

## Careers Development Framework - Learning Aims & Opportunities

At the ArtsXchange we are committed to providing our students with experiential learning opportunities, independent advice and guidance on careers, further education and future life choices. We strive to equip our learners with independent living skills, access to relevant work experiences and provide opportunities to develop their self-worth and well-being.

Areas for lifelong career development & Gatsby Benchmarks	KS4 (Years 10 & 11)	KS5 / Post 16 (Years 12 & 13)
	Learning Aims	
<p><b>Grow throughout life</b> by learning and reflecting on yourself, your background and your strengths</p> <p><b>Gatsby Benchmark 1</b> A stable careers programme</p> <p><b>Gatsby Benchmark 8</b> Personal guidance</p>	<p>Responding positively to help, support and feedback</p> <p>Positively engaging in learning and taking action to achieve good outcomes</p> <p>Recognising the value of challenging themselves and trying new things</p> <p>Reflecting on and recording achievements, experiences and learning</p> <p>Considering what learning pathway they should pursue next</p> <p>Reflecting on their heritage, identity and values</p>	<p>Actively seeking out help, support and feedback</p> <p>Taking responsibility for their learning and aiming high</p> <p>Seeking out challenges and opportunities for development</p> <p>Reflecting on and recording achievements, experiences and learning and communicating them to others</p> <p>Planning their next steps in learning and work</p> <p>Discussing and reflecting on the impact of heritage, identity and values</p>
<b>Learning opportunities</b>	<ul style="list-style-type: none"> <li>Vocational courses in creative subjects (Creative Media, Music Production &amp; Performance, Performing Arts)</li> <li>Intervention sessions and homework for Maths and English</li> </ul>	<ul style="list-style-type: none"> <li>Vocational courses in creative subjects (Creative Media, Music Production &amp; Performance, Performing Arts)</li> <li>Arts Emergency Mentoring Programme <a href="https://www.arts-emergency.org/">https://www.arts-emergency.org/</a></li> <li>Intervention sessions and homework for Maths and English</li> </ul>

	<ul style="list-style-type: none"> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-develop-my-mindset-and-skills-for-work/school/">https://barclayslifeskills.com/i-want-to-develop-my-mindset-and-skills-for-work/school/</a></li> <li>• Employability workshops &amp; Careers lessons – identifying personal skills and qualities</li> <li>• PSHE/RSE lessons – Culture &amp; Identity/British values</li> <li>• Challenging activities, e.g. Lambourne End outdoor pursuits, residential short breaks</li> <li>• Achievement Assemblies</li> <li>• One-to-One Careers Interviews with the Careers Advisor</li> <li>• Create Careers Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Employability workshops &amp; Careers lessons – identifying work-related skills and expected behaviours</li> <li>• PSHE/RSE lessons – Culture &amp; Identity/British values</li> <li>• Achievement Assemblies</li> <li>• Goal Setting / Action Planning</li> <li>• One-to-One Careers Interviews with the Careers Advisor</li> <li>• Create Careers Action Plan</li> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-develop-my-mindset-and-skills-for-work/sixth-form/">https://barclayslifeskills.com/i-want-to-develop-my-mindset-and-skills-for-work/sixth-form/</a></li> </ul>
<p><b>Explore possibilities-</b> Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces</p> <p><b>Gatsby Benchmark 2</b> Learning from career &amp; labour market information</p>	<p>Considering what jobs and roles are interesting</p> <p>Researching the labour market and the education system</p> <p>Recognising the main learning pathways and considering which one they want to follow and how they will access and succeed in it</p> <p>Researching the learning and qualification requirements for jobs and careers that they are interested in</p> <p>Researching the range of workplaces and what it is like to work there</p> <p>Researching how recruitment and selection processes work and what they need to do to succeed in them</p>	<p>Developing a clear direction of travel in their career and actively pursuing this</p> <p>Actively seeking out information on the labour market and education system to support their career</p> <p>Having a clear understanding of the learning pathways and qualifications that they will need to pursue their career</p> <p>Actively researching and reflecting on workplaces, workplace culture and expectations</p> <p>Analysing and preparing for recruitment and selection processes</p>

