

# Careers Action Plan 2022/23

## Cornelius Vermuyden school



<b>Approved by:</b>	Jonathan Hibben	<b>Date:</b> June 2022
<b>Last reviewed on:</b>	[Date]	
<b>Next review due by:</b>	[Date]	

# Careers at Cornelius School

## Our Vision:

To raise all students' aspirations and provide them with the opportunities, knowledge and skills they need to become ambitious and confident global citizens.

## Our Careers Strategy: Introduction

There has never been a time when careers guidance has been as important for young people as it is today. At Cornelius School, we have a critical role to play in preparing our students for the next stage of their education or training and beyond. Our students will be embarking upon a career pathway, which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances will result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare students for these ever-changing opportunities, responsibilities and experiences and to equip them with the skills to manage the choices, changes and transitions ahead of them.

We have a whole school approach to careers education with every member of staff helping to deliver quality and impartial Careers Education, Information, Advice and Guidance, allowing students to access the necessary information to help them make informed decisions about their futures. Our careers programme throughout the year supports our careers education curriculum and in line with the most recent careers guidance strategy (December 2019), our careers plan supports the achievement of the eight Gatsby benchmarks at 100%, which we aim to achieve by the end of 2023. Careers Education at Cornelius is not just a stand-alone strand; it is thoroughly integrated into every area of the school and woven into the school curriculum. Our aim is that students understand how what they are being taught will link to their future pathways.

The Cornelius School believe that our learners should show Respect, Responsibility and Resilience for their education. Our Careers programme identifies with all three of these words. We want our students to achieve, not only in school but in the future, and we want them to aspire to be the best that they can be. Above all, we want them to enjoy and have fun exploring their Careers.

Current Position Summary

# Careers at Cornelius School

## Current Position Summary

The evaluation of our current summary is based on mapping our provision against the Gatsby Benchmarks by using the Careers & Enterprise Company's COMPASS tool and the outcome of our assessment at Stage 1 of the Inspiring IAG Award.

### Areas of Strength and Weakness

- The school has performed very well against national standards when mapped against the Gatsby Benchmarks using the Career and Enterprise Company's COMPASS tool (see full Gatsby Benchmark strengths and areas for improvement in detail in appendix).

Benchmark	% of the assessment areas in Benchmark achieved (Jan 2022)
1: A stable careers programme	82%
2: Learning from career & labour market information	50%
3: Addressing the needs of each student	63%
4: Linking curriculum learning to careers	81%
5: Encounters with employers and employees	25%
6: Encounters of workplace	0%
7: Encounters with further & higher education	87%
8: Personal Guidance	100%

### Additional support for internal programme

- Careers Leader is completing the Teach First Careers Leader Programme.

One Year Action plan

## Careers at Cornelius School 2022/23

### Strategic Objective 1:

Careers is a consistently integral part of every area of school life. All members of the school community understand their role in the careers programme and the importance of careers and enterprise education being embedded throughout the whole school.

### Benchmarks 1, 2, 4, 7 and 8

#### End of Year Targets (2022-2022)

1. A comprehensive programme of age-specific Careers Education is in place through the Wellbeing programme to enable all students to develop their own personal career pathway.
2. Student survey ( June 2022 shows that 100% of students are excited about different jobs and can all name a range of careers and career pathways.
3. 100% of students can understand the link between their learning in each subject area and their future career pathways, and every student can identify career pathways in all aspects of their curriculum learning.

Success indicator	Action	Staff Responsible	Timescale	Resources required	Reporting
What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?				
<ul style="list-style-type: none"> <li>• A comprehensive programme of age-specific Careers Education is in place through the tutor programme, linked to Pixl character and Barclays</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to develop Careers programme into new whole-school WELLBEING curriculum.</li> <li>• Regular CPD training for</li> </ul>	SLT Careers Link JHI	September 2022	Pixl Character, Barclays Skills	JHI -H

