



CAREERS POLICY

ECO/GSA
NOVEMBER 2017

Date Approved by the NET Stockton Secondary Board	8 November 2017
Next Review Date:	November 2018
Signature of the Chair Of Governors	
Name of the Chair of Governors	Mr John Copping

Overview Statement

This policy sets out the academy's aims, principles and procedures for the delivery and outcomes of Career Guidance at North Shore Academy. It reflects the values and philosophy of North Shore and it gives a framework for staff, both teaching and non-teaching, to provide aspiration opportunities for all of our learners. This policy aims to show how North Shore Academy demonstrates understanding of the career development needs of its students, how it intends to meet them, and how it will meet its statutory obligations in relation to the Ofsted guidance (2015)

Careers education and guidance is an essential part of every student's curricular and extracurricular studies. Our main aim is to prepare and motivate students to enjoy the opportunities, responsibilities and experiences of their futures. Getting students ready for the choices, changes and transitions affecting further education, training, career and life as an adult member of society. Through this we aim to raise their achievement throughout.

Mission Statement

The aim of Careers Guidance within North Shore Academy is to secure independent careers guidance for all students. We intend to expand advice and guidance for young people so they are inspired and motivated to fulfil their perceived potential. We aim to help every student develop high aspirations and consider a broad and ambitious range of careers. Inspiring every student through real-life contacts within the world of work and help them to understand where different choices can take them in the future.

Local Context

North Shore Academy is an 11-16 comprehensive school in Stockton-on-Tees. We aim to raise standards through a modern curriculum which meets the needs of all learners, has clear progression routes internally to both employment and further and higher education

We understand education to be the engine of our economy and the foundation of our culture as well as an essential preparation for adult life. We commit to the moral purpose of ensuring improved life chances through education. We acknowledge our responsibility in educating the next generation of informed citizens and ensuring our young people receive the preparation they need to secure a good job and fulfilling career. North Shore Academy's vision is everyone, students, parents and staff, within the North Shore Academy community will exceed their potential and embrace the adventure of learning.

Every student has a different learning journey. At North Shore Academy we treat every student as an individual and will support and challenge them to do their best. Every student is supported to reach and surpass their learning goals. We work hard with our primary school colleagues to make sure that the journey which students started continues at North Shore Academy and we also work with local colleges to help bridge the gap for our students when they move on towards their careers.

At North Shore we strive to ensure our students receive excellent Career Information, Advice and Educational Guidance (CEIAG) which will enable them to make informed choices in Year 11.

Their decision may take them into Further Education, Apprenticeships, Training or the world of work. This is their decision but we support and guide, with the help of colleges and training providers, to ensure these choices are informed and right for them.

Within Stockton and the Tees Valley there will be future opportunities in software, engineering, manufacturing, construction and hospitality. Curriculum provision, partnership working and a good CEIAG programme support students in future employment opportunities.

It is recognised by local industry that there is a need for greater emphasis upon employability and enterprise skills to inform life chances and development. Within the academy we strive to ensure our students have the opportunity to develop employability skills through employer experiences, visits and specific workshops delivered by colleges and outside agencies including employers.

The 'Strategic Economic Plan for the North East' aims to create 100,000 new jobs by 2024. For our students to gain from these opportunities they need a strong skill set, high level qualifications, good CEIAG guidance informed by future opportunities, and a major focus on STEM subjects.

Local businesses want high qualifications but also the skills of team working, problem solving, communication, time management, IT, self-confidence, creativity, flexibility and empathy. At North Shore we strive to ensure our students are equipped with these skill sets to enable them to be work-place ready.

LMI

The labour market in the Tees Valley area for young adults has been difficult, particularly since 2009. However, there is now a more optimistic view of the economy and employers are seeking to recruit.

There are a wide range of career opportunities in Tees Valley across all our key sectors, as well as our growing sectors. Areas that are forecasted to be the main sectors for future job creation in the area are:

Advanced Manufacturing

Chemical Processing

Digital, Creative and IT

Health Care

Logistics

Tees Valley faces the same skills issues as the rest of the UK, and has an ageing workforce. Many people with key skills will be due to retire so it is important that these skills are not lost and passed on to the emerging workforce. Employers need to know that they can replace the skills they are going to lose. There may be as many as 114,000 people currently employed who will need to be replaced before 2022, meaning there will be plenty of opportunities for those people with the right skills.

There is a growing emphasis on STEM subjects (Science, Technology, Engineering and Mathematics) in schools, with Tees Valley employers requiring more young people with these skills.

