



BACKWELL SCHOOL CAREERS LEARNING OUTCOMES 20-21

By the end of Year 11/13 the students will have:

1. Become aware of their interests, strengths and skills
2. Associated their interests, strengths and skills with a variety of career paths
3. Researched these career paths and expanded their ideas.
4. Identified preferred routes whilst remaining resilient and adaptable to change
5. Made choices and tested them for realism
6. Applied successfully for their next steps
7. Moved on confidently having developed the skills to make successful future choices

The programme also works alongside the academic and extra-curricular programme to help students **develop** employability skills such as confidence, communication, creativity, problem-solving, critical thinking, collaboration, social intelligence, and a love of life-long learning.

BY KEY STAGE

KS3 develop Career Exploration and Self Development:

- Explore strengths and skills, interests, motivations and progress.
- Build aspirations and reflect on how these match expectations. Introduce concept of stereotyping and assumptions about jobs.
- Identify influences on career decisions. Making successful choices
- Identify and develop personal networks and learn where to gain support.
- Understand key terms of: career, job, employability, enterprise, STEM, job satisfaction, business structures, LMI, stereotyping, financial budgeting.
- Demonstrate positivity, flexibility and preparation for transition points.

KS4 build on the above plus focus on Career Management skills:

- Reflect on how ideas have changed since KS3. Develop plans. Understand the difference between objective and subjective sources of information.
- Research (using LMI) how the world of work is changing
- Understand about stereotyping/assumptions and employment rights
- Understand what employers want from applications and develop self-presentation skills
- Understand key terms: CV, self-employment, labour market, occupation vs sector, recruitment, salary, STEM, labour trends

KS5 build on the above and refine ideas, think critically and prepare for transition

- Reflect on how plans have changed/developed since KS4.
- Match skills, interests and values to requirements in learning and work
- Reflect on positives to show responsibility for managing well-being, progress and achievement
- Reflect on changing career processes and the effect of this on plans. e.g., how businesses are changing their structures. Use LMI to support these future plans.
- Reflect on the personal, social economic and environmental impacts of work
- Understand barriers to inclusion (race, religion, age, disability, etc) and reflect critically on the ethical, legal and business case for equality in the workplace.
- Understand Employment Rights (trade unions, Health and Safety, etc.)
- Identify personal networks of support including where to find impartial advice/guidance services.
- Develop Enterprise qualities
- Develop Financial understanding/budgeting skills
- Develop resilience and ability to change plans if necessary (transition skills).
- Research pathways and evaluate return on investment of options
- Develop and practice successful selection processes