

## Careers Hub Targets Overview

By the time the student leaves us, they will have developed the ability to be self-aware of their likes and dislikes and to be able to self-assess their own skills profile; they will understand the concept of transferable skills; they will be able to research their own career or course area; they will understand job and course applications and interviews and be able to write a personal statement and CV; and they will be aware of the changing nature of the job market.

This development will come during Careers Hub sessions, tutor time, trips and visits, [AED](#) in 6th Form, subject-based support (see [subject-specific calendar - GATSBY BENCHMARK 6](#)) and delivery and work experience (see [careers calendar](#)). We also have the support of a Level 7 Careers Advisor. Overall, this meets **GATSBY BENCHMARK 1**

### KS3

#### Year 7 Focus:

1. Widening Job Market and Career Awareness (**GATSBY BENCHMARK 2 and 5**)
2. Introducing Enterprise
3. Understanding Power Skills
4. The Development of Self-Awareness

#### Year 8 Focus:

1. Widening Job Market and Career Awareness (**GATSBY BENCHMARK 2 and 5**)
2. Developing Enterprise
3. Developing Power Skills

#### Year 9 Focus:

1. Evidencing Power Skills
2. Options (**GATSBY BENCHMARK 8**)
3. Developing Application and interview skills (**GATSBY BENCHMARK 5**)
4. HE visit to BU (**GATSBY BENCHMARK 7**)
5. Starting an Enterprise

## **KS4**

### **Year 10 Focus:**

1. Mock Interviews (**GATSBY BENCHMARK 3 and 5**)
2. Using Job Market Data Tools (**GATSBY BENCHMARK 2**)
3. Work Experience (**GATSBY BENCHMARK 6**)
4. Developing an Enterprise
5. Careers Advice (**GATSBY BENCHMARK 3 and 8**)

### **Year 11 Focus:**

1. Post-16 Options and Guidance (**GATSBY BENCHMARK 3 and 8**)
2. Providers' Offers (**GATSBY BENCHMARK 3, 5 and 7**)
3. STEM Talks (**GATSBY BENCHMARK 5**)

## **KS5**

### **Year 12 Focus:**

1. Employability/Future Skills Development (AED) (**GATSBY BENCHMARK 3**)
2. Careers and Next-Step Research (Unifrog et al)
3. Widening Job Market and Career Awareness (**GATSBY BENCHMARK 5**)
4. Careers Advice (**GATSBY BENCHMARK 3 and 8**)
5. Work Visits and Experience (**GATSBY BENCHMARK 6**)
6. High Flyers Support Group (**GATSBY BENCHMARK 3**)

### **Year 13 Focus:**

1. Application and Interview Work (**GATSBY BENCHMARK 3**)
2. Employability and Training Support (**GATSBY BENCHMARK 3**)

# KS3

## Year 7 – Learning Outcomes

By the end of Year 7, students will:

### Self-awareness

- Begin to identify their interests, strengths, and personal qualities, and understand how these relate to different jobs and careers.
- Show curiosity and openness towards new and unfamiliar career opportunities.

### Career knowledge & decision-making

- Develop a broad awareness of a wide range of jobs and sectors, including those beyond their immediate experience.
- Recognise that subjects studied in school link to future careers and skills.
- Begin to understand and challenge basic stereotypes about jobs and roles.

### Recruitment & workplace readiness

- Be introduced to power skills (e.g. communication, teamwork, problem-solving) and recognise their importance in the workplace.
- Participate in enterprise activities, understanding basic workplace behaviours such as collaboration and responsibility.

## Year 8 – Learning Outcomes

By the end of Year 8, students will:

### Self-awareness

- Further develop understanding of their skills, strengths, and preferences, and how these may influence future choices.
- Demonstrate growing confidence in expressing their interests and ambitions.

