



Orion Academy's Careers Education Information Advice & Guidance (CEIAG) Strategy and Entitlement Programme

Context:

Careers Education Information Advice and Guidance (CEIAG) refers to a range of activities and interventions that inform pupil's decisions regarding progression through their learning into further education and employability. The Education Act requires schools to secure access to independent careers guidance for pupils in years 7-13.

A raising of the participation age has increased the age to which all young people in England are required to continue in education or training. Pupils are able to choose from full-time education school or college, an apprenticeship/ traineeship, part-time education/ training, employment or self-employment or volunteering.

Preparation for employment is an integral part of everything we do at the Orion Academy. While qualifications remain very important, they are by no means a sole consideration and focus. In an ever changing, fast paced world, we recognise that employability and work-readiness has become increasingly significant for employers.

The intent of our Careers programme is to inspire and motivate every pupil to develop high aspirations and consider a broad and ambitious range of careers. Inspiring pupils through real-life contacts with the world of further education and work to help them understand where different choices can take them in the future. To help pupils make a smooth transition to post -16 education, employment and training and onto adult life by supporting them to overcome barriers to participation. Identifying appropriate interventions and opportunities in supporting pupils to make informed decisions with regards to education and employment. Ensuring pupil's voices are heard in the EHCP and Post 16 transition processes. Tracking the transition outcomes of pupils.

In order to nurture our students and prepare them for their journey beyond school, we have created a Careers Education Programme which is integrated within our curriculum and uses the Gatsby Benchmarks as a guiding framework.

Intent:

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All students at Orion Academy use the Morrisby Careers Tool which helps to guide students discover the world of work and pathways forward. Each student has a two sessions a year with our dedicate careers advisor using the Morrisby Careers Tool in the winter term and the summer term. The intent is that by the beginning of Year Ten all Orion students will be well placed and informed about the career options open to them and to match them to their personal characteristics and abilities. They will be also have a personalised pathway of what skills and qualifications they will still need to get to achieve their chosen career.

During Year 9 parents and students will meet with the careers advisor to discuss careers pathways.

Orion's Careers and Life Skills Programme.

