

Dudley Academies Trust

Careers Plan 2020-2025



What we will do:

We will ensure the highest standards pervade our culture and ethos supporting and inspiring all learners to meet the highest expectations and Dream Big. At all stages the curriculum will be designed to ensure that our learners flourish in a dynamic, aspirational and inclusive learning environment. From Year 7 onwards, learners will benefit from a wide range of opportunities including the use of cutting edge facilities of our sponsor, Dudley College of Technology. An entitlement to impartial high-quality careers advice and guidance will inform learners about the exciting progression routes into Further Education, Higher Education and employment. All learners will be supported to ensure that they successfully navigate their way through the important transition points.

Work readiness, work exposure and virtual work experience will be key elements of the curriculum for all year groups with an emphasis on developing entrepreneurship. There will be numerous opportunities for learners to forge links with local industry including an emphasis on priority areas such as advanced manufacturing and engineering; this important dimension of the curriculum will be evident at all points in our learners' education.

Our Careers programme will be accessible to all year groups ensuring that learners can see the relevance of their education and are encouraged to plan for their future. The Trust will engage with local and strategic industrial and commercial developments. The responsive curriculum will use these excellent opportunities to link directly with employers bringing STEM and Curriculum lessons to life, giving learners a full understanding of the relevance of their education and fully preparing them for employment. The Trust will make a significant contribution to improving the skills base of the Black Country.

Validation and Evaluation of our Careers programme

Our careers programme is evaluated, analysed and reviewed using a variety of methods:

- Compass audit tool
- One to one career guidance interviews
- Group discussions (Tutor time and student leader groups)
- Staff and learner feedback and questionnaires
- Provider feedback
- Parent/Carer questionnaires
- Year 11 intended destination questionnaire and review
- Destination figures

The data provides us with information to improve the quality and effectiveness of our provision and identify any improvements which need to be made.

Alumni

We have many past learners who come back to visit our academies to share their experiences since leaving. This has included those who have gone onto an Apprenticeship, University and those who have successfully set up their own businesses in the local area.

Careers standards framework

17 Areas of Learning for Careers, Employability and Enterprise Education (CDI, Career Development Institute 2015)	The eight Gatsby benchmarks of Good Career Guidance
<ol style="list-style-type: none">1. Self-awareness2. Self-determination3. Self-improvement as a learner4. Exploring careers and career development5. Investigating work and working life6. Understanding business and industry7. Investigating jobs and labour market information (LMI)8. Valuing equality, diversity and inclusion9. Learning about safe working practices and environments10. Making the most of careers information, advice and guidance (CEIAG)11. Preparing for employability12. Showing initiative and enterprise13. Developing personal financial capability14. Identifying choices and opportunities15. Planning and deciding16. Handling applications and interviews17. Managing changes and transitions	<ol style="list-style-type: none">1. A stable careers programme2. Learning from career and labour market information3. Addressing the needs of each pupil4. Linking curriculum learning to careers5. Encounters with employers and employees6. Experiences of workplaces7. Encounters with further and higher education8. Personal guidance

All Year Groups				
Activity	Details	Impact	17 Areas of learning for Careers	Gatsby Benchmark
Displays	Career based displays are placed around the Academy, with subject specific career related displays in key areas.	Increased awareness and profile of careers.	1,10,14	2,4
Visiting Speakers	Careers focused visiting speakers are arranged throughout the course of the academic year. Some sessions are for whole year groups (Assembly slots, Virtual, Tutor time) whilst others take place during lunchtimes and available to any interested learners.	Learners will have an improved awareness of the variety of jobs and careers available. They will also have gained knowledge of the skills and qualifications required and the realities of the current labour market.	1,4,5,6,9,14	2,3,4,5,6,7,8
Aspiration	Widening Participation through experiences, Commitments and Careers. Commitments are a key part of the academy philosophy.	To encourage all learners to Dream Big. The aim of the Commitments program is to enhance learners' life experiences at and beyond the Academy. This program aims not only to enrich learners' education and social skills but to enable them to move forward and progress positively.	1,2,3,4,5,11,14	2,3,4,5,6,7,8
Learner Voice	Learner voice (formal and informal) is used to gather views and understanding of careers.	Student leadership - learners are offered the opportunity to join one of the Student Leaders' teams. Members receive leadership training and take part in learner feedback which is then used to inform future planning.	1,2,3,8,12,15,17	3,5,7
Careers Hub	Creation and development of a Careers base within the Academy.	Increased learner awareness of the variety of careers available within the local area, nationally and within key areas. Learners are also aware of their entitlement to CEIAG programme.	1,10,11,14,15,16,17	2,3,8
Parental/Carer Engagement	Engagement via meetings, new Academy website and newsletters at key points throughout the academic year.	Increased parental/carers awareness of the variety of careers available within the local area, nationally and within key areas.	5,10	2,5,7