<p>skills, to enable all students to develop their own personal career pathway.</p> <ul style="list-style-type: none"> <li>• Student are excited about different jobs and can all name a range of careers and career pathways.</li> <li>• Students can understand the link between their learning in each subject area and their future career pathways, and every student can identify career pathways in all aspects of their curriculum learning.</li> </ul>	<p>all staff to deliver the new WELLBEING Careers programme.</p> <ul style="list-style-type: none"> <li>• Monitor and Evaluate the programme by staff and students each half term.</li> <li>• Career Pathways are referenced in curriculum schemes of learning and each department has career displays.</li> <li>• Implementation of the Skills Builder programme of key employability skills across the curriculum.</li> <li>• Update the school website with latest Careers, Enterprise and other information</li> </ul>	<p>JHI and Lead Practitioner linked to Careers MAG</p> <p>SLT Careers Link JHI and Tutors</p>	<p>June /July 2022</p> <p>June 2022 linked to Careers Audit and CPD training</p> <p>Careers Advisor</p>		
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## Careers at Cornelius School 2022/23

### Strategic Objective 2:

Every individual students' engagement within the careers programme during their journey through school is consistently tracked and evaluated to ensure that students are supported in raising their aspirations, whilst, at the same time, being mindful of the ever-changing and competitive world around them.

### Benchmarks 1, 2, 3 and 8

#### End of Year Targets (2022-2022)

- All students have experienced a range of different careers experiences to enable them to develop their own future pathway, including all students in Years 7 to 12 having 1 appropriate and meaningful interaction with an employer once during the year.
- All students in Years 7 and 11 have created a profile to record their career pathway experiences.
- 100% of all students in Year 11 have a clear plan for post-16 and that 100% of students are in some form of education or employment at the end of their phase in school. There are NO students post-16 who are NEET.

Success indicator	Action	Staff Responsible	Timescale	Resources	Reporting
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				required	
What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?				
<ul style="list-style-type: none"> <li>All students have experienced a range of different careers experiences to enable them to develop their own future pathway, including all students in Years 7 to 11 having 1 appropriate and meaningful interaction with an employer once during the year.</li> <li>All students in Years 7 and 11 have created a profile to record their career pathway experiences.</li> <li>100% of all students in Year 11 have a clear plan for post-16 and that 100% of students are in some form of education or employment at the end of their phase in school. There are NO students post-16 who are NEET.</li> </ul>	<ul style="list-style-type: none"> <li>Creation of a careers database to record all individual career engagements with staff CPD to show how to record and access information.</li> <li>LMI is used to update the Careers Programme and that Year 8, and Year 11 have access to the latest information to make decisions and key transition points. LMI section of website updated for parents to access.</li> <li>Students in Years 7, and 11 are to create their own profile using online resources, CV builder, Careers Start programme</li> <li>Every Year 11 have a 1:1 guidance interview with Careers Advisor which is rigorously monitored for quality and</li> </ul>	<p>SLT Careers JHi Careers Advisor SWO Lead Practitioner linked to Careers MAG</p> <p>Make Happen Coordinator LSW Governor linked to Careers Local Enterprise Coordinator Head of Year 11 and Tutors</p>	<p>Sept 2022 – onwards</p>	<p>Profile record booklets linked to Careers- Folders – AWI/MUF</p> <p>Folders for careers plans for Year 11s to storage information</p>	JHI

	<p>effectiveness.</p> <ul style="list-style-type: none"> <li>• Baseline data to be recorded on every student and used throughout the year.</li> <li>• Workplace visits are evaluated to inform future planning. All employers are asked to complete evaluations after visits and parents to be surveyed at parents' evenings.</li> <li>• Development of the Cornelius Alumni association with then using the links created to plan future engagements.</li> </ul>				
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## Careers at Cornelius School 2022/23

### Strategic Objective 3:

Build a continuously increasing and relevant network of varied partners and providers who can engage students in developing their career

pathways. These partners will work in partnership with subject areas to develop collaborations enabling opportunities for students to see clear links between their subject learning and the world of work.

### Benchmarks 1, 2, 3, 4, 5, 6, 7 and 8

#### End of Year Targets (2022-2022)

1. Each subject area to have established a link with a local business and to have developed their own project/collaborative work to engage students.
2. 100% of Year 7, students to have visited at least one higher education provider and 100% of Year 11 students to have had contact with at least one further education provider by the end of the academic year.