Skills Builder Universal Framework

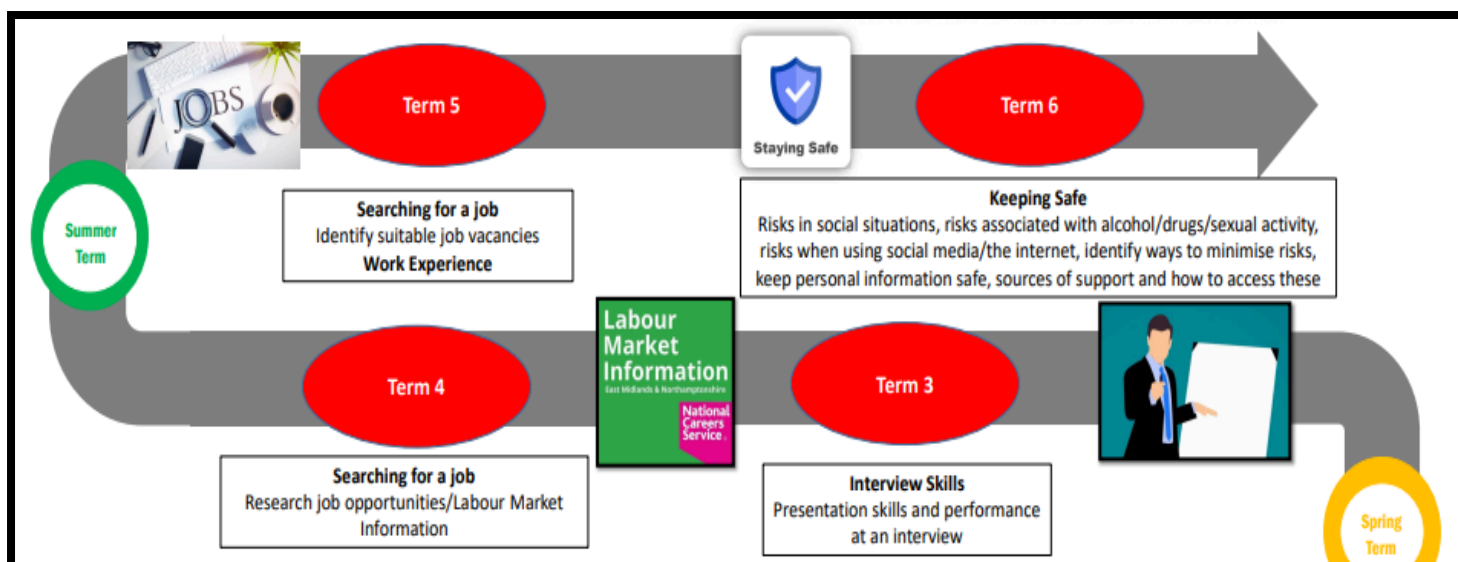


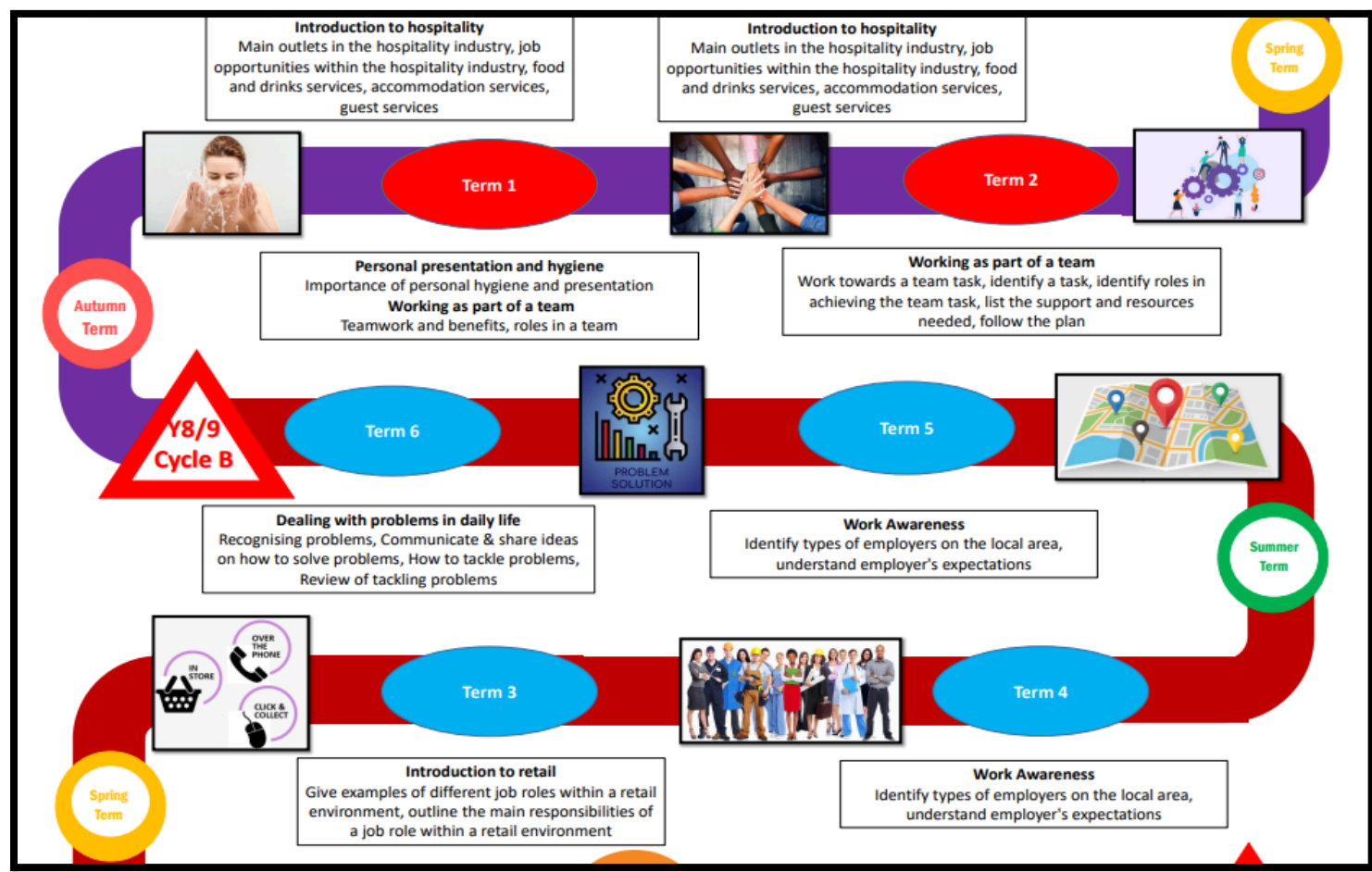
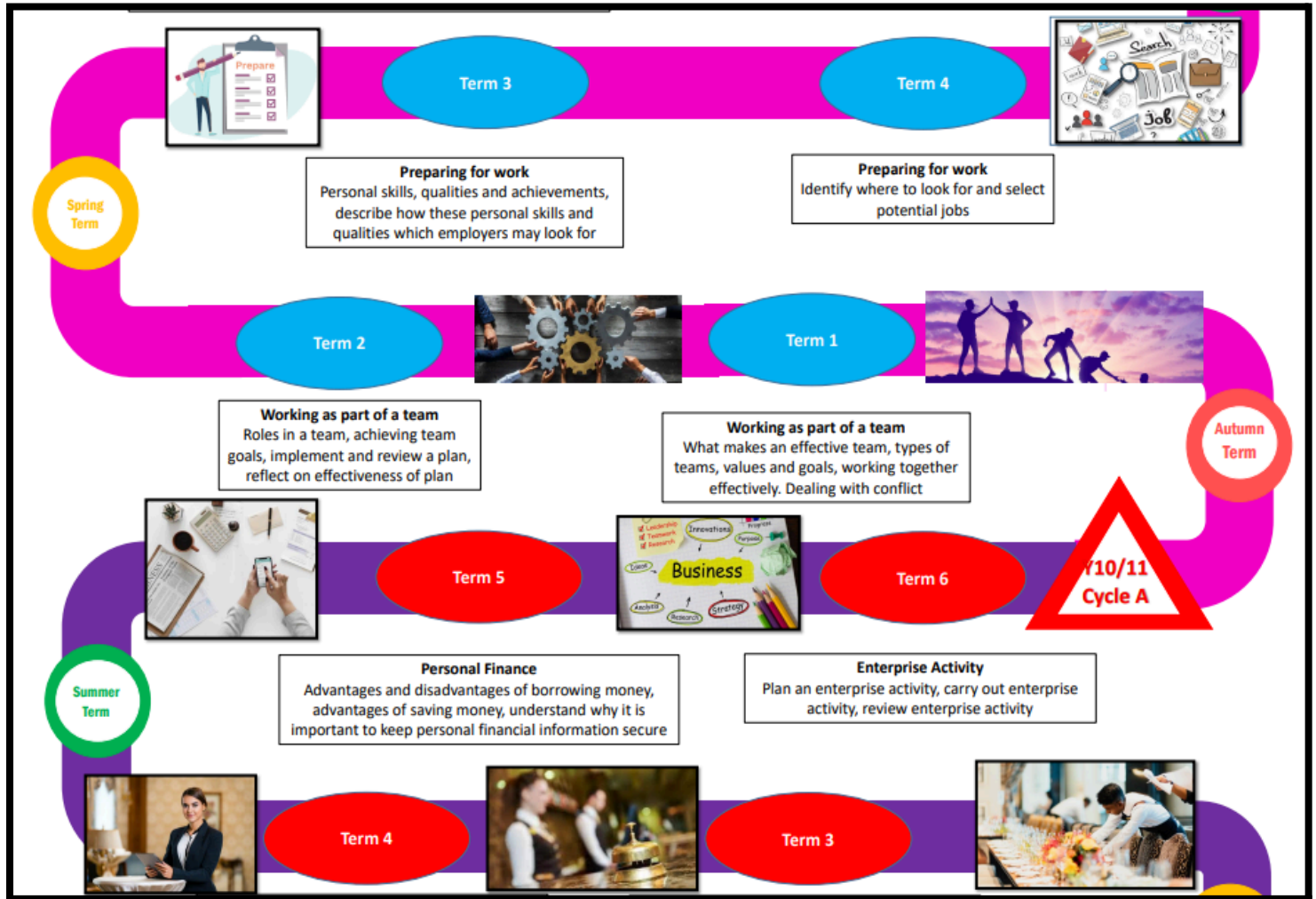
Alongside the Morrisby Careers Tool all students follow the Skills Builder Universal Framework. The Skills Builder Universal Framework breaks 8 essential skills down into a sequence of steps, starting with absolute beginner through to mastery. Each skill is broken into sixteen steps across four main stages.