Year 7

Activity	Date	Impact	17 Areas of learning for Careers	Gatsby Benchmark
Business Breakfast	Ongoing including virtual	Improved skills in employment readiness, e.g. communication (written and verbal), reasoning skills, etc. Learners will also receive early experience of businesses and job information from talking to and interviewing various professionals.	4,10,11,12,15	3,5,7
Aspiration Day	Ongoing including virtual	Improve critical thinking: "Plan your student week". Cambridge University to continue to work with learners throughout all school years, to increase learners' knowledge and raise learners' aspirations.	1,2,3,4,10,14,15	3,7,8
Careers and employability Information	Ongoing including virtual	Increased learner awareness of employability skills and future; lessons at Thomas Dudley and workplace tour.	12,34,6,7,8,9,10,11,14	2,3,4,5,6,7
Big Bang Event	Ongoing	Widening understanding of STEM lessons and their link to industry. This event takes place at Birmingham NEC, this event explores science, technology, engineering and math's skills.	1,2,3,4,5,6,7,8,10,14,15	2,3,4,5,7,
National Careers Week	Ongoing including virtual	Career ready: 'Starting your career planning'. Learners explore the top 5 sectors which currently employ the most people in England - using the resources from National Careers Week.	1-15	2,3,4,5,7
STEP UP booklets (ages 11/12)	Ongoing starting Autumn Term	Skills To Ensure Progression, Supporting Learners' personal development Presentation for 16 short sessions.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4
Voluntary Careers Advisor/ Mentor	First learner voice meeting to take place Autumn Term	Small group work sessions to look at topics including decision making, goal setting, barriers to engage and succeed such as self-esteem and confidence.	1,2,3,4,9,10,11,14	2,3,4,8

Year 8

Activity	Date	Impact	17 Areas of learning for Careers	Gatsby Benchmark
Careers Self-Awareness	On going	Further develops learners' awareness of careers linking to extracurricular and personal development opportunities during form time.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4
STEP UP booklets (ages 12/13)	On going	Skills to Ensure Progression. Supporting learners' personal development, Presentation for 13 short sessions.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4
National Careers Service Lesson Plan: 1	Autumn Term	The future is now! Looks at how labour market trends can have an influence on future employment opportunities.	4,5,6,7,11	2,3,4
National Careers Week	March including virtual	Activities further completed with Form Tutors using resources from National Careers Week.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4,5,7
National Careers Service Lesson Plan: 2	Spring Term	Local Labour Market and STEM Employers considers different ways of working in starter activity. learners explore local employment opportunities, particularly looking at STEM jobs.	4,5,6,7,11	2,3,4,5,7
National Careers Service Lesson Plan: 3	Summer Term	Starting out in the Local Labour Market Raises awareness of some of the apprenticeship opportunities in the local area.	1,2,3,4,5,6,7,8,9,10,11	2,3,4,5,7
Engineering Development Trust	Summer Term	The 'design, build and test' activities will also help learners develop skills including teamwork, communication, time management, creativity and problem solving. The day is designed to excite and enlighten your learners on how STEM is fun, interesting, and results in a rewarding career. Workshops looking at stereotyping, myth busting, LMI, what is Engineering, routes and paths and skills required.	1-15	2,3,4,5,7

