship building and being analytical.

<https://enterpriseadviser.careersandenterprise.co.uk/becoming-an-enterprise-adviser/>