**UCS Bolton**

**Strategic Careers Plan**

**2021 – 2022**

**&**

**2022 - 2023**

Approved by: Date:

Last reviewed: October 2021+

Next review due by:

**Contents**

Vision……………………………………………………………………………………………………………….

Strategic Objectives………………………………………………………………………………………….

Intent………………………………………………………………………………………………………………

Implementation…………….………………………………………………………………………………..

Impact……………………………..………………………………………………………………………………

**Appendices**

Appendix 1 – SWOT Analysis……………………………………………………………………………….

Appendix 2 – Current State………………………………………………………………………………….

Appendix 3 – Gatsby Benchmark Progress……………………………………………………………

Appendix 4 – Year Group Careers Objectives and Outcomes…………………………………

Appendix 5 – Careers Programme…………………………………………………………………………

Appendix 6 – Detailed Action Plan………………………………………………………………………..

Appendix 7 – External Engagement Plan……………………………………………………………….

Appendix 8 – Monitoring and Evaluation Plan……………………………………………………….

Appendix 9 – Parental Engagement Plan……………………………………………………………….

Appendix 10 – Roles and Responsibilities………………………………………………………………

Appendix 11 – Digital Platform Strategic Rollout Plan………………………………………………

**INTENT**

***Vision***

*To develop a whole school* ***experience*** *that allows students to be prepared with**subject specific* ***knowledge*** *and* ***pedagogy*** *that secures the best* ***Life Skills*** *so that students are able to access the career and higher education* ***destination*** *of their choice.*

***Strategic Objectives***

**Objective 1 – To have careers and Life Skills interwoven throughout the T&L framework.**

**Objective 2 – Within the context of careers, develop coaching and target setting to motivate and contextualise learning and progression in lessons**

**Objective 3 – Develop the work with outside support agencies and employers to enrich the careers offer at the UCS.**

**Objective 4 – Develop the employer engagement through subject specific curriculum links and enrichment activities**

**Objective 5 – Develop the progression of careers knowledge over KS3 and KS4 preparing for post 16 success**

**Career Road Map**

***‘QUEST-UP’***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Q** | **U** | **E** | **S** | **T** |
| AIM | **QUESTIONING****(Year 7)**Questioning what skills I might need for future careers, *and identifying, through coaching, strengths and areas to develop in personal academic skills.* | **UNDERSTANDING****(Year 8)**Understanding the different career options and different demands of the local labour market *and identifying, through coaching, strengths and areas to develop in personal academic skills.* | **EMPOWERING****(Year 9)**Empowering students to blend their career skills with specific challenges of the working world through the theme of ENTERPRISE, *and identifying, through coaching, strengths and areas to develop in personal academic skills.* | **SECURING****(Year 10)**Securing work placements and developing the skills needed to be successful in chosen employment areas *and identifying, through coaching, strengths and areas to develop in personal academic skills.* | **TAKE CONTROL****(Year 11)**Taking control of your post 16 destinations and ensuring guidance is correct, pathways understood and applications are successful, *and identifying, through coaching, strengths and areas to develop in personal academic skills.* |

|  |  |  |
| --- | --- | --- |
|  | **U** | **P** |
| AIM | **UTILISING** **(Year 12)**Utilising and capturing the skills developed in school and link research, employability skills and academic progress to future destinations, ***matching those skills to lessons and personal development plans***. | **PROGRESSION****(Year 13)**Progression skills embedded to ensure destinations to UCAS, apprenticeships or the working world are secured, ***and matching those skills to lessons and personal development plans*** |

**Destination Data Year 11**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Destination | 2017 | 2018 | 2019 | 2020 |
| Education |  |  |  | 95% |
| Employment |  |  |  | 0% |
| NEET |  |  |  | 0% |
| Training |  |  |  | 2.5% |
| Unknown |  |  |  | 2.5% |

**Destination Data Year 13**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Destination | 2017 | 2018 | 2019 | 2020 |
| Education | 90% | 88% (16% Y14) | 94% (6% Y14) | 84% (4% Y14) |
| Employment | 5% | 0% | 3% | 8% |
| NEET | 0% | 0% | 0% | 0% |
| Training | 5% | 12% | 3% | 8% |
| Unknown | 0% | 0% | 0% | 0% |

