



Irlam and Cadishead Academy
The best in everyone™
Part of United Learning

IRLAM & CADISHEAD ACADEMY

Careers Program

RESPECT | ENTHUSIASM | AMBITION | DETERMINATION

Careers Programme

Careers Education helps young people to develop the skills, confidence, and knowledge that they need to make well-informed, considered choices and plans that enable them to progress into further learning and work.

A planned programme of careers and inspiration activities is a vital part in preparing young people for the world beyond Irlam and Cadishead Academy. We aim to raise aspirations, challenge stereotypes, maximize students' academic and personal achievements and encourage them to consider a wide range of careers. As an academy we must ensure that high quality information, advice and guidance empowers our students to make the best of their individual talents and achieve their ambitions by choosing the pathway that is right for them.

At Irlam and Cadishead Academy we are committed to providing our students with a planned programme of careers education for all in years 7-11 that includes information, advice and guidance that is impartial and confidential (within legal confines) and prepares students for the challenges of adult and working life.

Careers Offer

All students at Irlam and Cadishead Academy are entitled to receive a programme of careers education, work-related learning, information, advice, and guidance (CEIAG and WRL). This will be delivered at appropriate times to support decision making.

Our careers offer for all students includes:

- Access to independent careers guidance by a qualified professional – at least two interviews by the age of 16
- Advice and support tailored to the needs of each student.
- Activities which look to challenge stereotypical thinking and raise aspirations.
- Subject lessons linked to careers.
- Employer encounters – at least one each year including STEM employers.
- Experience of the workplace – at least one experience by the age of 16
- Opportunities to speak with/visit a range of further education, higher education, and training providers.
- Access to careers information via assemblies, PSHE, careers events and online resources
- Life Skills lessons
- Promotion of local Labour Market Information
- Parental support and guidance

Working towards the Gatsby Career Benchmarks

We fully endorse the DFE's 'Career's strategy: making the most of everyone's skills and talents' and Gatsby benchmarks:

1. **A stable career programme.** Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors, and employers.
2. **Learning from career and labour market information.** Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need an informed adviser's support to make the best use of available information.
3. **Addressing the needs of each student.** Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. 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. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. **Encounters with employers and employees.** Every student should have multiple opportunities to learn from employers about work, employment and the skills 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 student 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 students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
8. **Personal guidance.** Every student should have opportunities for guidance interviews with a career 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.

CEIAG

We deliver a comprehensive career programme tailored to the individual needs of each student in each stage of their career journey. Here is a list of current and planned interventions that we offer in the Academy. This list is not exhaustive and is updated regularly.

Year Group	Current Interventions (Term 1)	Future plans
Year 7	Career Assemblies and follow up Personal Development session in form time, STEM roadshows, ,	Career Preparation Sessions
Year 8	Career Assemblies and follow up Personal Development session in form time, Leap Project, RHS Bridgewater, STEM Events	Inspired to Aspire Programme
Year 9	Career Assemblies and follow up Personal Development session in form time, World of Work, Option Preparation Workshops, University Trips	Employer Encounters
Year 10	Careers Assemblies, College Visits, Mock Interviews, Money Matters, Employer Encounters, Employer Career Fairs.	Work Experience University Visit !:1 Career interviews
Year 11	Post 16 Careers Assemblies, 1:1 guidance Interviews, Apprenticeship Workshops, Mock Exams – Colleges supporting parents evening	Apprenticeship Assembly and Workshops
	Career Assemblies	
Half Term 1	Introduction to Careers - Importance of Personal Skills and Development	Benchmark 1
Half Term 2	Pathways and Post 16 Pathways	Benchmark 7
Half Term 3	Labour Market Information / Option Choices Year 9	Benchmark 2
Half Term 4	Careers Week	Benchmarks 3.4
Half Term 5	Employers and Employment	Benchmark 5, 6
Half Term 6	Moving On	Benchmarks 8
Each of our tailored careers assemblies are followed up with a personal development session during form time. Each session helps students to reflect upon and consolidate their careers knowledge.		