



Careers Education Information Advice and Guidance (CEIAG)

Implementation of Careers Education, Information, Advice and Guidance.

The Academy is committed to Careers Education as a vital means of giving all students the skills, knowledge and understanding, to manage their own lifelong learning and career development. Careers Education will prepare all students for the opportunities, responsibilities and experiences of education, training and employment, as well as the challenges of adult life. It will both compliment and integrate with RESPECT. Emphasis will be upon impartial, confidential and informed advice. There is support from Trafford Connexions Career Services to enable this. All students will receive a tailored approach to CEIAG, which will be determined by year group.

Our RESPECT curriculum has been designed to incorporate and deliver CEIAG within timetabled lessons via the Achievement Tutor, in order to maximise the personalisation of the lesson time and content.

We aim to:

- Prepare students for life in modern Britain;
- contribute to strategies to raise achievement;
- support students to be work ready;
- support inclusion, challenge stereotyping and promote equality of opportunity;
- encourage participation in continued learning;
- develop enterprise and employment skills;
- contribute to the economic prosperity of communities;
- meet the needs of all students through appropriate differentiation;
- focus students on their future aspirations;
- involve parents and carers.

All students are able to attend the annual careers fair which hosts over 30 different stands, representing a wealth of different employers and career options. We celebrate National Careers week every March and our students participate in a range of activities, to support their future choices.

Parents and Careers

Parental involvement is encouraged at all stages. Online resources have been specifically chosen to help parents become more involved. All online resources are easily accessed through the links on the school website. Parents are kept up-to-date with careers related information through, letters, social media, parents' evenings and via Connexions Service.

Partnerships

Key to the success of our policy is strong partnerships built over time with our employer links. They play a vital role in boosting student aspiration and employability skills. The school continues to develop a range of partnerships with Businesses, Training, HE and FE providers.

Work Experience

The DfE have defined work experience as:

'A placement on an employer's premises in which a student carries out a particular task or duty, or range of tasks and duties, more or less as would an employee, but with the emphasis on the learning aspects of the experience.'

At Wellacre:

- Year 10 students engage with the Work Experience Programme.
- Placements occur on employers' premises.
- Placements can vary, but most are for a minimum of one week.

Work Experience is, for many young people, the first opportunity they have, to experience at first hand, what it is like to be in the workplace. It is a valuable and essential part of their education and provides opportunities to learn about skills, work structures, duties and responsibilities, that exist within organisations.

Work Experience is a part of the RESPECT curriculum within Wellacre Academy, where the following points are covered:

Employers value work experience because it helps young people develop interpersonal and employability skills and become more aware of how businesses work. The value of a work placement is, that by putting students into real business situations, they start to have an awareness of many aspects of working life, which can be extremely difficult to convey in a classroom setting. Many of the skills that employers want from their employees can be developed, refined and evaluated, during a work experience placement. These skills are common to nearly all sectors of the economy and include being:

- Good at communicating, able to work with others, able to solve problems, good planning and organisation, able to use their own judgement, self-starters who show initiative, able to complete a task on time and within budget, I.T. literate, competent at working with numbers, data and information.

Teaching and Learning Approaches to Careers Education

Staff training needs are identified as part of the appraisal process and during pastoral meetings with Learning Directors. The lessons are created collaboratively by the tutor teams.

The Careers Education will be delivered through:

1. RESPECT lessons in Years 7-11. Emphasis here will be on broadening horizons, raising aspirations and challenging misconceptions and should include aspects of developing self-awareness and decision making, especially prior to students choosing their options in Year 9 and Year 11.
2. Focused lessons in Years 10 and 11. Emphasis here will be on building a CV, practice in writing letters of application and preparing for interviews.
3. The use of Connexions advisors.
4. Occasional, bespoke Careers supplementary sessions at particular times of the year such as prior to GCSE Options choices in Year 9 and 16+ choices in Year 11.
5. The Careers Café open each Wednesday to offer a supportive drop- in lunch time session.
6. Through Careers Conventions and Opportunity Fairs in all years and also visits to the school by staff from local sixth forms, colleges, universities and apprenticeship providers. Students will also be encouraged to attend sixth form and college open days and will be advertised via RESPECT lessons, notice boards and their Achievement Tutors.

Monitoring, Review and Evaluation

The effectiveness of the careers programme will be measured by the Career Development Institute Framework and the Gatsby Benchmarks, student and parent voice, the attainment of students and their post 16 and 18 destinations.

Impartial and independent careers guidance will be monitored and evaluated annually, through discussion with key staff and students. The SLA is reviewed annually.