



Autumn 2023

Careers

Careers Education Information Advice and Guidance



Unlock your potential

All pupils have an entitlement to a Careers Education Information Advice and Guidance programme. This enables and supports routes to their chosen career and embeds the concept of lifelong learning and transferable skills. We support the development of each pupil through a series of planned activities and curriculum events throughout their time at school. This will enable them to access opportunities, develop their entrepreneurial skills, support their curriculum subjects, and to help to establish the connections there are between school and the wider world of work.

How do we aim to do this?

Our aim is that every pupil in every year group has a planned programme of careers activities both taught in school and through a wide variety of employer encounters.

We use the Gatsby Benchmarks to ensure every aspect of our careers provision is up to date and relevant to pupils. We work with all our staff to promote skills for work across our curriculum and have on site careers advice and guidance provided by two qualified careers advisors.

All our pupils have access to a planned careers programme which is now delivered through the PSHE programme taught through tutor time each week.

See the school website for more details.



The Quality in Careers Standard >>>>

In December 2022 our schools were awarded the national **Quality in Careers Standard** and the Ixion **Gold Award**, this was awarded under license by Ixion (part of the



Shaw Trust Group). This award demonstrates our continued commitment to provide all pupils with the highest quality careers programme and activities.

We have looked at what pupils need to know about to make informed decisions about their future careers. Our careers work is informed by the statutory guidance from the DFE and is supported by each school having a Careers Leader. The Careers Leader provides the direction to the school and organises all careers activities for pupils and staff. United Learning also provide regular professional development for their Careers Leader's, so they are kept informed of the latest careers developments.

Careers Advice and Guidance for all pupils.

We have two Careers' Advisors who work in our four schools.



Debbie Partridge



Caroline Denny

Both Careers Advisors have their Level 6 Diploma in Career Guidance and Development and offer independent careers advice and guidance to all pupils. They support Year 11 pupils by providing a detailed action plan which focusses on the pupil's Post 16 plans and career ideas. The Careers Advisors work in all year groups offering individual appointments or group sessions to support key transitions such as Year 9 options and Year 11 Post 16 choices.

The Gatsby Benchmarks

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Careers & Employability

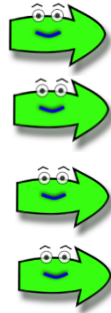
We plan our careers programme to include the 8 benchmarks to ensure we have the breadth and coverage of all areas of careers. The benchmarks are reviewed each term and we continually work towards improving our offer to keep it up to date and relevant to our pupils. Each of our schools have dedicated careers facilities used for 1:1 career interviews and personal guidance. Pupils can access careers support by an appointment system or by calling in at break and lunchtime to the careers room.

Parents and carers can also attend careers interviews in year 11 and can see the careers advisors at parents' evenings in Years 9, 10 and 11.

DID YOU KNOW?

All pupils now need to stay in some learning until the age of 18 years. It is important pupils to research all the learning options available to them so that they can make informed decisions about their Post 16 learning.

Choices



An apprenticeship.

Full time education at a college or sixth form.

Traineeships

To become self-employed, employed or take a voluntary job for 20 hours a week. This must be alongside part-time education, or training for ONE day per week.

YOUR CHOICE

To help pupils make their career decisions we begin offering support with careers from Year 7. Having a career goal to achieve can be a real motivator and to help pupils make decisions they need to see and experience many different opportunities. Some of these take place in the school day or after school such as the annual Careers Fair.

eCLIPS

eclips-online.co.uk is an excellent online careers library which can support independent careers research.

The site covers almost every job you can think of and links to professional bodies for more information. It is also useful as starting point for pupils who do not know what career or job role they would like to do. This programme can be accessed from home using the password below:

MAT Careers (space in between)

Your GCSEs Matter

Gaining good GCSE grades has never been more important.

Pupils must study Maths and/or English if they are age 16 -18 years old and do not hold a GCSE grade 9-4.

Career choices can be severely restricted without them.

All pupils are encouraged to achieve their potential in all their GCSE subjects and there is a lot of support on offer to ensure every pupil has every opportunity to be successful.