Success indicator	Action	Staff Responsible	Timescale	Resources required	Reporting
What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?				
<ul style="list-style-type: none"> <li>Each subject area to have established a link with a local business and to have developed their own project/collaborative work to engage students.</li> <li>100% of Year 7, students to have visited at least one higher education provider and 100% of Year 11 students to have had contact with at least one further education provider by the end of the</li> </ul>	<ul style="list-style-type: none"> <li>All Year 10 students embark on a work placement one afternoon per week and record these encounters each week.</li> <li>Annual Cornelius Careers Fair where local business, training providers and further and higher education providers will engage with Year 8, 10, and 11 students. The types of employers who attend will reflect LMI.</li> </ul>	SLT Careers JHi Careers Advisor SWO Lead Practitioner linked to Careers MAG Make Happen Coordinator LSW Heads of Departments	From September 2022 linked to CPD training for Staff  University talks and meetings to be organized by SWO, MAG and	Curriuclum Time to develop link	Heads of Department

<p>academic year.</p>	<ul style="list-style-type: none"> <li>• Arrange with local universities for all Year 7 students to meet with staff and students.</li> <li>• Careers coordinators to ensure that all Year 11 students visit a university to meet with staff and students.</li> <li>• In collaboration with our LA Enterprise Advisor, every department to be linked with a local business and to begin collaborative work.</li> </ul>		<p>JHI</p>		
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## Careers at Cornelius School 2022/23

### Strategic Objective 4:

Build a continuously increasing and relevant programme of Careers Guidance through having a full time Careers advisor on site work.

Benchmarks 1, 2, 3, 4, 5, 6, 7 and 8

#### End of Year Targets (2022-2022)

1. Each pupil to have the opportunity to get careers guidance through the Careers Advisors 5 days a week
2. PPG pupils will have guidance to help them select Education ,Career options post 16

Success indicator	Action	Staff Responsible	Timescale	Resources required	Reporting
What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?				
<ul style="list-style-type: none"> <li>• Each pupil to have the opportunity to get careers guidance through the Careers Advisors 5 days a week</li> <li>• PPG pupils will have guidance to help them select Education ,Career options post 16</li> </ul>	<ul style="list-style-type: none"> <li>• All Year 10 students embark on a careers programme</li> <li>• Local business, training providers and further and higher education providers will engage with Year 8, 10, and 11 students through meetings arranged by the Career Advisor to small groups of identified pupils.</li> <li>• Arrange with local universities to meet with staff and</li> </ul>	Careers Advisor JHI Lead Practitioner linked to Careers MAG Make Happen Coordinator LSW AHT -PPG	Post has been filled and the expected start date in June 2022. Careers provision will start for Year 10s on the return to school,		JHI/SWO - Compass Tool in July 2022 shows Benchmark 1, 2, and 8 completed .

	<p>students</p> <ul style="list-style-type: none"> <li>• Careers coordinators to ensure that all Year 11 students visit a university to meet with staff and students.</li> <li>• In collaboration with our LA Enterprise Advisor, every department to be linked with a local business and to begin collaborative work.</li> </ul>				
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## Careers at Cornelius School 2022/23

### Strategic Objective 5 Action Plan

Every individual students' engagement within the careers programme during their journey through school is consistently tracked and evaluated to ensure that students

Benchmarks 1, 2,

### End of Year Targets (2022-2022)

1. • All students have experienced a range of different careers experiences to enable them to develop their own future pathway, including all students in Years 7 to 11 Year having 1 appropriate and meaningful interaction with an employer once during the year.
2. • All students in Years 7, and 11 have created a profile to record their career pathway experiences.
3. • 100% of all students in Year 11 have a clear plan for post-16 and that 100% of students are in some form of education or employment at the end of their phase in school. There are NO students post-16 who are NEET.

