

# Careers and work related learning Curriculum Map



## Intent

From Early Years up to Key Stage 5 pupils learn about employment and the people who help them in the community. With the younger learners this is delivered in a topic-based format and through play. We have a range of job related role-play clothes and props to support awareness. Highfurlong School has high aspirations and expectations for all our learners to learn about career and work opportunities with a view to have equal work opportunities. Within key stage 4 and 5 all students access external accreditation. Highfurlong's offer changes in order to meet the personalised learning pathways of our students and may include Entry Level qualifications, Personal Development opportunities, ASDAN – Short courses, Work Related Learning opportunities and information advice and guidance. We believe that every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This is achieved through a range of enrichment activities including visiting speakers, workplace visits (group) work experience placements (individual), mentoring and enterprise programmes of study. We have a network of local businesses and establishments which enable us to offer our students a varied experience of the job market across a range of sectors. As a school we are very keen to engage with employers and welcome visits into school to encourage partnership work.

## Implementation

Highfurlong has an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers. Students engage in careers-based opportunities by learning about and learning through work. This begins in Early Years and is accessed by pupils at all stages in their development. Within the primary phases pupils are supported to explore the working world through hands on activities such as role-play and career experience activities within school. Work related learning opportunities outside of school begin in key stage 3, with class trips to a range of employers. This provides the opportunity to experience the world of work and find interests which will help to inform their course pathways when they reach key stage 4. This will be in preparation for life after Highfurlong whether it be continuing education or going into the workplace. This level of work experience progresses to more individual tasters in key stage 4 and 5 to enable access to employers and placements which are intended to complement personalised learning pathways. Independence and life skills are a focus within key stage 4 and 5, residential visits are offered and external accreditation is completed to support and extend such activities. In key stage 5 students access an employability programme of study and the ASDAN PSD module Preparation for Work. We plan for and provide a wide range of differentiated opportunities in preparation for work skills including CV building, interview techniques, form filling and mock interviews. We hold a careers fair each year to include parents and pupils to see a wide range of resources and partnerships on offer. Students across the school access Business Enterprise through art/DT lessons, focussed on an enterprise journey, producing items to sell throughout school. In addition, key stage 5 students have a focus on Enterprise each week when they run business group and prepare to make and sell items in our school shop- The Gift Box. Internships may also be accessed through local college provision and Project Search. Visits are arranged to local specialist colleges, post 19 providers and universities to raise awareness in order for students to make informed choices for their future. Every student has opportunities for guidance interviews with a number of personnel including the class teachers, the school Family Support Worker and the trained Careers Leader based in school. Students are supported on work placement visits by members of the school team. The Annual Review process has a focus on independence and employment opportunities for all pupils where there is an opportunity to discuss transition and career choices as appropriate. Provision at Highfurlong is designed to meet the needs of the individual young person and fully support their pathway, we offer a bespoke package based on needs and interests and communicate with the Transition Social Workers in place for learners living in Blackpool and Lancashire.

## Impact

Through our careers programme we aim for all pupils to strive to enter the world of work, knowing what support they can receive as individuals, what opportunities are out there and what also matches their passion and interests. Students have different career guidance needs at different stages. Opportunities for advice and support are tailored to the needs of each student which means that pupils voices are heard at every opportunity to ensure their future is at the forefront of provision. By starting careers learning at the earliest opportunity in EYFS, this shares the high value Highfurlong has for providing our pupils with the same opportunities as their mainstream peers. Highfurlong's careers programme embeds equality and diversity throughout with the intent of providing our students with unbiased knowledge of the employment sectors. By allowing for regular conversations about future careers and learning options with pupils and parents, pupils and families are provided with the information they need, in a timely manner to make the best choice. One to one support for young people and their families is provided through the staff team and as well as our Family Support Worker. Students from key stage 3 onwards create personalised pathway documents each September, where the learners consider their next stage in education and life. A number of events including annual review meetings, collaborative meetings, work experience introductions, visiting colleges and training providers help to offer our students the careers learning they deserve. Further Education and training providers join us for the annual transition event held in school and parents, teachers and pupils get the most up to date and best information possible.