<b>Learning opportunities</b>	<ul style="list-style-type: none"> <li>• ASK Apprenticeships Workshops</li> <li>• National Apprenticeship Week activities and events <a href="https://nationalapprenticeshipweek.co.uk/">https://nationalapprenticeshipweek.co.uk/</a></li> <li>• Careers &amp; Employability lessons</li> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-choose-my-next-step/school/">https://barclayslifeskills.com/i-want-to-choose-my-next-step/school/</a></li> <li>• Unifrog resources – personality and skills tests <a href="https://www.unifrog.org/">https://www.unifrog.org/</a></li> <li>• National Careers Week activities <a href="https://ncw2020.co.uk/">https://ncw2020.co.uk/</a></li> <li>• Employer Encounters - visits to workplaces</li> <li>• Careers workshops</li> <li>• Guest speakers</li> <li>• Access to careers resources in the library</li> </ul>	<ul style="list-style-type: none"> <li>• ASK Apprenticeship Workshops</li> <li>• National Apprenticeship Week activities and events <a href="https://nationalapprenticeshipweek.co.uk/">https://nationalapprenticeshipweek.co.uk/</a></li> <li>• BTEC Vocational qualification in Work Skills</li> <li>• Access to careers resources on Unifrog – write personal statements and create CVs <a href="https://www.unifrog.org/">https://www.unifrog.org/</a></li> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-choose-my-next-step/sixth-form/">https://barclayslifeskills.com/i-want-to-choose-my-next-step/sixth-form/</a></li> <li>• National Careers Week activities <a href="https://ncw2020.co.uk/">https://ncw2020.co.uk/</a></li> <li>• Attend Careers Fairs (London Careers Fair, Tottenham Stadium)</li> <li>• Employer Encounters - visits to workplaces</li> <li>• Careers workshops, site visits and open days</li> <li>• Guest speakers</li> <li>• Visits to colleges, supported internships and apprenticeship providers (inc. City &amp; Islington College, TFL &amp; MENCAP)</li> <li>• Research college courses</li> </ul>
<p><b>Manage career</b> Manage your career actively, make the most of opportunities and learn from setbacks.</p> <p><b>Gatsby Benchmark 3</b> Addressing the needs of each pupil</p> <p><b>Gatsby Benchmark 7</b> Encounters with further and higher education</p>	<p>Recognising the different ways in which people talk about career and reflecting on its meaning to them</p> <p>Building their confidence and optimism about their future</p> <p>Making plans and developing a pathway into their future</p> <p>Considering the risks and rewards associated with different pathways and careers</p> <p>Taking steps to achieve in their education and make a decision about their post-16 pathway</p> <p>Thinking about how they deal with and learn from challenges and setbacks</p>	<p>Being able to describe the concept of career and say what it means to them</p> <p>Building their confidence and optimism about their future and acting on it</p> <p>Actively planning, prioritising and setting targets for their future</p> <p>Considering the risks and rewards of different pathways and career and deciding between them</p> <p>Managing the transition into the post-16 learning context and preparing for post 18 transitions</p> <p>Being proactive about being resilient and learning from setbacks</p>

<b>Learning opportunities</b>	<ul style="list-style-type: none"> <li>• National Careers Week activities <a href="https://ncw2020.co.uk/">https://ncw2020.co.uk/</a></li> <li>• Visits to workplaces inc. BAFTA Headquarters, SIMIAN LASC, Air Studios, Theatre Deli, London Guildhall</li> <li>• Careers workshops – London Careers festival <a href="https://www.londoncareersfestival.org.uk/">https://www.londoncareersfestival.org.uk/</a></li> <li>• Inspirational speakers - learning from others' experiences</li> <li>• Reflective practice</li> <li>• One-to-one Careers Interviews with the Careers Advisor</li> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-build-my-confidence-and-be-more-assertive/sixth-form/">https://barclayslifeskills.com/i-want-to-build-my-confidence-and-be-more-assertive/sixth-form/</a></li> </ul>	<ul style="list-style-type: none"> <li>• National Careers Week activities <a href="https://ncw2020.co.uk/">https://ncw2020.co.uk/</a></li> <li>• Visits to workplaces</li> <li>• Careers workshops – creating CVs, interview practice with employers</li> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-build-my-confidence-and-be-more-assertive/sixth-form/">https://barclayslifeskills.com/i-want-to-build-my-confidence-and-be-more-assertive/sixth-form/</a></li> <li>• Goals setting and creating action plans</li> <li>• Q&amp;A sessions/Guest speakers – learning from others' experiences</li> <li>• Visits to colleges, supported internships and apprenticeship providers</li> <li>• Complete college applications</li> <li>• Transition information meetings for students/parents/carers</li> </ul>
<p><b>Create opportunities</b> Create opportunities by being proactive and building positive relationships with others.</p> <p><b>Gatsby Benchmark 4</b> Linking curriculum learning to careers</p>	<p>Developing friendships and relationships and reflecting on their relationship to their career</p> <p>Starting to take responsibility for making things happen in their career</p> <p>Being able to reflect on and change their career ideas and the strategies that they are pursuing to achieve them</p> <p>Being willing to speak up for themselves and others</p> <p>Being able to discuss roles models and reflect on leadership</p> <p>Researching entrepreneurialism and self-employment</p>	<p>Building and maintaining relationships and networks within and beyond the school</p> <p>Being proactive about their life, learning and career</p> <p>Being creative and agile as they develop their career pathway</p> <p>Representing themselves and others</p> <p>Acting as a leader, role model or example to others</p> <p>Considering entrepreneurialism and self-employment as a career path</p>

