



Oathall Community College Careers Programme

Mrs D Isley – Careers Leader & Vocational Manager
01444 414001
disley@oathall.org

Mrs K Ferros – Careers Adviser
01444 414001
kferros@oathall.org

Oathall Careers Programme

Our careers programme is governed by the **Gatsby Benchmarks**

In 2014, Lord Sainsbury's Gatsby Charitable Foundation published a report by Professor Sir John Holman, Adviser in Education at the Gatsby Charitable Foundation titled "Good Career Guidance" This report identified eight benchmarks that are the core dimensions of good careers and enterprise provision in schools:

1. **A stable careers programme**

Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers

2. **Learning from career and labour market information**

Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

3. **Addressing the needs of each student**

Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.

4. **Linking curriculum learning to careers**

All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths

5. **Encounters with employers and employees**

Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

6. **Experiences of Workplaces**

Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks

7. **Encounters with further and higher education**

All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

8. **Personal guidance**

Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.

We use Compass+ (a tool provided by the Careers and Enterprise Company) to enable us to log, manage, and report on our school's careers provision for individual students across all year groups. Evaluations are carried out every term to ensure we are meeting the Gatsby Benchmarks.

Oathall Careers Programme

Year	Lesson	Activity/Event	Outcome/Skills/Information	Gatsby Benchmark	Links with Employers
7, 8 & 9	PD/ Tutor time/ Assemblies	Enrichment Days	A programme designed to complement and extend our curriculum and promote personal development	4 5	
8	PD/ Tutor time/ Assemblies	STEM introduce a student to Engineering Day for selected students (6 selected students, 50% female) Take your child to work day Army Cadets Assembly Big Bang Fair	This activity gives students the opportunity to learn about all the different types of engineering Students accompany a parent to work on every 4th Thursday in April. This gives them the chance to get a taste of the world of work Students are provided with information regarding careers in the army Local STEM fair including shows and interactive workshops	3 4 5 6 5 5 6	Employers/Employees/Alumni career paths/stories shared with students and advice given
9	PD/Tutor time/ Assemblies	Career Speed Dating	This activity allows students the opportunity to find out about various careers in quick fire	5	Employers/Employees/Alumni career paths/stories shared with students and advice given

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		Options Evening	questions and answers format. All Year 9 students and parents are invited to attend an assembly with regard to options. They are then able to discuss optional subjects with subject teachers in their classrooms as well as the careers adviser.	2 3 8	
		College Assemblies	Representatives from local colleges/ training providers deliver presentations followed by question and answer sessions.	2 5 6 7	
10	PD/Tutor time/ Assemblies	Work Observation Days	All students complete 2 days of work experience in July with an employer.	5 6	Employers/Employees/Alumni career paths/stories shared with students and advice given
		Apprenticeship Assembly	Information is provided with regard to apprenticeships:- employers/colleges/training institutions.	7	
		College Assemblies	Representatives from local colleges/ training providers deliver presentations followed by question and answer sessions.	2 5 6 7	
		Taster Days	Students have the opportunity to visit local colleges/universities and	7	

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		<p>CV writing/ Job Applications</p> <p>Interview Skills</p> <p>Volunteer Fair</p>	<p>experience “a day in the life” in various subjects, some new, e.g. politics</p> <p>Workshops for all students to complete CVs, personal statements and understand the application process</p> <p>Workshops/Tutor time activity Selected students interviewed by external visitors/volunteers</p> <p>Students have the chance to talk to representatives of local community groups and charities to find out about their work and how to volunteer to gain skills</p>	<p>3</p> <p>3</p> <p>5 6</p>	
11	PD/Tutor time/ Assemblies	Post 16 Opportunities Evening	Careers Event in September for all Y11 students and their parents to meet apprenticeship providers and local colleges Presentation given by Careers Leader with regard to applying to colleges and information with regard to apprenticeships delivered by a local apprenticeship provider.	2 6 7	Employers/Employees/Alumni career paths/stories shared with students and advice given

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11 (9 & 10)		College Assemblies	Representatives from local colleges/ training providers deliver presentations followed by question and answer sessions.	2 5 6 7	Haywards Heath Youth CIC (HHYC) Clarion Futures
		Hospital Volunteering	Open mornings/ Induction days various times of the year leading to placements (16 applicants per year)	5 6	
		Moving on project	Nominated students 15 approx. includes visits to FE colleges, reviewing prospectuses of all local colleges, assistance in completing application forms, CV writing, interview practice, emphasis on acquiring employment of soft skills. Session with apprentice manager (or similar) of local business.	2 3 5 6 7	
		Student Information Sheets	These forms (similar to application forms) are to be completed during tutor time. This activity allows the students to reflect on and record their achievements and aspirations.	3	
		Careers Interviews	(Half hour) slots given to all Y11 students Discussing career ideas/	3 8	

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			colleges/ how to apply/ apprenticeships/ courses (year 9 options) etc.		
All Years	PD/Tutor Time/ Assemblies	National Apprenticeship Week	Activities and information shared with students via tutors	5	Amazing Apprenticeships website
		National Careers Week	Activities and information shared with students via tutors	5	National Careers Week
		Tenner Challenge	In teams, students start their own businesses with £10 (managing, marketing, finance) and end up with a product/s to sell	5 6	
		South of England Show	Visit to local Agricultural show (selected students)	4 5	
		Author Visits	Authors coming in to the library to give talks about books and careers as writers at various times of the year	2 5	
		School Website - Careers Page	Links to useful information and websites: Career of the Fortnight Careers Newsletter (termly) Post 16 Opportunities Booklet	2	