

Aspire Academy

Careers Programme (2025–26)

Vision

At Aspire Academy, our vision is for every student to be well prepared for life beyond school. Careers education is embedded across the whole curriculum so students build the confidence, skills and qualifications they need to secure sustained destinations in education, employment or training.

Strategic Intent

Our intent is to ensure that every student at Aspire is well supported, and prepared for, their future. We recognise that young people face many challenges in sustaining a pathway from compulsory education into post-16 provision and beyond, particularly in a post-Covid world, - and that these challenges are added to when young people have experienced exclusion, marginalisation, social & familial problems and complex learning needs. The majority of our students have experienced at least one of the issues - some, all of them. Our aim, therefore, is to ensure that Aspire students develop skills, knowledge and attributes to overcome these challenges and, in doing so, aspire highly for themselves and their peers. We have ambitious targets that all students in Year 11 have a post-16 offer or plan when they leave and are well informed about their choices and opportunities. We want to ensure that young people remain in education, employment or training - and are able to sustain this.

Aims & Objectives

By the end of Year 11, all students will:

1. Understand a wide range of pathways, including traineeships, college, apprenticeships, and employment with training.
2. Experience at least two employer interactions every year.
3. Develop key employability skills (communication, teamwork, problem solving, confidence).
4. Complete CVs, applications and mock interviews.
5. Have personalised CEIAG plans tracked and reviewed by staff and students
6. Receive high-quality, impartial 1:1 advice from a trained careers advisor and regular support from careers staff during their learning journey.

Delivery Model (Years 7–11)

Year Group	Core CEIAG Entitlement
Year 7/8	Introduction to careers, strengths & aspirations, employability in curriculum subjects, STEM awareness. Exploring future pathways, skills activities within Preparation for Adulthood, workplace/industry visits and speakers
Year 9	Decision-making, options & vocational tasters, employer talks, exposure to post-16 choices, workplace/industry visits and speakers.
Year 10	CV writing, mock interviews, 1:1 guidance begins, work experience / placements.
Year 11	Applications, personal interviews, transition coaching, provider engagement, securing post-16 offers.

Calendar (2025–26)

Autumn Term

Focus: Aspirations, self-awareness, labour market understanding

- Launch careers programme in all year groups
- Careers/aspiration PSHE modules begin
- 1:1 interviews begin for Y11
- Employer talks & first round of site visits
- Post-16 fairs & open events
- Staff CPD to embed cross-curricular careers links

Spring Term

Focus: Encountering employers and providers

- National Careers Week activities
- National Apprenticeship Week workshops
- Careers Fair (providers + employers on site)
- Continued 1:1 interviews (Y10 & Y11)
- STEM career focus across departments
- Business breakfast / employer engagement event
- Preparation for Adulthood (KS3)

Summer Term

Focus: Securing destinations and preparing for transition

- Final 1:1 interviews for Y10 and Y11
- Work experience placements (targeted + vocational)
- Post-16 taster days and transition visits
- Parent/carer transition support
- Continued contact and support into post-16 placement (sustainment tracking)

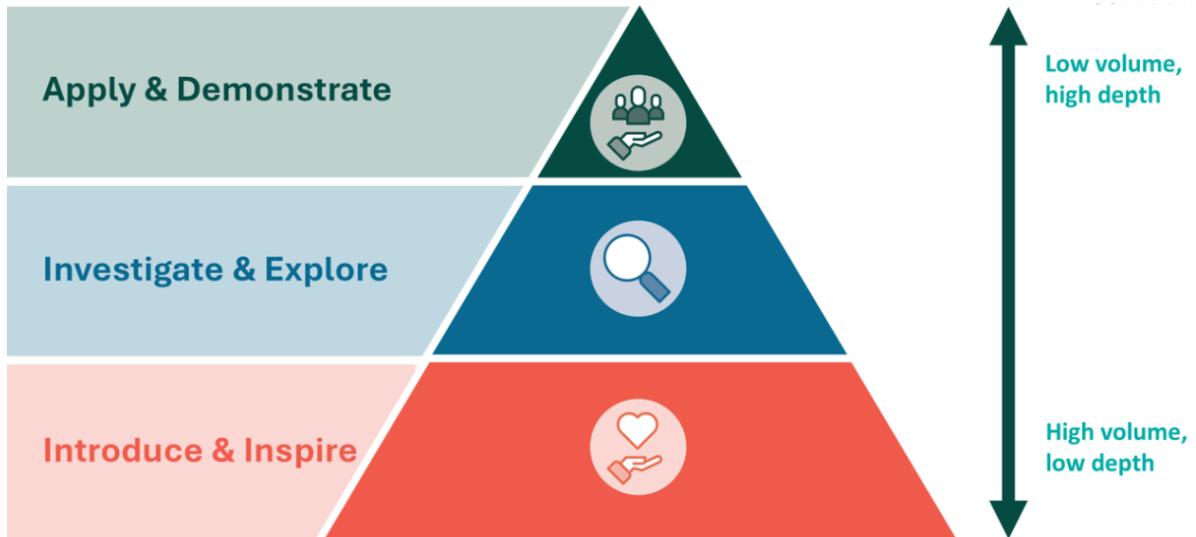
Targeted Support Offer

- SEN support from Careers Lead, SENDCo and providers
- Personalised transition planning, including supported visits
- Extra careers guidance for students at risk of NEET
- Follow up support into Year 12 to ensure sustainment of placements.

Success Criteria (Impact Measures)

- **NEET figure under 5%**
- **Participation in education/employment/training above 85%**
- All Y11 students secure a post-16 offer before leaving
- All students experience at least **two meaningful employer engagements per year**
- Increase in achievement of Gatsby Benchmarks

equalex: A progressive approach



	Learning outcomes	Year 7/8
Introduce and Inspire	<p><u>Increased Opportunity Awareness</u> Learners have a broad knowledge of a range of career opportunities which enables informed decision making.</p> <p><u>Improved Self-Awareness</u> Learners are aware of their passions, skills and work preferences and understand how these could inform their career choices.</p> <p><u>Inspiration</u> Learners are inspired and motivated by careers opportunities which they may not have otherwise considered.</p>	<ul style="list-style-type: none"> • National Careers Week • Preparation for Adulthood • Careers Fair • External guest speakers • FSQ or equivalent • Compass+

	Learning outcomes	Year 9/10
Investigate and Explore	<p><u>Career Readiness</u> Learners have developed essential skills which will support them to transition to the workplace.</p> <p><u>Exploration of roles and responsibilities</u> Learners have a deeper level of knowledge and understanding about the role responsibilities, and pathways of careers in areas of interest.</p> <p><u>Understanding of growth sectors and the changing economy</u> Learners understand how the local and national labour market is changing and what this might mean for their career choices.</p>	<ul style="list-style-type: none"> Employer encounters Year 9 Options event Work experience National Careers Week 1-2-1 Careers guidance Vocational offer (Y10) Speakers Trust Prison Me No Way Guest Speakers FSQ or equivalent Compass+

	Learning outcomes	Year 11
Apply and Demonstrate	<p><u>Increased Opportunity Awareness</u> Learners have a broad knowledge of a range of career opportunities which enable informed decision making.</p> <p><u>Improved Self-Awareness</u> Learners are aware of their passions, skills and work preferences and understand how these could inform their career choices.</p> <p><u>Inspiration</u> Learners are inspired and motivated by careers opportunities which they may not have otherwise considered.</p>	<ul style="list-style-type: none"> Extended work placements College visits Travel training Guest speakers Work based learning 1-2-1 guidance Prison Me No Way Additional targeted support FSQ or equivalent Compass+