<b>Learning opportunities</b>	<ul style="list-style-type: none"> <li>• Brook Advisory relationships sessions delivered during PSHE lessons <a href="https://www.brook.org.uk/education/">https://www.brook.org.uk/education/</a></li> <li>• Group work during lessons – adopting different roles within the team, including taking a leadership role</li> <li>• Enterprise projects</li> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-develop-my-enterprise-and-business-skills/school/">https://barclayslifeskills.com/i-want-to-develop-my-enterprise-and-business-skills/school/</a></li> <li>• Work experience</li> <li>• School Council Representative</li> <li>• Jack Petchey Achievement Award Scheme</li> </ul>	<ul style="list-style-type: none"> <li>• Brook Advisory relationships sessions delivered during PSHE lessons</li> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-develop-my-enterprise-and-business-skills/sixth-form/">https://barclayslifeskills.com/i-want-to-develop-my-enterprise-and-business-skills/sixth-form/</a></li> <li>• Group work during the lessons</li> <li>• Enterprise projects and teamwork activities</li> <li>• Work experience</li> <li>• Jack Petchey Achievement Award Scheme <a href="https://www.jackpetcheyfoundation.org.uk/opportunities/grant-programmes/achievement-awards/">https://www.jackpetcheyfoundation.org.uk/opportunities/grant-programmes/achievement-awards/</a></li> <li>• School Council Representative</li> </ul>
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<p><b>Balance life and work</b> Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community</p> <p><b>Gatsby Benchmark 6</b> Experiences of workplaces</p>	<p>Reflecting on the different ways in which people balance their work and life</p> <p>Reflecting on their physical and mental wellbeing and considering how they can improve these</p> <p>Recognising the role that money and finances will play, in the decisions that they make and, in their life and career</p> <p>Recognising the role that they play in their family and community and considering how that might shape their career</p> <p>Considering how they want to move through different life stages and manage different life roles</p> <p>Developing knowledge of rights and responsibilities in the workplace and in society</p> <p>Identifying what they can do, individually and with others, to challenge prejudice, stereotyping and discrimination in learning and workplaces</p>	<p>Planning for the kind of balance of work and life that they want taking action to improve their physical and mental wellbeing</p> <p>Beginning to manage their own money and plan their finances (e.g. thinking about student loans)</p> <p>Actively shaping their involvement in their family and community as part of their career planning</p> <p>Planning for different life stages and considering the different life roles that they want to play</p> <p>Being aware of their role in ensuring rights and responsibilities in the workplace and in society</p> <p>Taking action to challenge prejudice, stereotypes and discrimination in learning and workplaces when they encounter them</p>
<p><b>Learning opportunities</b></p>	<ul style="list-style-type: none"> <li>• Health and Wellbeing Sessions</li> <li>• Functional Skills Maths – handling money, income and expenditure, essentials and luxuries</li> <li>• Work Skills lessons – rights and responsibilities at work</li> <li>• PSHE lessons on equality, diversity and British values</li> <li>• Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-to-get-to-grips-with-money-and-fraud/sixth-form/">https://barclayslifeskills.com/i-want-to-get-to-grips-with-money-and-fraud/sixth-form/</a></li> <li>• Volunteering and work experience <a href="https://barclayslifeskills.com/i-want-to-gain-experience-and-build-my-network/sixth-form/">https://barclayslifeskills.com/i-want-to-gain-experience-and-build-my-network/sixth-form/</a></li> </ul>	<ul style="list-style-type: none"> <li>• Health and Wellbeing Sessions</li> <li>• Functional Skills Maths – budgeting and money management, applying for a bank account</li> <li>• Barclays Life Skills - <a href="https://barclayslifeskills.com/i-want-to-get-to-grips-with-money-and-fraud/sixth-form/">https://barclayslifeskills.com/i-want-to-get-to-grips-with-money-and-fraud/sixth-form/</a></li> <li>• Work Skills lessons – rights and responsibilities at work</li> <li>• PSHE lessons on equality, diversity and British values</li> <li>• Visits in the community – develop social skills and skills for independence</li> <li>• Volunteering and work experience <a href="https://barclayslifeskills.com/i-want-to-gain-experience-and-build-my-network/sixth-form/">https://barclayslifeskills.com/i-want-to-gain-experience-and-build-my-network/sixth-form/</a></li> <li>• Build a careers portfolio - a collection of work completed by a student to support their career learning and development</li> </ul>

