

Olympus

Careers Provision Plan

2024/2025

Gatsby Benchmarks

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

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Whole School Approach

Activity	Details	Intended Impact	Benchmark
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Displays	Careers Education, Information, Advice, and Guidance (CEIAG) displays are strategically placed throughout the school, featuring content such as labour market insights, career pathways, post-16 and post-18 options, skill development, and application guidance.	CEIAG displays boost student awareness of career options and pathways, inspire aspirations, and support skill development. They foster informed decision-making, create discussions, meet guidance standards, and promote readiness for life beyond school.	1,2,4
Morrisby	The Morrisby platform is an online career guidance tool that helps students explore their strengths, interests, and aspirations through a series of assessments. It offers the students personalised career and education suggestions based on their results, labour market information, and tools for creating action plans enabling students to make informed decisions about their futures. Students can also research different Job profiles to give them a greater understanding of different job roles, requirements and what is involved.	The Morrisby platform empowers students with a deeper understanding of their strengths and potential career paths, boosting confidence and motivation. By providing personalised guidance, it supports informed decision-making, enhances engagement with careers education, and helps students plan effectively for their post-16 and post-18 options.	1,2,3,4,8

Skills Builder	A programme designed to help students develop essential life skills such as communication, teamwork, problem-solving, and time management, which are critical in the workplace	To enhance students' personal and employability skills, preparing them for future careers.	4,5
Skills Builder Challenge Day	A day focused on practical skill-building activities where students work together to solve challenges, developing skills relevant to a range of careers.	Students will develop teamwork, problem-solving, and communication skills, all vital for future workplace success	4,5
Careers Curriculum	A structured curriculum designed to help students understand the connection between their studies and potential career pathways. This includes activities and lessons focused on exploring career options, setting goals, and developing a career action plan.	To ensure that students can make informed decisions regarding their career and educational paths, linking academic learning with real-world application.	3,4
Careers across the wider school curriculum	Teachers from all subject areas will integrate career-related learning into their lessons, highlighting how different subjects connect to various careers and supporting students to understand the link between subjects, knowledge and skills.	To create a more holistic understanding of how the curriculum aligns with real-world career opportunities, motivating students to engage with all subjects.	4

Guest Speakers	Industry professionals, entrepreneurs, and alumni are invited to speak with students, sharing their experiences and insights into their respective careers.	To inspire students, broaden their career perspectives, and help them understand the varied opportunities that exist in different industries.	5,7
Assemblies	Regular assemblies focused on career topics such as job sectors, post-16 opportunities, or how to prepare for interviews. These can include guest speakers or industry representatives.	To keep careers education at the forefront of students' minds and regularly remind them of the various pathways available to them.	1,5
School Website	The school website provides an online hub for careers information, including links to resources, career exploration tools, guidance on post-16 options, and career-focused articles.	To make career-related resources easily accessible to students, parents, and staff, promoting informed decision-making.	1,2
Horizon Careers Chronicle	A monthly newsletter or digital publication that highlights career-related news, opportunities, and student success stories.	To increase student and community engagement with careers education, provide relevant updates, and celebrate achievements.	1,3
Engagement with National Events	Participation in national careers events such as National Careers Week, National Apprenticeship Week, or STEM-related events.	To raise awareness of national initiatives and encourage students to explore a wide range of career options.	5,7

Parental Engagement	Regular communication with parents regarding their child's career development, including career evenings, newsletters, and opportunities for parents to get involved in school events.	To ensure that parents are informed and can actively support their child's career journey.	3,8
Trips & Visits	Organised visits to workplaces, colleges, universities, or career-specific events to allow students to experience different environments and career options.	To provide students with real-life insights into the working world and further education opportunities.	6,7
In School Events	In-school career events such as career fairs, mock interviews, or industry days, where students interact with employers and professionals.	To connect students directly with employers and help them explore different career options through hands-on activities.	5,6

Year Group Specific Approach

Year 7

Activity	Details	Intended Impact	Benchmark
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Curriculum (DISCOVER)	<ul style="list-style-type: none"> ⊕ Introduction to Careers: Discussing various professions and industries (e.g., healthcare, engineering, creative industries). ⊕ Self-Awareness: Activities to explore personal strengths, interests, and skills (e.g., using personality quizzes or career aptitude tests). ⊕ Personal Strengths: Identifying skills and talents and linking them to potential future careers (e.g., leadership, creativity, problem-solving). ⊕ Career Exploration: Students explore the basics of career fields and the skills required in various sectors. ⊕ PSHE: Understanding personal values, friendships, and how they influence career aspirations. 	To help students understand that career choices are linked to personal skills and strengths, and that they can start thinking about their future career journey.	1,2,3,4
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Group Career Information Advice and Guidance delivered by Careers Advisor.	Introduction to careers and self-awareness. Students will explore various career sectors, their personal interests, and how these might align with future possibilities.	To introduce students to the world of work and help them begin reflecting on their skills and potential career pathways.	1,2,3,4
Career-related Videos/Documentaries	Watch and discuss career-related videos or documentaries that highlight different industries and professions.	To expand students' knowledge of various professions and broaden their aspirations.	2,5
Self-Assessment Tools (Morrisby or other career tools)	Students complete a self-assessment to identify their strengths, skills, and potential career interests.	To help students understand their own interests and potential career paths.	2,3,4