Careers guidance is available to support all Post 16 decisions.

New GCSE grading structure

New grading structure	Current grading structure
9	
8	A*
7	A
6	B
5	
4	C
3	
3	D
2	E
1	F
U	G
	U

GOOD PASS (DfE)
5 and above = top of C and above

AWARDING
4 and above = bottom of C and above

Ofqual

What is LMI?

LABOUR MARKET INFORMATION

- What do people do in this job/industry?
- How many people work in this job/industry?
- What qualifications do I need for this job/industry?
- How much do people get paid to do this job?
- What skills and qualities do I need for this job?
- What are the typical working hours for this job/industry?
- What percentage of men and women work in this job/industry?
- Where can this job/industry take me in the future?
- Where are these jobs located around the country?
- How many of these jobs will there be in the future?

Labour Market Information or LMI is the data about jobs that can be used to support career decision making. LMI can be used to make informed career decisions that are appropriate and achievable. LMI can help pupils, parents and carers find out which occupations may be suitable to an individual that may suit their skills, aptitudes, and interests.

LMI also shows where local employment opportunities are and what career areas are predicted to grow and how much you can earn. Check out LMI on the school website in the Careers section.

Have a look below to see the LMI for Nuneaton and Bedworth and for Hinckley and Bosworth.

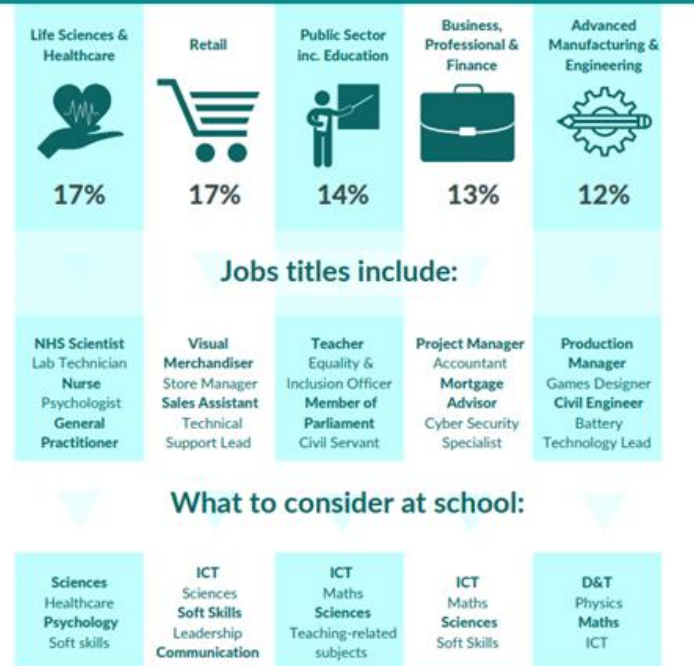
Remember you can improve your career opportunities by developing your skills for working life.



Labour Market Information Autumn 2021 Coventry & Warwickshire

Nuneaton & Bedworth

Jobs by Sector



HINCKLEY & BOSWORTH DISTRICT AREA PROFILE

Average wage across advertised job vacancies: **£27,700**

TOTAL POPULATION: 113,700

68,300 | 60.1% WORKING AGE POPULATION

Employers who advertise the most: DPD, NHS, Hinckley and Bosworth Borough Council, EMSS, Caterpillar and Yopa. The majority of companies in this area are small or micro, who also have vacancies, do have a look at what's available around you.

KEY SECTORS

- Wholesale and retail: **8,000 Jobs** (18.6% of workforce)
- Manufacturing: **7,000 Jobs** (16.3% of workforce)
- Professional, scientific & technical: **4,000 Jobs** (9.3% of workforce)
- Education: **3,500 Jobs** (8.1% of workforce)
- Business administration and support: **3,500 Jobs** (8.1% of workforce)

Transport and storage (3,000), accommodation and food (3,000), construction (2,250) and health (2,500) are also significant in the Hinckley and Bosworth District.

