

JACKIE PLIMMER

FUTURES MANAGER –
CAREERS LEAD K E 6TH HANDSWORTH WOOD GIRLS
ACADEMY

HOW DID THE ROLE DEVELOP?

- Nothing in place in 2012
- Quality Award - CEIAG Development plan (3 year)
- **Constant** communication - Headteacher / Governors / SLT / Teaching Staff but also external organisations that could support
- Proactive approach to getting out and seeing other good practice / visiting schools that had been identified as demonstrating good practice etc
- Using support organisations such as CDI / Prospects/ Business in the Community and more recently CEC

TIME

WHY IS OUR CAREERS EDUCATION PROGRAMME EFFECTIVE

- Support staff role, recruited for having relevant competence and experience (though not careers) clear job description, enough time allocated to the position
- Commitment for quality careers education comes from the whole senior leadership team. My line manager is the Associate Headteacher
- Whole school staff regularly attend CPD sessions around careers and employability
- Careers Lead is encouraged to be involved in faculty meetings, curriculum meetings, pastoral meetings etc....
- No one doubts the value or benefits of careers and employability education at the Academy

TIME

TITAN PARTNERSHIP

MANAGER OF SKILLS, EMPLOYABILITY AND
CAREERS

SUPPORTING CAREERS LEADS IN THE 32 TITAN MEMBER SECONDARY SCHOOLS

- Identifying where the schools are at with the delivery of careers education - all of them individual and all at different stages
- Developing a relationship with careers leads, offering support by: mentor opportunities, network meetings, sharing good practice, visiting to talk to SLT, being there to help with queries, creating opportunities for their students, communicating statutory information and updates from the local authority, directing to resources and other support networks
- Establish and develop links with employers and other providers to assist them with delivering their CSR targets and creating an easy link to the Titan schools

CHALLENGES/ ISSUES AND WHERE CEC CAN HELP

- Schools are at varying stages
- Confusion about the title Careers Lead - must it be SLT?
- Must be a teacher...??
- SLT may buy in but not communicated to the other staff
- Activities happening (ad hoc) but not part of a strategic plan
- Not enough **TIME** allocated to the position - leadership appreciation
- Element of, we need someone rather than the right skill set
- Lack of Careers Lead development / training
- Confusion about what Ofsted will want to see (career plans/ evaluation/development plans/destinations etc)

RESOURCES MOST VALUED

- Quality Awards (<http://prospectsqualityincareers.co.uk>)
- CDI Resources (<http://www.thecdi.net/write/BP556-CDI-Framework-web.pdf>).
Framework for Careers, Employability and Enterprise Education)
- Careers Enterprise Company (Compass Tracker / National Network/ Activity Provider)
- Support organisations such as: STEM Network / Speakers for schools/ Founders4schools / Work Ready Schools
- Other school websites – all very different for example
<http://www.castleviewenterpriseacademy.co.uk/general-information/careers>

CAREER PROGRAMMES/PLANS

- What is expected? How detailed should they be? What would Ofsted expect to see?
- Individual to each school – some use format of other school documents
- Some schools confuse development plans and career plans – like to see examples
- The ones that are best received are simple, clear, breaks down delivery to year group, identifies Gatsby benchmarks and / or careers framework outcomes, have room for evaluation