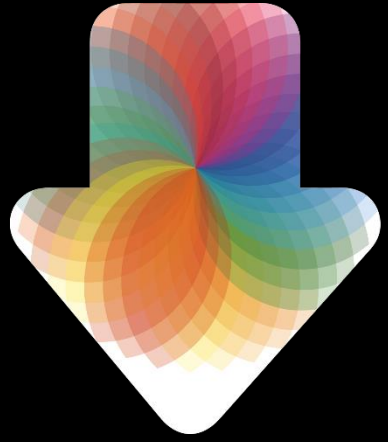




CAREERS



TWA Careers Programme



TWA
Careers

Our Careers Vision

Challenge
Aspire
Network



Our Careers Strategy

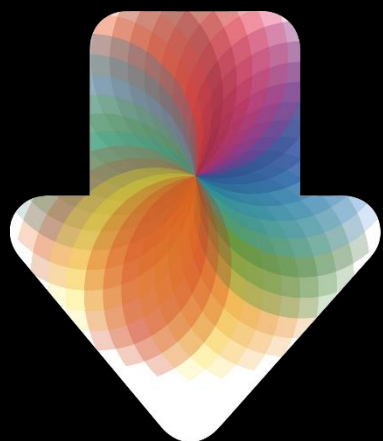
Students CAN:

- **Challenge** and be challenged to develop employability skills, **independence**, courage and confidence through our integrated careers programme.
- **Aspire** to a bright future that is well-informed and transcends barriers by being **inquisitive** about options and opportunities, accessing up-to-date LMI, career-planning tools, advice and well-developed career plans.
- Increase and utilise their **network** effectively by meeting a diverse range of employers and education providers to increase their **ambition** and discover the range of pathways on offer from this.



Challenge
Aspire
Network





Our 3 Year Action Plan

Careers 3 Year Strategic Summary 2023-2026

2023 – 2024

Challenge

- Evaluate the careers programme for equality, diversity and inclusion and provide transparency on the school website
- Launch the Skills Builder framework across the school
- Review experiences of work opportunities to ensure they are accessible to all and encourage ambition
- Embed careers and Unifrog into the Values Days and Values Curriculum, including support for making Year 9 options
- Review the benefits and impact of recording achievements across the school to record and showcase skills, experience and successes

Aspire

- Curriculum Careers Champions represent departments
- Monitor and evaluate student's career knowledge, ambitions and aspirations
- Collaborate with WIN and other supporting stakeholders to engage and enhance social mobility for key pupil groups
- Offer level 6 standard Personal Guidance to all pupils, with appointments proactively scheduled for Year 11+, prioritising those with SEN and/or PP
- Engage and communicate with families, staff and pupils to increase visibility of LMI and develop aspirations, awareness and understanding of future pathways and opportunities

Network

- Relationships established and events and meaningful opportunities held with a diverse range of employer and education providers
- Processes set up to collect destination data and record students' careers experiences and employer encounters
- Build and sustain an external network who can support initiatives that can increase social mobility of disadvantaged and at-risk learners
- Establish and motivate a Careers Ambassador Team
- Students have opportunities to visit providers of HE and FE and employer workplaces to support their career planning

2024 - 2025

- Develop learner's confidence in articulating their school careers journey and the reasons for their decisions
- All school learners promote skills in a positive way
- Learners challenge themselves, develop skills and increase their aspirations during work experience
- A way to record achievements is rolled out to all learners

- Careers and employability skills identified in all schemes of work
- A range of evaluation methods, including department learning walks review careers activities
- More learners using LMI to make positive attendance and transition decisions
- An increase in awareness of the careers education and greater interaction with the Careers Team from all pupil groups, their families and the wider community

- External relationships, including parent workforce, strengthened and built with at least two internal connections
- Learners actively network with external stakeholders in a positive and worthwhile way
- Sustainable external support programmes work with 70% disadvantaged and at-risk learners
- Active and growing Careers Ambassador team

2025 - 2026

Overarching aim:

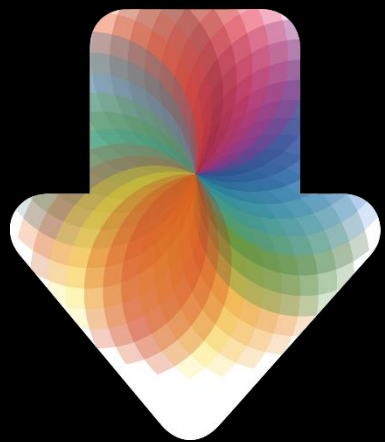
- Learners confident in career planning and able to utilise the resources available to challenge themselves and be proactive with gaining experiences that build courage and skills

Overarching aim:

- Careers links, employability skills and LMI are embedded in lessons with confidence and commitment whilst every learner can give a positive, personal and detailed response about their careers experiences and can justify their destination decisions and extra-curricular choices

Overarching aim:

- Careers programme supported by a strong and diverse internal and external workforce that provides something for everyone and supports learners in their journey to overcome barriers, raise social mobility and make informed pathway choices



Our Careers Team



Cath Young
Careers Leader



Penny Hockley
Careers Coordinator



Shelly Willis
Level 6 Professional
Careers Adviser

- Long and short term objectives
- Scheduled Careers Training
- Proactive careers advocates talking to staff, students, parents and organisations
- Positive and inspirational social media footprint



CAREERS



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