Year 8

Activity	Details	Intended Impact	Benchmark
Curriculum (EXPLORE)	<ul style="list-style-type: none"> ⊕ Exploring Career Pathways: Introduction to a variety of career fields, such as technology, healthcare, arts, business, and more. ⊕ Educational Pathways: Understanding the 	To broaden students' understanding of career possibilities and educational paths, helping them see the links between their interests and future opportunities.	1,2,4,5

	<p>different routes available for further education, including GCSEs, vocational training, and apprenticeships.</p> <ul style="list-style-type: none"> ⊕ Interest and Career Alignment: Exploring how individual interests and skills align with potential careers (e.g., linking artistic interests to design, or mathematical skills to engineering). ⊕ PSHE: Developing decision-making skills and exploring the implications of educational choices. ⊕ Introduction to Labour Market Information (LMI): Understanding how the job market evolves and what career opportunities exist in different sectors. 		
Group Career Information Advice and Guidance delivered by Careers Advisor	In-depth career exploration, focusing on how students' interests can align with future career choices.	To encourage students to connect their growing self-awareness with potential career paths.	1,2,4

Career Sectors Exploration	Students will explore various sectors, such as technology, healthcare, and the creative industries.	To broaden students' understanding of the diversity of career opportunities available.	4,5
Introduction to Labour Market Information (LMI)	A session to teach students how to access and interpret LMI to understand trends in different industries.	To help students make informed decisions about career interests based on current market demands	2,4
Guest Speakers from Various Sectors	Professionals from various industries are invited to speak to students about their careers, education, and personal journeys.	To inspire students and offer practical insights into diverse careers.	5,6
Role Model Mapping	Students identify role models in different fields (e.g., artists, engineers, teachers) and discuss what skills or characteristics make them successful.	To encourage students to explore role models and understand the diverse paths that individuals can take.	4,5

Year 9

Activity	Details	Intended Impact	Benchmark
Curriculum (REFLECT)	⊕ Career Reflection: Reviewing personal interests, skills, and how they match with different career paths.	To help students assess their own skills and interests, enabling them to connect these with future career options and educational pathways.	3,4,5

	<ul style="list-style-type: none"> ⊕ Self-Assessment: Using tools such as interest inventories and personality tests to evaluate strengths and weaknesses. ⊕ Linking Skills to Careers: Identifying how subjects studied in school relate to future careers (e.g., using maths for careers in finance, engineering, or computer science). ⊕ Researching Career Options: Introduction to researching specific career roles, qualifications, and skills required. ⊕ PSHE: Focus on decision-making processes and how to align career aspirations with academic strengths. 		
Careers Information, Advice and Guidance delivered by Careers Advisor.	Individual guidance sessions to reflect on career interests, subject choices, and pathways.	To help students make informed decisions about their GCSE choices and their alignment with future careers.	1,2,3,4

Researching Career Pathways	Students research different career pathways (apprenticeships, university, etc.) and learn about the qualifications required for various careers.	To enable students to understand the qualifications and skills required for different career paths.	2,3
Career Journal	Students create journals where they reflect on their personal strengths, interests, and possible career paths.	To help students connect personal reflections with career aspirations and develop self-awareness.	2,3

Year 10

Activity	Details	Intended Impact	Benchmark
Curriculum (PLAN)	<p>Students are introduced to different career pathways (college, apprenticeships, work) and explore subject choices that align with their career interests</p> <p>Specific Topics Covered:</p> <ul style="list-style-type: none"> ✦ Choosing Subjects Based on Career Aspirations: Students will map their subject choices to their career 	To help students link their academic choices to their future career plans, fostering informed decision-making and personal responsibility.	3,4

	<p>interests and potential pathways.</p> <p>⊕ Goal Setting for Career Development: Introduction to setting long-term career goals and how to break them down into smaller, achievable steps.</p> <p>⊕ Pathways Exploration: Researching available pathways (college, apprenticeships, work) and the necessary steps to pursue them.</p>		
Work Experience*	Students participate in a week-long work experience placement.	To help students gain hands-on experience in a real-world work environment, enhancing their employability skills.	5,6
Career Information Advice and Guidance delivered 1-1 from Careers Advisor.	Individual guidance sessions focusing on post-16 options (college, apprenticeships).	To help students evaluate their post-16 options and prepare for the next stage in their education or career journey.	3,8
CV and Interview Skills Workshop	Workshops where students learn how to write a CV, cover letter, and prepare for job interviews.	To prepare students for applying to post-16 opportunities and future jobs.	5,8

Job Application and Interview Skills Workshop	A practical session teaching students the skills required to apply for jobs or apprenticeships, including how to fill out job applications and prepare for interviews.	To equip students with the essential skills to navigate job applications and interviews, fostering a sense of readiness for the future.	5
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Year 11