	Milestones and timescales	Staff Responsible	Resources required	Reporting
<ul style="list-style-type: none"> <li>• Investigate and create a database to be shared with all members of staff in school to consistently track all individual engagements within the careers programme. CPD training for all staff in how to access this database and how to</li> </ul>	<ul style="list-style-type: none"> <li>- Database to be in place for December 2022</li> <li>- CPD in September 2022 to enable staff to use this database</li> </ul>	<ul style="list-style-type: none"> <li>Careers Leader</li> <li>Careers Advisor</li> <li>Lead Practitioner linked to Careers</li> <li>Make Happen Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>- Cost of developing a database system</li> <li>- Time to develop a system and transfer appropriate data.</li> </ul>	<ul style="list-style-type: none"> <li>- Compass Tool in July 2022 shows Benchmarks 1, 3 and 8 completed .</li> <li>- Monitor access to the database by</li> </ul>
<ul style="list-style-type: none"> <li>• Latest LMI is used to update the Careers Education programme. Year 8 has access to this LMI when making their option choices for GCSE. Year 11 have access to this LMI when planning their career pathways after their key examinations.</li> </ul>	<ul style="list-style-type: none"> <li>- LMI to be displayed at each parents' evening and open evening throughout the academic year 2022-2022</li> <li>- LMI is built into Careers Education Programme by September 2022 and subject staff are using this on a regular basis.</li> <li>- Key LMI to be displayed in the Careers Hub ( Library) by September 2022</li> </ul>	<ul style="list-style-type: none"> <li>Careers Leader</li> <li>Careers Advisor</li> </ul>	<ul style="list-style-type: none"> <li>- Time for Careers Leader/Careers Advisor to attend Regional Careers Leader Meeting.</li> <li>- Display materials</li> </ul>	<ul style="list-style-type: none"> <li>- Lesson observations and feedback given to staff.</li> <li>- Learning walks demonstrate LMI be using in lessons.</li> <li>- Compass Tool in July 2022 shows Benchmarks 1 and 2 completed .</li> </ul>

<ul style="list-style-type: none"> <li>Update the CEIAG area of the school website with latest LMI for parents and students.</li> </ul>	<ul style="list-style-type: none"> <li>September 2022 and then ongoing throughout academic year</li> </ul>	Careers Leader	<ul style="list-style-type: none"> <li>Time to update Cornelius Vermuyden Careers website</li> </ul>	<ul style="list-style-type: none"> <li>Statistics to show access the website.</li> <li>Compass Tool in July 2022 shows Benchmarks 1 and 2 completed .</li> </ul>
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<ul style="list-style-type: none"> <li>Students in Years 7, and 11 are recording their career learning in an online portfolio facilitated by Globalbridge.</li> </ul>	<ul style="list-style-type: none"> <li>Students to register in September 2022 during Careers Education programme.</li> <li>Students update their profiles throughout the year</li> </ul>	Careers Leader Data Manager	<ul style="list-style-type: none"> <li>Latest up-to-date school data in order to create individual student profiles.</li> <li>Time to investigate Globalbridge.</li> </ul>	<ul style="list-style-type: none"> <li>Compass Tool in July 2022 shows Benchmarks 1 and 3 completed .</li> <li>NEET statistics for 2022.</li> </ul>
<ul style="list-style-type: none"> <li>Every Year 11 has a 1:1 guidance interview generating an action plan (also distributed to parents and accessible by tutors and teaching staff) which is rigorously monitored.</li> </ul>	<ul style="list-style-type: none"> <li>Starting September 2022 and continuing throughout the academic year, to be completed by May 2022.</li> </ul>	Careers Leader Careers Advisor Careers Hub Facilitator	<ul style="list-style-type: none"> <li>Careers Advisor – 2 days per week for interviews</li> </ul>	<ul style="list-style-type: none"> <li>Weekly review of numbers of students having interviews.</li> <li>Half termly quality assurance of interviews by Careers Leader and yearly review</li> </ul>

<ul style="list-style-type: none"> <li>Baseline data to be gathered on every student and recorded on the Careers database.</li> </ul>	<ul style="list-style-type: none"> <li>Already started in 2022-2022 academic year. All year groups to have completed survey by September 2022.</li> <li>Data to be updated on the Careers database</li> </ul>	SLT Careers Leader- JHI and HOY	<ul style="list-style-type: none"> <li>Regular contact with Local Careers Enterprise Advisor</li> </ul>	<ul style="list-style-type: none"> <li>Compass Tool in July 2022 to show benchmarks 1 and 3 completed</li> </ul>
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<ul style="list-style-type: none"> <li>Development of a Cornelius Vermuyden Alumni association,</li> </ul>	<ul style="list-style-type: none"> <li>- By November 2022, first event to be organised involving ex-students coming into school (to coincide with Careers Fair).</li> </ul>	<p>Careers Leader</p>	<ul style="list-style-type: none"> <li>- Time to meet with</li> </ul>	<ul style="list-style-type: none"> <li>- NEET statistics for 2022</li> </ul>
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