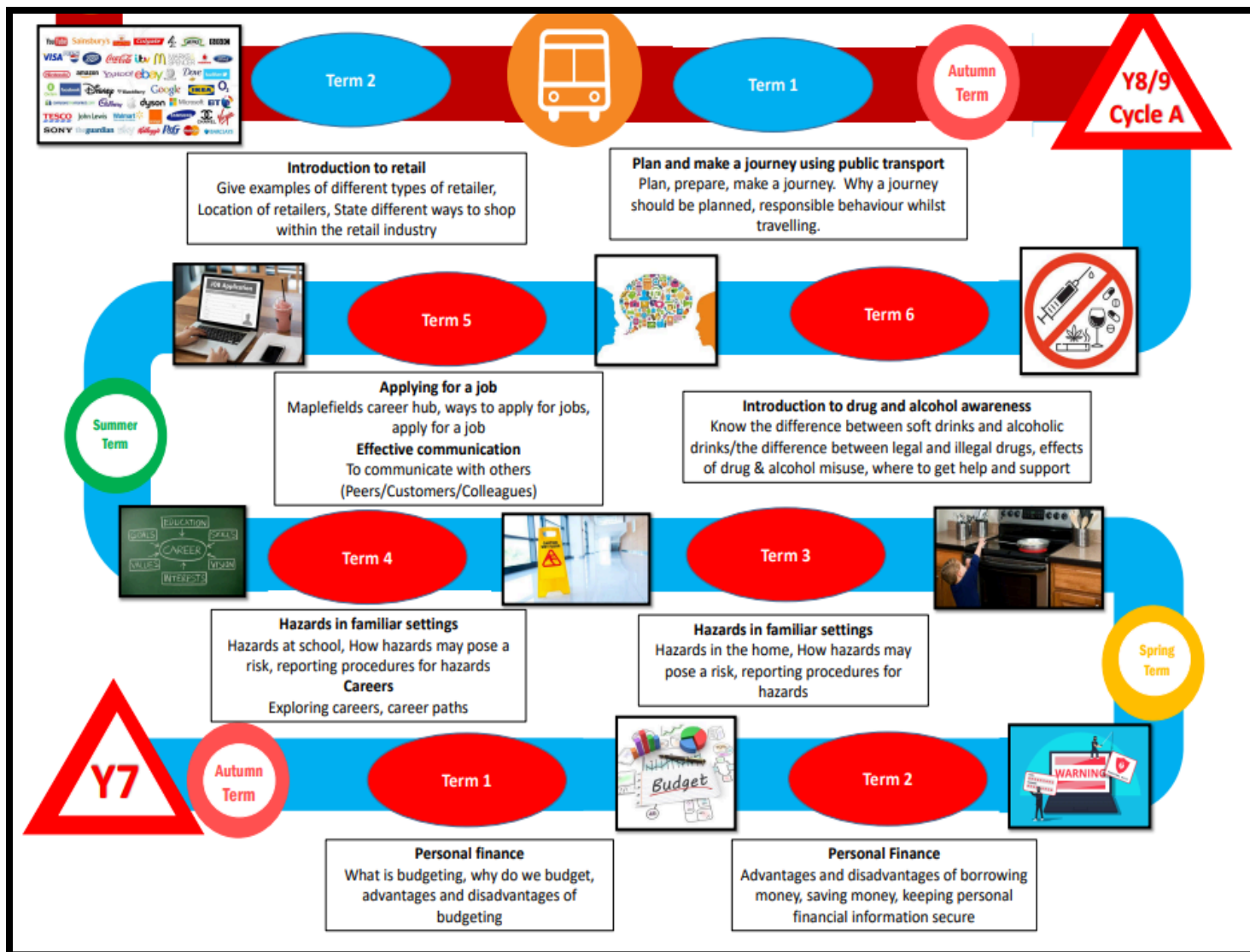
The skills are

1. Listening,
2. Speaking,
3. Problem Solving,
4. Creativity,
5. Staying Positive,
6. Aiming High,
7. Leadership
8. Teamwork.

Employability and Careers and Life Skills Pathway







Performance Indicators of the Careers programme

Judgements are made on the quality of independent careers guidance and the extent of pupils' Post 16 transition destinations. The extent to which the school has developed and implemented a Careers programme for ensuring that pupils receive effective careers guidance to help them make informed choices about their next steps. How well the school meets the needs of all vulnerable groups of pupils, including reducing the numbers who do not continue to education, employment or training. How well the school works with families and external agencies. Regular robust evaluations from pupils, parents/carers, staff and external agencies are used to judge the effectiveness of careers education and ensure clear learning outcomes are met. The whole school careers programme is evaluated through the Compass Toolkit on a yearly basis in order to continually improve and remain compliant with the Gatsby Benchmarks.

Orion Academy will:

Deliver a cohesive programme of high quality, independent careers guidance to help pupils leave school ready for the world of further education or work.

Provide a confidential space for Local Authority Personal Adviser(s) to meet young people.

Support in arranging guidance interviews in school or through home visits.

Liaise with the Local Authority around intended destinations of pupils and highlight those intending to leave or at risk of NEET (Not in employment, education or training).

Keep up-to-date with any planned careers events or key CEIAG dates.

Plan Annual reviews for year 11 leavers in Autumn Term to meet statutory deadlines for EHCP post 16 transition data collection. Work closely with Local Authority Personal Advisers ensuring good communication to secure positive outcomes.