Activity	Details	Intended Impact	Benchmark
Curriculum (DECIDE)	<p>Year 11 helps students make informed decisions about their post-16 options, based on the information and self-reflection from previous years.</p> <p>Specific Topics Covered:</p> <ul style="list-style-type: none"> ⊕ Post-16 Options: Researching colleges, apprenticeships, and other training routes. ⊕ Career Pathways: Understanding different career routes and the qualifications 	To support students in making informed decisions about their post-16 education, equipping them with the tools and knowledge necessary for their future career and education.	3,7,8

	<p>needed to pursue them.</p> <ul style="list-style-type: none"> ⊕ Work Experience Reflection: Using work experience to assess potential career paths and gain insights into various industries. ⊕ PSHE: Focusing on emotional resilience, personal reflection, and evaluating personal strengths when choosing a career path. 		
Work Experience*	Students undertake work experience, providing deeper insights into various career roles and industries.	To help students refine their career choices based on practical work experience.	5,6
Career Information Advice and Guidance delivered 1-1 from Careers Advisor.	Tailored advice and guidance on post-16 education and employment pathways.	To support students in making informed decisions about their post-16 options.	3,8
Transition Support	Support provided to ensure smooth transition to post-16 education or work, including assistance with applications.	To ensure students feel supported and confident in their transition after school.	7,8

Year 12

Activity	Details	Intended Impact	Benchmark
Curriculum (REVIEW)	<p>In Year 12, students review their career plans and educational progress, adjusting as necessary to align with their long-term career goals.</p> <p>Specific Topics Covered:</p> <ul style="list-style-type: none"> ⊕ Reviewing Career Goals: Reflecting on career progress and adjusting goals as needed. ⊕ University and Further Education Planning: Researching courses, university applications, and apprenticeships for post-18 education. ⊕ Work Experience: Reflecting on previous work experience and gaining new insights into different career paths. 	To ensure that students are on track with their goals and prepared for the transition to further education or the workforce, with a refined career plan.	4,7,8

	<p>⊕ Personal Development: Focusing on skills development, such as communication, teamwork, and leadership, and how they relate to future careers.</p> <p>⊕ PSHE: Preparing for adult responsibilities, including financial literacy, self-care, and time management.</p>		
Work Experience*	Placement in a professional setting that aligns with the student's future career interests.	To provide students with direct exposure to a workplace, helping them refine their skills and future career interests.	5,6
Career Information Advice and Guidance delivered 1-1 from Careers Advisor.	Focused sessions on college applications, apprenticeships, or entering the workforce.	To guide students through their post-16 options and help with application processes.	7,8
Transition Support	Ongoing guidance to help students navigate their post-18 choices.	To ensure students are prepared for their transition to college, apprenticeships, or work.	7,8
Job Application Skills Workshop	Workshops focused on preparing students for applying for jobs, including	To prepare students for the job market after their post-18 education.	5,8

	CV writing, cover letters, and interview preparation.		
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Year 13

Activity	Details	Intended Impact	Benchmark
Curriculum (NAVIGATE)	<p>Students are guided through the process of researching post-16 options and completing applications.</p> <p>Specific Topics Covered:</p> <ul style="list-style-type: none"> ⊕ Researching Post-16 Pathways: In-depth exploration of college courses, apprenticeships, or work options. Emphasis on understanding entry requirements and how to apply. ⊕ Application Process: Step-by-step guidance on completing college and apprenticeship applications, including 	To support students in making well-informed decisions about their next steps and to equip them with the tools to successfully apply for post-16 opportunities.	3,7,8

	<p>writing personal statements and CVs.</p> <p>⊕ Post-16 Goal Setting: Students review and refine their goals, aligning them with their post-16 plans.</p>		
Work Experience*	Further industry-specific work experience or internships to refine career choices and build connections.	To help students secure full-time positions or further education by building professional networks and hands-on skills.	5,6
Career Information Advice and Guidance delivered 1-1 from Careers Advisor.	Final career advice sessions to help students finalise post-18 plans.	To provide final guidance and ensure students are prepared for the transition to higher education or employment.	7,8
Transition Support	Support with applications for college, apprenticeships, or employment, as well as life skills for adult independence.	To ensure students are fully prepared for life after school, with a clear career path in place.	7,8
Career Planning and Final Guidance	Final one-on-one sessions to help students finalise post-18 plans, whether entering the workforce, going to college, or beginning an apprenticeship.	To ensure students are confident in their post-18 choices and prepared for the transition to adulthood.	7,8
Transition to Adulthood Workshop	Workshops focusing on skills for adulthood, including budgeting, time	To equip students with the life skills needed for successful adult life.	7,8

	management, and managing career transitions.		
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** We will strive to arrange and support work experience placements from Year 10 onwards. However, support from parents, carers, and local businesses is essential to make this possible. In some cases, work experience may not go ahead due to factors such as limited availability of placements or unforeseen circumstances beyond our control. We appreciate your understanding and support in making these valuable experiences a reality for our students.*

At Olympus we are committed to providing all pupils with relevant and meaningful experiences regarding their career choices and futures. If any parent, carer, or member of the community feels that they can offer support with our in-school career programmes and/or opportunities for our young people we would welcome your communication.

To make contact, please e-mail