

Careers programme information

Aims

Unity Academy aims to:

- Provide secure, independent and impartial Careers Education Information Advice and Guidance to the students using a combination of internal and external providers.
- Support and encourage the enhancement of the curriculum by adding vocational relevance and interest of all students.
- Provide a clear view of the labour market and identify opportunities for all students and how this may impact on future changes.
- Support student to fulfil their individual potential.
- Promote the value of aspiring to careers via alternative pathways such as Post-16 College study and employment opportunities, plus apprenticeships at all levels
- Promote the value of aspiring to and attending University.
- For further information please see:

<https://www.gov.uk/government/publications/careers-strategy-making-the-most-of-everyones-skills-and-talents>



Through careers education and guidance, it is hoped that students will be encouraged to make the most of their talents and go on to jobs or courses which suit their needs, strengths and intelligence with the absence of stereotypes. The 'Future For You' team work with local employers to offer our pupils the opportunity to volunteer, take part in work experience or careers workshops, and taster days and learn from employers about future career options.

We aim to make sure each student has at least four interactions with employers to build their confidence, and understanding of the world of work, and develop their CV.



These aims will allow us to improve our careers provision, ensure that staff link learning to careers and skills plus provide direction and advice on ways that students can prepare themselves for their future occupations and meet the Gatsby Benchmarks by 2020.

At Unity Academy, the careers programme is measured against the eight Gatsby Benchmarks. Details of these can be found here:

<https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

We track and monitor our progress using Careers and Enterprise Company's Compass and Compass+ tools. This provides us with an in-depth understanding of the successful areas of our programme which may need more attention. Our latest evaluation is here.

Compass Report

To help evidence this process, we use the following methods:

- Pupil voice
- Monitoring of activities and events
- Feedback from pupils and external providers, i.e. colleges and employers, about the events
- Destinations data
- Attendance at careers and employability experiences such as careers fairs, talks and FE/HE events
- Mock interviews
- Post 16 Support
- All students in Year 11 are offered expert 1:1 career advice and support from Futures For You.
- Pupils record of career-based learning and encounters

This list is not exhaustive as we are continuously developing our programme to meet the needs of pupils and employers alike.

Activities and Encounters

Here at Unity Academy, we believe it is vital for our KS4 students to have careers-based interactions to help support their future career paths and planning. Labour Market Information (LMI) helps to inform these endeavours. More about LMI can be found at <https://www.lmiforall.org.uk/>

Below we have broken down these activities and encounters to give you an idea of what we have in place. This programme will change year on year to fit with current career trends. We aim to record which careers activities each pupil has been offered and engaged with on compass +.

We believe that by creating opportunities for our students that encourage them to have real-life encounters with employers, FE and HE providers, they will be more likely to succeed in the future. It helps them to realise that no matter their individual circumstances, they have the potential to achieve their goals. Our careers leaders work alongside the external education providers our pupils attend to capture all the careers related activity that our pupils have access to, but we also coordinate and offer additional careers opportunities to our pupils who attend offsite.

Intended Outcomes of Careers Experiences

The table below shows the range of careers preparation on offer across the provider network and those that are offered via our Unity Academy careers team. We are always looking to access new careers related activities to our pupils. Unity Academy is part of the Nottinghamshire South careers Hub and our careers team receive a monthly newsletter with new careers related opportunities. This newsletter is shared across the provider network and appropriate opportunities are then added to the careers experiences below;

Event	Date	Key Stage	Outcomes	Benchmarks met
HMRC Employer visit	Autumn term	KS4	Employer mentoring and employer contact	2, 3, 5, 7

Big Bang STEM Fair	Summer Term	KS4	Interactive STEM event at the NEC	2, 3, 5, 7
East Midlands Airport programme	Spring Term	KS4	A site visit to east midlands airport to learn about the different job roles. Extended opportunity to the most engaged pupils to return for a 3-day programme.	2,3,5,6
Army visit	Throughout the year	KS4	Hands-on practical engagement. Life in the army and skill-building activities, including teamwork.	2, 3, 5, 8
Apprenticeship Fair	Throughout the year	KS4	Meet businesses recruiting apprentices and colleges offering apprenticeships. Learn about the different practical routes on offer post-16.	2, 5, 7, 8
Taught careers learning	Throughout the year	KS4	Careers lessons and guidance. Providing pupils with opportunity to learn about potential careers and ask questions	2, 3, 8

Careers and jobs fairs	Throughout the year	KS4	Keeping up to date with local careers. Introducing job search and application processes whilst considering skills and interests.	2, 5, 7, 8
College and University Visits (including Confetti)	Throughout the year	KS4	A step into post-16 education. Allows students to consider their options, post-16 expectations and the paths available to reach their destination.	4, 7, 8
HMRC Springboard Programme	Throughout the year	Year 11	HMRC Springboard includes introductory session with HMRC staff – 1 week of activities to learn more about HMRC, mentor programme – 2 week face to face work experience. Pupils that complete this full offer, are then accepted onto a 2 year paid apprenticeship with HMRC	3,5,6,7
Police HQ visit	Throughout the year	KS4	Site visit to Nottingham police HQ	2,3,5,6

Careers assemblies	Throughout the year	KS4	Offering a range of different insights into careers and the Careers Programme offered by Denewood and Unity Academies.	1, 2
Careers coach support	Throughout the year	Year 11	121 sessions with careers advisor to support with next steps	8

Skillsometer has been designed for those who are not sure what jobs they may be interested in. Thinking about your skills, interests and the ways these can link to jobs can be a helpful first step in identifying possible future jobs. Take this quiz and once completed, a shortlist of job suggestions that are most likely to be suited to your particular skills and interests will appear.

Each job can be explored through the given descriptions is presented together with information on pay and hours. For further information on the job and to compare with other jobs, head over to the Careerometer – further information below;

www.lmiforall.org.uk/cm3/widget.html – Skillsometer link

Careerometer can be used to explore and compare key information about occupations, help you learn about different occupations and identify potential careers.

It provides access to a selection of UK headline data relating to pay, weekly hours of work and future employment prospects for different occupations, as well as a description of the occupation.

Simply type in the title of the job you are interested in (or copy from the Skillsometer) and the widget will provide a series of options from which you can select the most relevant to you. You can then look up another two occupations and compare them. You can also select 'display the UK average' and compare the information with the occupation you have selected.

If you are a local, national or international employer – we would love to hear from you! We are always ready to welcome new working relationships with employers who want to offer

our pupils access to new and exciting opportunities. Our pupils have so much potential and have a lot to offer employers.

Example – HMRC Springboard programme. Since 2018 we have worked closely with HMRC who have provided work experience opportunities for our Year 11 pupils.

This programme has been developed further to now include 4 key sections;

- Activity sessions with HMRC – to learn more about them as an employer and what they do
- Mentoring support – each pupil on the springboard programme is provided with a mentor who is an employee of HMRC – to discuss careers aims and to support them throughout springboard.
- Presentation – In the summer term, pupil who have taken part in the springboard programme, present to HMRC leaders to share their thoughts and ideas about HMRC and how to engage young people.
- Face to face – Pupil are then offered a 2 week face to face work experience at HMRC Nottingham.

Those pupils who complete the full programme, are then offered a 2 year apprenticeship with HMRC.

We are keen to work with more employers to develop programmes like springboard.

Programmes like this offer a life changing opportunity to our pupils but also offer employers access to new employee's. If you would like to explore working with us – please contact our careers leaders

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