



Careers programme
23/24

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

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>

In partnership with Upturn enterprises, we will provide students with the following offer:

	Offer	Timings/sessions
1.	All students to have 1:1 career advice and guidance in order to ensure students have the opportunity to understand a wide range of careers, pathways and workplaces open to them: <ul style="list-style-type: none"> • Employment • Further education • Own business • Pro social activities (princes trust) • Co operatives • Non for profit • Social enterprises • Community and voluntary • Apprenticeships • Internship pathways • Independent living in the community 	At least once per year for 14 year olds, twice per year for 15 year olds, termly for those aged 16 and more frequently for those 16+.
2.	All students gaining important skills via workshops, such as interview techniques, CV writing and job application support.	At least once per year for 14 year olds, twice per year for 15 year olds, termly for those aged 16 and more frequently for those 16+.
3.	Site visits to understand the nature of the workplace	As frequent as needed for all age groups



4.	Short focussed visits for students to understand in depth around specific careers (for example, students interested in catering to spend a day at a catering location to gain an understanding of that role.	As frequent as needed for all age groups
5.	Traditional work experience opportunities during the course of a week	All age groups
6.	Extended work experience opportunities (for example, one day a week for a term or academic year)	As frequent as needed for all age groups
7.	Supported internship opportunities	As frequent as needed for all age groups
8.	Community project support	As frequent as needed for all age groups

Careers interviews

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.

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 fairs

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.

Work experience

In line with Gatsby benchmark 6, all students will have the opportunity to take part in work experience during their time at Springboard.

GMACS

The Greater Manchester Apprenticeship & 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. 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.

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

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.

GMACS was one of the Mayor's manifesto pledges, along with free bus travel for all 16-18-year olds. It is 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.

<https://gmacs.co.uk/about/>

Xello

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 <https://xello.world/en-gb/>

The Gatsby Benchmarks

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. The benchmarks are enshrined in statutory guidance.

<https://www.gatsby.org.uk/uploads/education/final-0099-gcg-college-booklet-a5-4pp-rgb-aw1.pdf>

CDI

The CDI's Career Development Framework describes the six career development skills that people need to have positive careers. 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.

<https://www.thecdi.net/New-Career-Development-Framework>

The careers and enterprise company

Set up by government in 2015, their mission is to help every young person to find their best next step. They are the national body for careers education in England, supporting schools and colleges to deliver modern, 21st century careers education.

<https://www.careersandenterprise.co.uk/>