**IMPLEMENTATION**

**Action Plan**

|  |
| --- |
| Strategic Objective 1**Develop the Life Skills needed for a successful career throughout the Teaching and Learning at the UCS. To have careers and Life Skills interwoven throughout the T&L framework.** |
|  | Targets | Actions  |
| Year One2021 - 2022 | Introduce Careers into curriculum areas. | Develop a methodology for Careers in the Curriculum delivery at the UCS including the ‘Top 10’ model Meet with the Lead for Teaching and Learning Lead to ensure T&L Policy includes CEIAG with lesson and observation criteria.Develop a CPD offer for staff that will highlight best practice and resources for Benchmark 4. Develop a CPD offer for staff that will highlight best practice and resources for Life Skills.Staff are to update Roadmaps to include opportunities for CEIAG delivery Work with University of Bolton to periodically utilise the facilities that contextualise and enhance the UCS curriculum delivery Monitor progress in a way that will surface pockets of best practice happening in subject areas.  |
| Year Two2022 - 2023 | Implementing Careers in Curriculum with staff taking ownership of delivery | All Road maps in school to have specific elements of Careers and Life SkillsBest practice is being shared within departments and cross department triangulation, implementing career champions as the school size develops |

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| Strategic Objective 2**Develop the coaching and target setting using the careers context to motivate and contextualise learning and progression in lessons** |
|  | Targets | Actions |
| Year One2021 - 2022 |  | Personalised tutoring in year 12 and 13Coaching sessions in year 7-11 |
| Year Two2022 - 2023 |  |  |

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| Strategic Objective 3**Develop the work with outside support agencies to enrich the careers offer at the UCS.**  |
|  | Targets | Actions |
| Year One2021 - 2022 | Continue to build on existing relationships with external organisations | Continue to work with Bridge GM, at the GMCA, to develop the programme in line with public guidance and to ensure the programme is continually be quality assured from an external organisation.Liaise with targeted organisations such as GM Higher, Talent Foundry, Alliance Learning, etc. To utilise funded activities that support CEIAG objectives.Continue to work with Connexions to ensure Benchmark 8 is upheld (Current L6 qualified Careers Adviser that is supporting students is Claire Storey)Identify and utilise funded services that are available and on offer in Greater Manchester (ASK programme, EY Foundation)   |
| Year One2021 - 2022 | Develop links with organisations that can support the delivery of the CEIAG programme | Secure an Enterprise Adviser that will add an industry prospective to the development of the careers programme. An Enterprise adviser will also add capacity in terms of sourcing business that will participate in the career's activities and eventsIncrease the variety of businesses we work with – this includes business of different sizes, from variety of sectors and local/regional/ national employers. Engage with businesses that support wider school priorities – DETAIL HERE |
| Year One2021 - 2022 | Continue to build / Develop links with FE, HE and ITPs  | Work with University of Bolton to periodically utilise the facilities that contextualise and enhance the UCS curriculum delivery Work with FE / HE institutions to support with careers activities/ events so KS4 students receive a detailed understanding of post 16 pathwaysWork with FE / HE institutions to support with careers activities/ events so KS5 students receive a detailed understanding of post 18 pathwaysWork collaboratively with other FE institutions to share best practice (through the Bolton Careers Hub) |
| Year Two2022 - 2023 |  |  |

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| --- |
| Strategic Objective 4**Develop the employer engagement through subject specific curriculum links and enrichment activities** |
|  | Targets | Actions |
| Year One2021 - 2022 | Increase employer links within curriculum areas | Understand current employer engagement practices in subject areasSet up a data capture process to record employer encounters that are happening in lessonsIn line with the UCS Top 10 for Careers, staff will source 1 employer to co-deliver a lesson.Use school’s social media accounts to network with local businesses. Use school’s social media account highlight work that is being done in collaboration with employers.  Develop an Alumni network that can support with careers projects in subject areas |
| Year One2021 - 2022 | Maintain employer links within curriculum areas | Create a mechanism to capture the employers that support the careers programme. Create a database that documents employers that are supporting the careers programme and cross school activities.Start to calendar year on year events and work with employers to develop these activities. |
| Year One2021 - 2022 | Create the role of a ‘Careers Champion’ | Develop a network of careers champions who can advocate for and support with the development of Careers educations in curriculum areas |
| Year Two2022 - 2023 |  |  |

