

Careers Framework

The Careers provision at Arthur Mellows Village College encompasses the Statutory Guidance from the Department for Education which determines what must be covered in schools. The careers framework that AMVC adheres to, ensures that good quality standards are set out and effectiveness can be measured. The careers framework utilised for this purpose utilises the Gatsby Benchmarks as it's foundation.

What are the Gatsby Benchmarks?



WHY WERE THE GATSBY BENCHMARKS IMPLEMENTED?

“Good career guidance is critical if young people are to raise their aspirations and capitalise on the opportunities available to them”.

Source: www.Gatsby.org.uk

The Gatsby Benchmarks are a nationally recognised effective framework for organising a school's careers provision.

Research has shown that by implementing 100% of the Gatsby benchmarks, reduces the number of students that go on to become NEET (Not in Employment, Education or Training). Analysis has shown that delivery of the Gatsby Benchmarks in full, typically reduces the number of NEETs by 9.7%.

Government commissioned fiscal estimates, good career guidance in school / college is worth about £150m in annual fiscal savings from lifetime NEET costs alone. Price Waterhouse Cooper research has concluded that if one more pupil is deterred or prevented from becoming NEET, the avoided Exchequer cost would be enough to provide the benchmarks to 280 pupils.

How are the Gatsby Benchmarks met?

1.

SUMMARY

Every school and college should have an embedded programme of careers education and guidance that is known and understood by students, parents / carers, teachers and employers.

AMVC PROVISION

AMVC has a structured programme incorporated within the PSHE programme. The programme is evaluated annually and is published on the AMVC website, with information relevant to a variety of audiences. The careers programme is co-ordinated by a dedicated, impartial Careers Advisor. The careers programme is designed to address the 6 CDI career development skills.

2.

SUMMARY

Every student and their parents / carers, should have access to good quality information about further study options and labour market opportunities.

AMVC PROVISION

Students and parents / carers are provided with a variety of resources within school, through home communication and via the college website – which includes post 16 and 18 options, as well as employability skills and LMI data. During PSHE lessons, students use Unifrog and LMI data to review career options. Collapsed days incorporate delivery of a range of external providers, with the aim of broadening student horizons.

3.

SUMMARY

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

AMVC PROVISION

Throughout teaching at AMVC, students are encouraged to challenge stereotypical career choices to raise their aspirations. External providers also contribute to embedding equality and diversity. The careers and PSHE programme are tailored to meet life stage needs, such as GCSE option selection. AMVC ensures that disadvantaged and those with SEN have early careers support to ensure sufficient planning and transitions. Monitoring of student commences prior to GCSE and A Level exams, with outcomes analysed to identify any actions / support needs.

4.

SUMMARY

All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways.

AMVC PROVISION

Throughout the careers programme and teaching lesson plans, every student is given information regarding a subjects link with potential career pathways, including the Year 9 Options Booklet and Post 16 Prospectus. Supplementary information can be accessed independently via Unifrog. The Careers area of the library and individual curriculum departments display posters outlining those links. External providers are utilised to further support teacher-led learning.

5.

SUMMARY

Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace.

AMVC PROVISION

Through work experience, collapsed days, mock interview sessions, careers fairs and employer visits, all students have multiple opportunities to speak to local and national employers, training and education providers. Provider Access Legislation is adhered to, with this being set as the minimum standard of meaningful, employer encounters achieved annually by AMVC. The careers fair is supplementary to the recognised career encounters, but this is a valued event with a high turn out by both students and parents.

6.

SUMMARY

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

AMVC PROVISION

The whole Year 10 cohort at AMVC are required to undertake work experience for a minimum of one week. Students spend this time with local / national employers and all relevant safeguarding completed in accordance with HSE guidelines. During Years 12 and 13, subject specific work placements are conducted to compliment curriculum coursework, UCAS and apprenticeship applications. The merits and delivery mechanics of work experience are delivered within curriculum learning.

7.

SUMMARY

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

AMVC PROVISION

Students receive information about the full breadth of learning opportunities available, within the PSHE curriculum and through focussed collapsed days in KS4. KS5 students have fortnightly networking events and personal development sessions. Comprehensive information is communicated home and is also available via Unifrog access and on the AMVC website. The annual Careers Fair and Futures Festival provides a further opportunities for students and parents / carers to access information first hand.

8.

SUMMARY

Every student should have opportunities for guidance interviews with a Careers Advisor. These should be available for all students whenever significant study or career choices are being made and should be timed to meet individual student needs.

AMVC PROVISION

AMVC employ a qualified Careers Advisor, based within the college. Every student has the opportunity to request a 1:1 meeting at any time. These opportunities are briefed by way of the weekly student bulletin. Group and 1:1 discussions are to take place with every Year 11 student. Parents / carers are encouraged to reach out, if support is needed. Referrals are also to be made by Heads of Year / Departments, as well as the SEN team. Help with Personal Statements, CVs and college applications is also available from the Careers Advisor.

The framework aims to prepare young people for the opportunities, responsibilities and experiences of later life. A stable careers programme enables young people to make well-informed decisions about education, training, apprenticeship and employment opportunities. It is recognised that students careers are journeys through life, learning and work and AMVC aim to model the Careers Development Institute's six career development skills for students.



Source: CDI - [Career Development Framework](#)

For further details on how careers information is integrated into the school, see the careers delivery framework below. It may be supplemented by additional activities throughout the year.

	Autumn Term	Spring Term	Summer Term
Year 7			Collapsed Day - Culture
Year 8		Collapsed Day - Keep Me Safe	Exploration of Careers Finance Introduction to Unifrog
Year 9	AMVC Careers Fair	Collapsed Day - Prison Me No Way Year 9 Options Week Yr 9 Options drop in sessions	Preparing for adult living Unifrog Careers focus on English, Maths & Science
Year 10	AMVC Careers Fair Collapsed Day - Health Prep for Work Experience Expect Respect - Diversity in Workplace Unifrog	Unifrog National Careers Week	Collapsed Day - WEX / Post 16 Prep Interview Techniques Transferable Skills Apprenticeships Careers in the Armed Forces Health & Safety at Work 16+ Choices University Taster Days Work Experience
Year 11	AMVC Careers Fair 16+ Choices Personal Statement Writing CV and Covering Letter Interview Techniques Mock Interviews 1:1 / Group Post 16 Support	Unifrog National Careers Week College Taster Days College Transitions Personal Finance and Taxation 1:1 / Group Post 16 Support	College Transitions Days 1:1 / Group Post 16 Support
Year 12	AMVC Careers Fair Post 16 Work Experience University Taster Days	Apprenticeship Event Post 16 Work Experience University Taster Days UCAS Events Workplace Insight Days	Futures Festival Post 16 Work Experience University Taster Days
Year 13	AMVC Careers Fair CV Workshop Mock Interviews	UCAS Events Apprenticeship Event Mock Assessment Centre	

PSHE

For further information regarding how the careers framework fits within the PSHE curriculum, please click through the following link - [Arthur Mellows Village College - PSHE](#)