Brookvale ACADEMY

# KS3 Careers Long Term Plan

At Brookvale, the intent of our careers programme is to inspire pupils to be ambitious about their futures and develop the knowledge, skills and confidence needed to make informed decisions about their next steps. Our careers provision is guided by the **Gatsby Benchmarks**, ensuring pupils receive high-quality, meaningful and impartial careers education throughout their time in school.

We are committed to promoting equality of opportunity, ensuring all pupils, regardless of their background, need or starting point, can access a broad range of experiences and aspire to ambitious futures. Pupils are encouraged to challenge stereotypes, broaden their horizons and recognise that a wide range of pathways and careers are open to them.

Pupils are supported to explore their own strengths, interests, values and aspirations while developing an understanding of the wide range of education, training and employment opportunities available. They learn about the local and national labour market, emerging industries and the skills, qualifications and personal qualities valued by employers.

Careers education is embedded throughout the curriculum, helping pupils to understand the relevance of their learning and its links to future pathways. Opportunities are provided to develop key employability skills such as communication, teamwork, resilience, problem solving, independence and professionalism.

We work collaboratively with employers, colleges, training providers, community organisations and other professionals to provide meaningful encounters with the world of work. Through visits, workshops, careers events, workplace experiences and employer engagement activities, pupils gain first-hand insight into different careers and pathways.

By the time pupils leave our school, they will have developed the confidence, knowledge and skills needed to make informed choices, achieve appropriate qualifications and progress successfully into further education, training or employment, enabling them to become positive and active members of their communities.

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**Pathway ONE**

Priorities: Increased attendance, develop positive relationships, Develop simple learning behaviours

Careers education will focus on building engagement, confidence and aspiration through highly practical, relationship-based activities. Learning will be delivered through short, accessible sessions, visits, hands-on projects, employer encounters, team-building activities and discussions about jobs linked to pupils' interests. The emphasis will be on developing positive attitudes towards learning, improving communication and social skills, understanding routines and expectations in workplaces, and helping pupils recognise how attendance, relationships and learning behaviours support future career success. Careers activities will be personalised, achievable and designed to promote participation, confidence and sustained engagement with education.

**Pathway TWO**

Priorities: Increased attendance, improved engagement and participation in lessons, develop wider relationships, progress in literacy/numeracy

Careers education will be delivered through a range of practical and collaborative experiences, including employer encounters, workplace visits, enterprise projects, career-based challenges, role play and team activities. Learning will focus on helping pupils explore a wide variety of career pathways while developing the literacy, numeracy, communication and problem-solving skills required in education, training and employment. Pupils will be supported to build confidence when working with others, expand their social networks beyond familiar peers and adults, and understand how engagement, participation and transferable skills contribute to future success in the workplace and wider society.

**Pathway THREE**

Priorities: consistently high attendance, consistently positive engagement and participation in lessons, appropriate positive social interactions, Academic progress.

Careers education will be delivered through meaningful employer encounters, workplace visits, enterprise projects, work experience opportunities, careers guidance and academically challenging career-related learning. Pupils will explore a broad range of academic, vocational and technical pathways while developing the knowledge, skills and behaviours required for future education, training and employment. Learning will focus on raising aspirations, strengthening decision-making and career planning skills, developing professional communication and social interaction, and helping pupils understand how attendance, academic achievement and positive engagement contribute to long-term career success

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| Autumn | | Spring | | Summer | |
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| **Exploring Jobs and Workplaces**<br>Pupils will be able to:<br>1. Identify a range of jobs and career sectors within their local community and beyond.<br>2. Describe the roles and responsibilities of people working in different workplaces.<br>3. Recognise that there are multiple routes into employment, including academic, vocational and | **Linking Interests to Careers**<br>Pupils will be able to:<br>1. Identify their personal interests, strengths and achievements.<br>2. Explain how hobbies and interests can be linked to future careers.<br>3. Research careers connected to their interests using a range of sources.<br>4. Recognise the transferable skills developed through hobbies, clubs and | **Exploring Practical and Technical Careers**<br>Pupils will be able to:<br>1. Explore practical, vocational and technical careers across a range of industries.<br>2. Demonstrate practical skills through projects, challenges and workplace simulations.<br>3. Explain the importance of skilled trades and technical occupations within society.<br>4. Identify the training, | **Careers That Help Others**<br>Pupils will be able to:<br>1. Identify careers that support individuals, communities and wider society.<br>2. Demonstrate empathy, teamwork and communication through collaborative activities.<br>3. Explain the importance of caring, supporting and safeguarding others in professional roles. | **5. Future and Emerging Careers**<br>Pupils will be able to:<br>1. Explore how technology is changing the world of work.<br>2. Identify emerging careers within digital, technological and environmental industries.<br>3. Demonstrate creativity and problem-solving through innovation-based projects.<br>4. Explain the importance of digital, technical | **6. Employability and Enterprise Skills**<br>Pupils will be able to:<br>1. Demonstrate effective communication and teamwork skills in workplace-related activities.<br>2. Apply employability skills including resilience, organisation and problem-solving in practical situations.<br>3. Present themselves positively in professional situations such as interviews and |

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| apprenticeship pathways.<br>4. Demonstrate an understanding of workplace expectations, behaviours and routines.<br>5. Compare different career roles and explain which jobs appeal to them and why. | personal experiences.<br>5. Create a personal profile that links their interests to possible future occupations. | qualifications and skills required for practical careers.<br>5. Evaluate their own strengths and interests in relation to vocational opportunities. | 4. Investigate careers within health, education, social care, emergency services and public services.<br>5. Reflect on how their own values and qualities could support careers that help others. | and transferable skills for future employment.<br>5. Consider how future developments may influence career opportunities and aspirations. | employer encounters.<br>4. Understand the purpose and benefits of work experience, volunteering and enterprise activities.<br>5. Reflect on personal achievements and identify appropriate next steps towards future education, training or employment. |
| **Gatsby Benchmarks** | | | | | |
| **2**, **5**,7 | **3,2** | **2,4,7** | **2,5** | **2,4** | **3,5,6** |

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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