



Careers Framework 2019-20

The Redhill Academy Trust will work to ensure that *all* our young people have opportunities to:

1. Invest in themselves, recognise their own strengths and values and take responsibility for developing their work readiness skills and behaviours. *Self-motivated*
2. Have the tools and skills required to present themselves to a future employer. *Self-assured*
3. Have high aspirations for themselves. *Aspirational*
4. Understand the opportunities available to them locally and beyond and make realistic choices. *Informed*
5. Have experiences of work that is rewarding and fulfilling. *Experienced*
6. Achieve qualifications valued by employers. *Achieving*
7. Understand that employers want people who will work hard and are accountable for their actions. *Accountable*
8. Understand that employers want young people who can listen and learn from their successes and their mistakes, and keep going. *Resilient*
9. Work creatively to achieve their potential and that of the business. *Entrepreneurial*
10. Have effective communication and co-working skills. *Co-operative*

Students in years 7 to 11 have full access to a dedicated and updated careers library containing literature on interview skills, CV Writing, career options and FE and HE course options.

The school subscribes to an online careers package which includes careers information, post-16 Options, apprenticeships and careers pathways.

Years 6, 7, 8 and 9

- Careers day as part of the Year 6 Transition Timetable.
 - Tutorial careers programme to include units on Labour Market Information (LMI), Self-awareness and opportunity awareness, online careers resources and post 16 and post 18 Options.
 - Careers related Assemblies
- Year 8 Options events with students and parents/carers.
- Employer, FE & University visits

Year 11

- Strategic programme of impartial careers interviews provided for students
- Post 16 Taster Day
- Apprenticeship information and targeted workshops
- Post 16 information assemblies

Year 10

- Programme of impartial information, advice and guidance interviews provided for students
- CV writing workshops and careers programme within Tutorials with accompanying careers workbook.

All Careers events help students to achieve the ten Careers and Employability goals of: *Resilient, Co-operative, Self-motivated, Informed, Aspirational, Accountable, Self-assured, Experienced, Entrepreneurial, Achieving.*