

# Careers Programme Overview

## Lancaster Royal Grammar School

### Vision Statement

We encourage pupils to make the most of their talents, skills and interests, and we help them to develop the knowledge and confidence to go on to appropriate training and fulfilling careers. We understand how the world of work is evolving at a rapid pace, and we aim to equip our pupils with the tools and aspirations for success beyond school.

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## Milestones and Learning Outcomes

## Key Events and Experiences

### Year 11

#### APPLY

**Applying knowledge to make informed decisions and take concrete steps toward career goals.**

1. Apply decision-making skills to choose post-16 education or training pathways that align with career aspirations.
2. Create a professional CV, cover letter, and personal statement tailored to specific opportunities.
3. Demonstrate effective interview techniques and presentation skills.
4. Understand the application process for further education, apprenticeships, or employment, including deadlines and requirements.
5. Take responsibility for planning and managing the transition to post-16 opportunities, including seeking advice and support when needed.

### Year 10

#### EVALUATE

**Critically assessing career options and planning future steps.**

1. Evaluate the pros and cons of different career paths, considering factors like job satisfaction, salary, work-life balance, and progression.
2. Reflect on personal strengths and areas for development based on work experience or volunteering.
3. Develop SMART goals for career progression and understand how to create a personal development plan.
4. Understand how to interpret job advertisements, CV requirements, and interview expectations.
5. Analyse the impact of economic, social, and technological changes on career opportunities.

### Year 9

#### INVESTIGATE

**Investigating specific careers and making connections to personal goals and subject choices.**

1. Investigate how subject choices at GCSE can influence future education and career opportunities.
2. Research the qualifications and skills required for careers of interest, using reliable resources.
3. Evaluate the impact of emerging technologies and industries on future job opportunities.
4. Identify transferable skills and how they apply to various job roles.
5. Understand the role of networking, mentors, and role models in career development.

### Year 8

#### EXPLORE

**Expanding knowledge about careers and pathways, developing curiosity.**

1. Explore different career sectors and the skills required in various professions.
2. Identify the different pathways available after secondary education (e.g., A-levels, apprenticeships, vocational courses).
3. Research the roles and responsibilities in a range of careers.
4. Understand how gender, culture, and stereotypes can influence career choices.
5. Develop an understanding of the importance of extracurricular activities in career development.

### Year 7

#### DISCOVER

**Introducing pupils to the concept of careers and self-awareness.**

1. Identify personal strengths, interests, and values and how they relate to different career paths.
2. Recognise the wide variety of job roles and sectors in the world of work.
3. Understand the link between school subjects and potential future careers.
4. Begin to understand the concept of lifelong learning and how careers can change over time.

- ❖ Our careers programme is achieved through the interplay of Values lessons, assemblies, visiting speakers, workplace visits, and live and virtual work experience.
- ❖ We host regular careers insights talks that are open to all year groups.
- ❖ We run form-time activities to support themed weeks like National Apprenticeship Week.
- ❖ Our careers fair runs in the Michaelmas term every two years.

### Year 11

#### Assemblies.

Options and preparing for Open Evening; Careers and FSQ feedback – planning next steps; Sixth Form applications & Preparing for Taster Day; BAE; Sixth Form Taster Day; Kendal College; LMC – T-levels and apprenticeships; why choose college?

#### Values

Post 16 choices and choosing your post-16 pathway; my employability skills; researching volunteering and paid work; apprenticeships V higher education; AI – a threat to our jobs?

All Year 11 pupils have a 1:1 meeting with our careers adviser.

### Year 10

#### Assemblies.

NHS Careers; Kendal College; Local employer presentation; Work experience visits launch; FSQ feedback; LMC – Local Labour Market careers.

#### Values.

Motivation; goals V purpose; the personal compass; how to find work we love. My career journey; exploring employer profiles; what type of career is best for me?; preparing for and reflecting on a work experience visit; wellbeing in the workplace; in person, hybrid and remote – what works best?

### Year 9

#### Assemblies

European Day of Languages; Our heroes – who and what inspires us?; LMC – Climate Change and Green Careers Opportunities; Careers advice and skill building going into GCSE; FSQ feedback.

#### Values

What are my skills - transferable skills, abilities and interests; The main learning pathways; GCSE options and skills for informed decision-making; Future planning and goal-setting; Career journey. Post-grades reflections including an evaluation of engagement with career education.

Pupils and parents attend an on site Options Evening.

### Year 8

#### Assemblies.

European Day of Languages – where can languages lead? Form assembly – Our heroes – who and what inspires us? Gender Stereotypes – LMC;

Kendal College

Changing nature of careers and transferable skills in the curriculum

#### Values.

Developing skills and aspirations – me, my values, my skillset. What are my interests? Vision board, what success means to me. Step into the NHS annual competition.

Post-grades reflections

### Year 7

#### Assemblies.

European Day of Languages – where can languages lead?

Starting to think about careers.

#### Values.

What is a career? Careers and the future. Who am I? What is a work life balance? What is an entrepreneur? Exploring possibilities: dream jobs.

Post-grades reflections

Inspiring and preparing young people for the world of work.