MOST ADVERTISED JOBS

- Logistics: driving and warehouse support
- Health and care: nurses and care workers
- Sales and customer service roles
- Managers across all industries
- Teaching roles
- Plant and machinery roles
- Roles in IT across all industries

SKILLS MOST MENTIONED ACROSS ADVERTISED ROLES, HINCKLEY AND BOSWORTH AREA 2021

- Communication skills
- Organisational skills
- Microsoft EXCEL
- Attention to detail
- Planning skills
- English
- Problem solving skills
- Computer literacy

LOCAL SECONDARY SCHOOLS & COLLEGES

- Heath Lane Academy
- Hastings High School
- Reynolds Academy
- Hinckley Academy & John Cleveland 6th Form Centre
- Bosworth Academy
- Dale Grammar School
- Brookvale Groby Learning Campus
- The Market Bosworth School
- St Martin's Catholic Academy
- Dorothy Goodwin School
- South Charnwood High School
- North Warwickshire and South Leicestershire College (Hinckley Campus)
- Treycross House School

THERE ARE:

4,865 BUSINESSES* in the Hinckley & Bosworth District

99.6% of which are **MICRO, SMALL or MEDIUM** sized

AVERAGE EARNINGS 2020 (per week)

£578 HINCKLEY & BOSWORTH

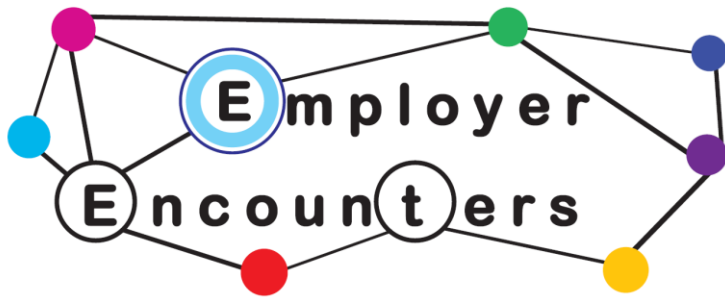
£561.00 EAST MIDLANDS **£587.00** GREAT BRITAIN

Data: Business Register and Employment Survey 2019 (BRES) (the official source of employee and employment estimates by detailed geography and industry) | *SME data 2020 residency earnings

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Source: Labour Market Information (BRES)

Source: ONS data 2020 residency earnings



This is a programme of events that run in all our schools throughout the year that provide pupils with a wide range of experiences designed to increase their work readiness skills. By the time our pupils leave school we



Feedback to improve what we do.

We actively seek feedback on our careers programme of events from pupils, parents, carers, teachers and employers. This information is then used to improve our careers offer each year.

GATSBY BENCHMARK 5
Encounters With Employers and Employees

5

- The Big Bang – STEM Event
- T- Level and apprenticeship information events.
- Post 16 talks and presentations which include North Warwickshire and South Warwickshire College.
- Careers Fair including over 30 Post 16 providers- an event for pupils and parents.
- Practice interviews with local employers.
- Visits to local universities including Coventry and Warwick.
- TeenTech at MIRA Technology Centre.
- Medical Mavericks- exploring careers in medicine.
- STEAM into your future- at NWSLC

Develop Your Skills for Work



Everyone can get themselves work ready by looking for opportunities to develop their skill set. We promote these skills across our curriculum through the subjects we teach. We know through our work with employers that they want us to focus supporting pupils to develop a range of skills which can be transferred into the workplace and to promote the importance of achieving your potential in GCSE exams.

Remember the sum below:

$$\text{Qualifications} + \text{Skills} = \text{Success at work}$$

Feedback to improve what we do We welcome feedback on all our careers programme of events from pupils' teachers, employers and parents/carers. Your views are important as we continue to develop and improve our careers offer.

Can you get involved with careers? We are always looking to involve our parents/carers and local employers to inspire our pupils to develop their skills for employability. This could be the offer of a workplace visit, assembly or speaking to a small group of pupils who are interested in the vocational area you work in. We want to inspire and encourage all our pupils to widen their aspirations and find out more about the wide variety of employment sectors. Please contact the school and ask for the Careers Leader.