

Aspire Academy: CEIAG Strategy



Overall Curriculum Intent:

Our intent is to ensure that every student at Aspire is well supported, and prepared for, their future. We recognise that young people face many challenges in sustaining a pathway from compulsory education into post-16 provision and beyond, particularly in a post-Covid world, - and that these challenges are added to when young people have experienced exclusion, marginalisation, social & familial problems and complex learning needs. The majority of our students have experienced at least one of the issues - some, all of them. Our aim, therefore, is to ensure that Aspire students develop skills, knowledge and attributes to overcome these challenges and, in doing so, aspire highly for themselves and their peers. We have ambitious targets that all students in Year 11 have a post-16 offer or plan when they leave and are well informed about their choices and opportunities. We want to ensure that young people remain in education, employment or training - and are able to sustain this.

Implementation:

This preparation involves a number of facets including:

- Taught lessons about options, pathways, the local labour market and practical skills such as CV writing and presentation skills. Some of these will be delivered via discrete sessions delivered whole-school / across a year group. Others will be taught within the wider curriculum. For our younger students, as well as a breadth of information about choices, pathways and careers, they will also be able to focus on employability skills through the wider curriculum. For our older students, additional targeted learning will take place through student's vocational programme, such as related career paths, providers, and employer engagements.
- Additional wider educational input on such as aspects as equality, diversity, stereotyping, mental and physical health,
- A practical curriculum model which offers a range of work-based learning experiences for all of our students as they progress within the Academy
- Regular opportunities to engage with employers and gain experience of workplaces, through visits, trips, talks with employers and work experience
- Visits and trips to see a wide range of post-16 providers
- In-house careers fairs from a range of providers, accessible to all year groups
- Targeted and individualised support for students, including access to an IAG, regular opportunities to speak with Career Support within the Academy, specific visits and immersion sessions, liaison with provider SEN teams and transition support as students leave.
- Regular opportunities for goal setting, planning, review and reflection, such as through our Parent Review Days

Please note the implementation of the above may differ slightly, depending on the substantive placement / Key Stage each student has.

Impact:

The intended impact of CEIAG delivery is that Aspire students make a successful, and sustained, transition into post-16 provision. We recognise that this provision may vary, depending on the needs and strengths of the student cohort. However, our ultimate impact will be that all students go on to participate in either traineeships, apprenticeships, sixth form college, post-16 College, a training provider or, in some cases, employment. For our intent to be delivered, our aim, ambitiously, is that our overall NEET figure is under 5% and that our participation figure is above 85%.

Priorities this Year

Our priorities this year build on the Careers Programme from last year and ultimately support our bid to be accredited with the Quality in Careers Standard (QICs) by the end of the year.

Priority	Actions
Introduce and implement a revised curriculum delivery model for CEIAG themes - through WISK sessions, drop-down activities, career experiences and the wider curriculum	Weekly WISK sessions introduced Six Calendared Personal Development Days Introduction of Forest School opportunities
Deliver staff training around the CEIAG curriculum to aid consistency and clarity around delivery	Planned training session in Half Term 2 CEIAG is assessed as part of our overall Quality Assurance Programme.
Implement a student focused / accessible tracking system of career based learning and experiences	Xello Platform identified and to be trialled before implementation in Half Term 2 Compass+ and separate engagement trackers are used throughout the year.
Continue, and extend, the mentorship programme with the Navy and Rotary Programme	Introduction of Second and Third Cohorts to the Rotary Club Extension of Navy Mentorship and preparation for Post-16 (e.g. Mock Interviews)
Ensure the vast majority of students have a period of work experience, either internally or externally, by the end of Year 10	3 planned periods of work experience (one in each term) to facilitate greater numbers of students completing Work Experience In-house Community Week to allow further work based, and enterprise, xperience in Summer 2023
Broaden the range of employer engagements students experience so that all students have access to at least one meaningful encounter with an employer for every year they are at the Academy	Vocations all plan for at least one engagement per year The Navy plan activities linked to our Personal Development Aims for all year groups Additional trips and visits are organised by the Careers Team and the wider curriculum subjects
Introduce termly careers fairs to ensure all students are able to access information about post-16 providers throughout their time in the Academy	Three careers fairs are planned throughout the year, including a range of options for students (apprenticeship, traineeship, Sixth Form, FE Colleges and smaller providers) Calendared Personal Development Day on options for students at transition points
Engage a QICs assessor and complete a pre-assessment review	Complete Careers have been engaged as our Assessors Assessment process will be completed by Easter 2023

Programme of Study - CEIAG

KS3

Aspire has a small cohort of KS3 students. Students in this key stage will focus on careers as part of weekly rolling sessions in Personal Development. Students will have the opportunity to explore some post-16 providers throughout the year as well as completing challenges and activities in school. Students will also engage with targeted employers. Additional learning opportunities will take place with the Careers team, including an introduction to the Labour Market, planning for the future and supporting the options process. These sessions will be tailored to different student groups, including for our Wingfield provision. Careers links are made across the wider curriculum, including through ICT, Maths, PSHE and Science. Our Enterprise Partner, the Royal Navy, will also work directly with student groups to provide practical application of these skills and STEM opportunities. Our Careers Team aims to see all students for a 1-2-1 futures talk in KS3 in the Summer Term, in order to support informed options choices and long-term post-16 planning. All students with an EHCP will have a member of Connexions invited to their Annual Review.

KS4

At Key Stage 4 students will engage with careers education in a variety of ways. Students in this key stage will focus on careers as part of weekly rolling sessions in Personal Development. All students will have vocational provision with the opportunity for work-based learning. As part of the vocational programme, students will have activities and learning linked to careers around their vocation as well as exploring wider pathways and opportunities for post-16. Vocations engage employers to work with their students. Discrete lessons are provided by the Careers Team in order to address specific aspects of CEIAG, including the local labour market, pathways and opportunities and an introduction to HE. As for KS3, this is tailored to the specific cohorts, including for our Wingfield provision, and our External Provision, both of which need additional input to support. Across the curriculum, students will have links within their wider curriculum, including work skills within ICT, budgeting within Maths and aspirations and goal-setting within PSHE. Students will also cover wider aspects of CEIAG including stereotypes, equality, health and safety. The Rotary Club and the Royal Navy provide mentorship for target students including opportunities for mock interviews and communication workshops. Work Experience is planned for Year 10 students and we endeavour to place as many as possible, or provide alternative, 'in-house' experiences. A programme of College and provider visits takes place for all Year 11s with targeted visits for those needing more transition support. Connexions work with all students for 1-2-1 advice and guidance. Provision and engagement for all KS4 students is tracked throughout the year and students with weaker attendance are given additional opportunities to ensure they are well informed for their future. Students on external provision are given discrete input in careers education alongside additional 1-2-1s with our in-house team to support their post-16 transition.