	<ul style="list-style-type: none"> <li>• Visits to local supermarkets – develop money skills, buying ingredients from a list, paying and checking change</li> <li>• Visits in the community – observe diversity, develop social skills and appropriate behaviours</li> <li>• Build a careers portfolio - a collection of work completed by a student to support their career learning and development</li> </ul>	
<p><b>See the big picture</b> See the big picture by paying attention to how the economy, politics and society connect with your own life and career</p> <p><b>Gatsby Benchmark 2</b> Learning from career and labour market information</p> <p><b>Gatsby Benchmark 5</b> Encounters with employers &amp; employees</p> <p><b>Gatsby Benchmark 7</b> Encounters with further and higher education</p> <p><b>Gatsby Benchmark 8</b> Personal guidance</p>	<p>Evaluating different media, information sources and viewpoints</p> <p>Exploring local and national labour market trends</p> <p>Exploring trends in technology and science</p> <p>Exploring the relationship between career and the environment</p> <p>Exploring the relationship between career, community and society</p> <p>Exploring the relationship between career, politics and the economy</p>	<p>Evaluating different media, information sources and viewpoints and reflecting on the best way to get information for their career</p> <p>Exploring and responding to local and national labour market trends</p> <p>Exploring and responding to trends in technology and science</p> <p>Exploring and responding to the relationship between career and the environment</p> <p>Exploring and responding to the relationship between career, community and society</p> <p>Exploring and responding to the relationship between career, politics and the economy</p>

<b>Learning opportunities</b>	<ul style="list-style-type: none"> <li>English reading activities and topical discussions/debates</li> <li>Science, Technology, Engineering &amp; Maths (STEM) events <a href="https://www.destinationstem.org.uk/">https://www.destinationstem.org.uk/</a></li> <li>National Apprenticeship Week activities and events <a href="https://nationalapprenticeshipweek.co.uk/">https://nationalapprenticeshipweek.co.uk/</a></li> <li>Green Careers Week virtual workshops</li> <li>National Careers Week activities <a href="https://ncw2020.co.uk/">https://ncw2020.co.uk/</a></li> <li>Visits to workplaces</li> <li>Careers fairs and workshops</li> <li>Guest speakers</li> <li>Barclays Life Skills <a href="https://barclayslifeskills.com/i-want-an-insight-into-how-the-world-of-work-is-changing/sixth-form/">https://barclayslifeskills.com/i-want-an-insight-into-how-the-world-of-work-is-changing/sixth-form/</a></li> </ul>	<ul style="list-style-type: none"> <li>STEM events <a href="https://www.destinationstem.org.uk/">https://www.destinationstem.org.uk/</a></li> <li>Functional Skills/GCSE English class debates/discussions and reading comprehension activities</li> <li>Green Careers Week virtual workshops</li> <li>National Careers Week activities <a href="https://ncw2020.co.uk/">https://ncw2020.co.uk/</a></li> <li>National Apprenticeship Week activities and events <a href="https://nationalapprenticeshipweek.co.uk/">https://nationalapprenticeshipweek.co.uk/</a></li> <li>Visits to workplaces</li> <li>Barclays Life Skills: <a href="https://barclayslifeskills.com/i-want-an-insight-into-how-the-world-of-work-is-changing/sixth-form/">https://barclayslifeskills.com/i-want-an-insight-into-how-the-world-of-work-is-changing/sixth-form/</a></li> <li>Exploring the voluntary sector – volunteering for work experience, developing work skills</li> <li>Careers fairs and workshops</li> <li>Guest speakers</li> </ul>
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## The Gatsby Benchmarks:

- 1. A stable careers programme** - Every school should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.
- 2. Learning from career and labour market information** - Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
- 3. Addressing the needs of each pupil** - Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.
- 4. Linking curriculum learning to careers** - All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways.
- 5. Encounters with employers and employees** - Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
- 6. Experiences of workplaces** - Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.
- 7. Encounters with further and higher education** - All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and technical and vocational routes and learning in schools, colleges, universities and in the workplace.



**8. Personal guidance** - Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.