Year 9

Activity	Date	Impact	17 Areas of learning for Careers	Gatsby Benchmark
Peter Jones Enterprise Tycoon programme	Ongoing starting Autumn Term	Improved skills in employment readiness, e.g. communication (written and verbal), reasoning skills. Tycoon is a unique national enterprise competition for learners, participating teams write a business plan, starts a business and trades, competing with other student companies through a sophisticated kick starter style platform, in a safe and controlled environment.	1-17	2,3,4,5,7
STEP AHEAD (ages 13/14)	Autumn Term	Skills to Ensure Progression: Supporting students' personal development - Presentation for 17 short sessions.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4
GSCE Options	Spring Term including virtual	This is Internal and externally delivered by Colleges and Academies Staff to look at supporting learners choose GCSE options. Following GSCE options evening, all parent/carers have the opportunity of referring for a one to one guidance interview with the Careers advisor. All Year 9 learners are interviewed by a member of SLT to discuss option choices.	1-17	
SEN /LAC/ PP learners	Spring Term	Learners requiring more advice and guidance are given a one to one meeting with the SENCo or Careers Adviser to look at choosing options.	1-17	3,8
Careers Week	March ongoing including virtual	Future careers assemblies: Activities completed with Form Tutors using resources from National Careers Week.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4
National Careers Service	Spring Term	Skills, Skills, Skills introduces learners to the skills required by employers and gets them to think about how they can develop their own skills.	1-15	2,3,4
National Careers Service	Summer Term	Travelling to Work or Study: This lesson aims to raise aspirations by encouraging learners to consider travelling to work or study.	1,2,3,4,5,6,7,8,10,11,14,15	2,3,4
Duke of Edinburgh.	Ongoing	Duke of Edinburgh Award Scheme helps to develop employability and personal skills as well as volunteering in the local community.	1,2,3,8,12,13,	6
Aspire to HE	Ongoing including virtual	Aspire to HE Mentoring programme is run at the academy with staff from Wolverhampton University. It is a 12-week programme with 30 Year 9 learners looking at all aspects of Higher and Further Education.	1,2,3,4,8,10,14,15,17	2,3,7,8
Aspire to HE	Summer Term including virtual	30 Year 9 learners visit Wolverhampton University and experience what it's like to have lectures. This visit looks at all aspects from finances to campus life.	1,2,3,4,8,10,14,15,17	2,3

Year 10				
Activity	Date	Impact	17 Areas of learning for Careers	Gatsby Benchmark
World Skills UK Visit (Birmingham NEC)	Autumn Term November including virtual	World Skills UK Visit (Birmingham NEC) Aim: Opportunity to meet with employers, universities and training providers and achieve a greater understanding of job sectors and employments needs /roles. Learners get a hands on experience which is crucial as they make Post 16 decisions.	1,3,4,5,6,7,10,11,14	2,3,4,5,8
Step Forward (ages 14/15)	Ongoing starting Autumn Term	Skills to Ensure Progression. Supporting students' personal development, presentation for 16 short sessions.	1,2,3,4,5,6,7,8,10 11,14,15,16,17	2,3,4
Apprenticeship	Ongoing including virtual	Information assemblies and webinars. Learners to find out the levels, entry requirements and where to apply.	1,2,3,4,5,6,7,8,10, 11,14,15	2,3,5,7
National Careers Week	March including virtual	What do employers look for when recruiting? Activities further completed with Form Tutors using resources from National Careers Week.	1,2,3,4,5,6,7	2,3,5
CV Creation Workshops	Spring Term including virtual	Improved skills in employment readiness – CV writing increased understanding of and necessity for, employability skills, Improved aspiration and understanding of personal career pathway linked to academic progress.	1,2,3,4,5,7,11,16, 17	2,3
Aspire to HE	Spring Term including virtual	Aspire to HE Aim: 30 Year 10 learners to visits Wolverhampton university and experience what it's like to have lectures and looks at all aspects from finances to campus life,	1,2,3,4,8,10,14,15, 17	2,3,7
College Taster Sessions	Summer Term including virtual	Taster Sessions at Dudley College, and Halesowen College Improved aspiration and understanding of career options available linked to potential future progression. Help learners make informed choices about college options	1,2,3,4,5,7,8,10, 13,15,17	2,3
Work ready	Summer Term Including virtual	Learners during form time and enrichment have the opportunity of completing on line modules and virtual work investigations	1,2,,3,4,5,6,7,10,11	2,3,5
Employability programme/ Post 16 options	Summer Term including virtual	Workshops, CV prep, body language and interview techniques, inspiration talks, personal development, what do employers want and a mock interview for all Year 10 learners. Delivered externally and with some past learner ALUMNI to talk about the whole range of options and choices,	1,2,3,4,5,7,11,13, 16,17	2,3
Duke of Edinburgh	On going	learners can continue onto Silver D of E,	1,2,3,8,12,13	6
Aspire to HE	Ongoing including virtual	Mentoring programme run at the academy with staff from Wolverhampton university working on a 12-week programme with 30 Year 10 learners looking at all aspects of Higher and further education,	1,2,3,4,8,10,14,15, 17	2,3,7,8
Birmingham University	Summer Term	Birmingham University summer residential programs learners including pupil premium get the opportunity of attending a 3 day residential for those who may be considering University.	1-17	2,3,7,8