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| --- |
| Strategic Objective 5**Develop the progression of careers knowledge over KS3 and KS4 preparing for post 16 success** |
|  | Targets | Actions |
| Year One2021 - 2022 |  | Careers programme in place |
| Year Two2022 - 2023 |  |  |

**Career implementation**

**See termly matrix**

**Website and guidance**

**Students**

* **Copy of the plan/implementation**
* **Links to support websites for careers (engineering/medicine/nursing/computer science)**

**Parents**

* **Careers mag, careers guidance, whats next**
* **UCAS parent guide**
* **Apprenticeship guide**
* **Students pathway**
* **Life skills programme and questionnaire link**
* **Open events with careers support**

**Employer Engagement**

* **Employer Link → Subject Curriculum → Contextualisation → Engage → Review**
* **Expression of interest**
* **Employer pyramid plan**

**Gatsby Bench Marks**

* **Table explaining the process in how we meet and the report we have evidenced**
* **Compass Plus**

**Outside Projects – inside school**

* **GM Higher**
* **NCW**
* **Barclays**
* **STEM ambassadors**

**Life Skills Project**

* **The data**
* **The materials**
* **Images of students in lessons**
* **Questionnaires**
* **GM Higher**
* **Employer links and reviews**

**Gatsby Benchmark 4 – curriculum learning and careers**

* **Top ten careers**
* **Images of careers in lessons**
* **Subject reviews??**

**Impact**

**Monitoring and Evaluation Plan**

A detailed monitoring and evaluation plan can be found in appendix 8.

The careers programme at XXXX is delivered through a variety of activities including; timetabled lessons in Key Stage 3, as part of the tutorial programme, within curriculum areas as well as bespoke opportunities, activities and events ran by external agencies, businesses and employers.

By having a structured programme of events, monitoring and evaluation allows us to ensure

the quality of our provision and this inform our future decision making.

Monitoring activities adopted by XXX are:

* Learning walks
* Lesson observation
* Questionnaires - students, staff, parents & carers, external agencies
* Student voice
* Whole college careers tracking
* Work scrutiny
* Knowledge organisers

Evaluation activities are used to measure the impact of our careers programme and inform

planning of future events.

Evaluation activities adopted by XXX are:

* Analysis of whole college careers tracking
* Feedback from personal guidance interviews
* Lesson observations
* Work scrutiny
* Questionnaires - students, staff, parents & carers, external agencies
* Student voice
* Destination data

Each academic year the Careers Leader will write an Action Plan which will be reviewed

annually and the provision on offer to students will be audited utilising the Compass tool each term.

**Appendix 1 – SWOT Analysis**

|  |  |
| --- | --- |
| **Strengths** | **Weaknesses** |
|  |  |

|  |  |
| --- | --- |
| **Opportunities** | **Threats** |
|  |  |

**Appendix 2 – Current State**



|  |  |  |
| --- | --- | --- |
| Benchmark | % | Areas to be addressed |
| 1Stable careers programme |  |  |
| 2Learning from career and labour market information |  |  |
| 3Addressing the needs of each pupil |  |  |
| 4Linking curriculum learning to careers |  |  |
| 5Encounters with employers and employees |  |  |
| 6Experience of the workplace |  |  |
| 7Encounters with further and higher education |  |  |
| 8Personal guidance |  |  |

**Appendix 3 – Gatsby Benchmark Progress**



|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Benchmark | September 2019 | December2019 | April 2020 | July 2020 |
| 1Stable careers programme |  |  |  |  |
| 2Learning from career and labour market information |  |  |  |  |
| 3Addressing the needs of each pupil |  |  |  |  |
| 4Linking curriculum learning to careers |  |  |  |  |
| 5Encounters with employers and employees |  |  |  |  |
| 6Experience of the workplace |  |  |  |  |
| 7Encounters with further and higher education |  |  |  |  |
| 8 Personal guidance |  |  |  |  |