### Career knowledge & decision-making

- Expand their knowledge of the labour market and different career pathways, including less traditional routes.
- Begin to understand how skills transfer across different jobs and sectors.
- Continue to challenge stereotypes and assumptions about careers.

### **Recruitment & workplace readiness**

- Develop and apply power skills in structured contexts (e.g. teamwork, leadership in enterprise projects).
- Understand how these skills are valued by employers.

## **Year 9 – Learning Outcomes**

**By the end of Year 9, students will:**

### **Self-awareness**

- Be able to articulate their skills and strengths, providing examples of how they have demonstrated them.
- Begin to reflect on how their skills profile links to potential career pathways.

### **Career knowledge & decision-making**

- Understand the range of post-14 and future pathways, including academic and vocational routes.
- Make informed option choices, considering future goals and opportunities.
- Gain initial insight into higher education and career pathways through experiences such as visits.

### **Recruitment & workplace readiness**

- Develop a basic understanding of application processes and interviews.
- Begin to practise communication and presentation skills in professional contexts.
- Apply skills through enterprise projects, demonstrating initiative and problem-solving.

# KS4

## Year 10 – Learning Outcomes

**By the end of Year 10, students will:**

### **Self-awareness**

- Evaluate their strengths, areas for development, and career interests, using feedback from experiences such as work placements.
- Reflect on how their skills align with workplace expectations.

### **Career knowledge & decision-making**

- Use labour market information (LMI) to understand current and future job trends.
- Explore different pathways and make informed decisions about potential next steps.
- Understand how subjects and qualifications link to career routes.

### **Recruitment & workplace readiness**

- Understand and experience recruitment processes, including mock interviews.
- Demonstrate professional behaviours during work experience.
- Be able to evidence and reflect on skills developed in the workplace.
- Begin to use experiences to inform future career decisions.

## Year 11 – Learning Outcomes

**By the end of Year 11, students will:**

### **Self-awareness**

- Clearly articulate their career interests, strengths, and intended next steps.

### **Career knowledge & decision-making**

- Demonstrate a secure understanding of post-16 pathways, including academic, vocational, and apprenticeship routes.

- Evaluate the risks and benefits of different pathways.
- Be able to access and use careers guidance and support systems effectively.

### **Recruitment & workplace readiness**

- Understand the expectations of different education and training providers.
- Engage with employers and providers to develop insight into workplace expectations and cultures.
- Demonstrate readiness for transition to post-16 education or training.

## **KS5**

### **Year 12 – Learning Outcomes**

**By the end of Year 12, students will:**

#### **Self-awareness**

- Demonstrate a clear and reflective understanding of their skills, experiences, and career aspirations.
- Be motivated and proactive in exploring ambitious career pathways.

#### **Career knowledge & decision-making**

- Conduct independent, in-depth research into careers, courses, and progression routes.
- Understand labour market trends and how these impact future opportunities.
- Evaluate a range of pathways (university, apprenticeships, employment) and begin making informed decisions.
- Make effective use of careers tools and guidance systems.

#### **Recruitment & workplace readiness**

- Develop advanced employability and professional skills through programmes such as AED.
- Gain meaningful insight through work visits and experiences.
- Begin preparing applications (e.g. personal statements, CVs).

- Understand workplace behaviours, expectations, and professional standards.

## **Year 13 – Learning Outcomes**

**By the end of Year 13, students will:**

### **Self-awareness**

- Confidently articulate their skills, experiences, and career goals, drawing on their full careers learning journey.

### **Career knowledge & decision-making**

- Make well-informed and realistic post-18 decisions, understanding the requirements of their chosen pathway.
- Demonstrate a clear understanding of entry requirements, progression routes, and long-term career implications.

### **Recruitment & workplace readiness**

- Successfully navigate recruitment and selection processes, including interviews and applications.
- Present themselves effectively through CVs, personal statements, and interviews.
- Demonstrate workplace readiness, including professionalism, communication, and adaptability.
- Use their experiences to justify and support their chosen next steps.