Year 11

Activity	Date	Impact	17 Areas of learning for Careers	Gatsby Benchmark
One 2 One Careers Interviews	Autumn Term	Mrs Z Turton and our careers team Improved aspiration and understanding of career options available linked to potential future progression Where identified learners with issues (academic, personal, career pathways) can be referred as appropriate, Vulnerable at risk of NEET learners may be personally taken for Post 16 interviews.	1,2,4,10,11,14,15,16,17	3,8
Step into the Future (ages 15/16)	Autumn Term	Skills To Ensure Progression, Supporting students' personal development, Presentation for 17 short sessions (form-time).	1 – 8 10,11,14,15,16,17	2,3,4
Aspire to HE	Ongoing including virtual	Mentoring programme run at the academy with staff from Wolverhampton university working on a 12 week programme with 30 Year 11 learners looking at all aspects of Higher and further education.	1,2,3,4,8,10,14,15,17	2,3,7,8
Aspire to HE	Ongoing including virtual	30 Year 11 learners to visits Wolverhampton university and experience what it's like to have lectures and looks at all aspects from finances to campus life.	1,2,3,4,8,10,14,15,17	2,3,7
Application Surgeries	Autumn Term including virtual	So what can College offer me? Local colleges and sixth forms give an overview of levels and courses offered, Learners are given help and advice on courses and helped to complete applications.	1,2,3,4,5,7,8	2,3,7,8
Careers Fair	Autumn Term including virtual	Learners and parent/carer/carers have the opportunity to access high quality information relating to College/sixth form and HE Careers evening - Evening event for learners and parent/carers with over 25 different providers and employers.	1,2,3,4,10,11,14,15,16,17	3,6,7,8
Local Labour market	Ongoing including virtual	Labour market information shared with whole school staff to raise awareness of growth, gaps and trends.	1-17	2,3,5,6
Aspire to University Day	Spring Term including virtual	University of Wolverhampton as part of the Aspire to HE Programme. Learners to receive interactive workshops on a rotation basis giving them greater information with regard to Higher Education opportunities and issues.	1,2,3,4,8,10,14,15,17	2,3,7
Sixth Form / College open days	Ongoing including virtual	Learners are encouraged and given information to attend all open events at all colleges and sixth forms and He providers. This will dispel any myths relating to higher and further education and give learners real life experience, giving them greater information on which to base decisions at the end of Year 11.	1-17	2,3,7,8
National Citizen service programme	Spring Term including virtual	An assembly on NCS Learners have assemblies and follow on activities.	1-17	2,3,5,6,7,8
Year 11 leavers are tracked and monitored	Ongoing	Currently tracked and monitored until November following leaving school in the summer to ensure not NEET and are retaining post 16 option. They are offered the opportunity to call the academies after leaving for further careers advice and guidance if needed. Plans are underway to work with local Colleges, Training Providers and Entrust to continue to inform us of any drop outs after that period to track for 3 years.	1-17	1,8