With large local employers such as Nissan, Grunfos and Liebherr growing and seeking to localise their supply chains, the establishment of a major plant for train manufacture by Hitachi in the south of the region developing, there is a growing need for more qualified experts.

The demographics of the labour market in these sectors means that a significant percentage of the skilled engineering workforce is set to retire in the next decade and so must be replaced. This opens up possibilities for engineering apprenticeships, Level 3 qualified engineers as well as graduates and postgraduate engineers in the coming years.

Jobs within STEM are already showing signs of increasing from 2119 jobs in 2014 within the Tees Valley to 2269 in 2015.

Over the next five years there will also be a requirement for more health professionals, such as nurses, doctors, dentists and pharmacists. Already there is significant growth from 2014 when there were 2014 jobs within Tees Valley to 2643 in 2015. Health allied professions including caring is also increasing from 570 jobs in 2014 to 868 in 2015.

Employers in Tees Valley are currently experiencing difficulties in recruiting to some skilled roles, such as IT programmers, joiners, machine operatives and welders. This means that our young people currently deciding upon a career pathway can choose from this list to be almost certain of employment.

The care sector is growing and there are career opportunities for those looking to work with the elderly and the young in both the private and public sectors. With 1524 jobs within the Tees Valley in 2014 growing to 2063 in 2015.

Although we cannot know for certain where the jobs of the future will be, the employment opportunities within Tees Valley are predicted to be growing within science related industries over the coming years. The type of future job roles available may include:

Hybrid and low emission cars

Energy efficient products

New fuels, such as bio-fuels

Wind farms and solar panels

Digital health care and assistive technology

Generally the labour market for the region is likely to improve over coming years but it is clear that this will benefit most those with appropriate skills, training and qualifications.

Our aims are:

The aims of our academy Careers Guidance are:

- To enable all students to learn and develop their employability skills to the best of their ability.
- To promote aspirations towards further, higher education and employment so that when student embark on their next steps they are equipped with the necessary knowledge and skills to make informed career decisions.
- To motivate students by providing real life links with employers and to make the fullest use of available resources. This will enable them to make informed and considered decisions about themselves and their future work/training/education.
- To teach students employability skills within the curriculum, related to subject-specific career pathways.
- To enable students to develop personal thinking and independence when making informed career decisions.
- To increase confidence meeting employers develop interpersonal and communication skills with those other than their teachers or peers.
- To teach students about the developing climate in employment, including the use of local market information.
- To reduce barriers to employment and develop aspirations for all students regardless of ethnicity, gender and social divide.
- To help students assess themselves and appreciate the alternatives open to them.
- To ease the students' transition from school into the college, work training or the work environment.
- To ensure that all KS4 students have at least 4 encounters with local industry, which results in them being 5x less likely to be NEET.
- To allow all students the opportunity to visit local universities including Russell Group.
- All KS5 alumni are monitored during post 16 routes, ensuring a positive outcome for the wellbeing and progression of all students.

<p>programme should embed equality and diversity considerations throughout.</p>	<p>Extra provision and ALT-ed A tailored scheme for at-risk students who benefit from a practical learning based experience.</p> <p>Youth direction Provide a RONI analysis of students who may become at risk of NEET and monitor them closely throughout their progressive years.</p> <p>Independent careers guidance Career expert gives individual tailored advice depending on skills and academic capabilities of the student.</p>	<p>Michael Burns SENDCO</p> <p>Youth Direction</p> <p>Youth Direction Eng & Asp Officer</p>	<p>Reduce the number of students who attend extra provision, be able to offer a more mainstream education until a post-16 route.</p> <p>Continue to monitor and reduce number of NEET.</p> <p>Continue to ensure students are offered suitable career options in relation to skills and ability.</p>	<p>Michael Burns</p> <p>Youth Direction</p> <p>Youth Direction Eng & Asp Officer</p>	
<p>4.Linking curriculum learning to careers All teachers should link curriculum learning to careers, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<p>STEM Career events Through the year, every year group take part in STEM career workshops and activities to highlight career progression in these areas.</p> <p>Employability skills within the classroom</p>	<p>Engagement and Aspirations Officer, STEM Coordinator</p> <p>Teaching staff SENDCO</p>	<p>Classrooms to display STEM career information.</p> <p>Teachers to use social skills as a basis for their learning within the classroom. Developing the skills that students will need when they go into the wider world of work.</p>	<p>Heads of faculty</p>	<p>July 2017</p>

	<p>Careers guidance through teaching and learning</p> <p>KS4 PREP time – Employability skills Currently Year 11 S band students access employability skills PREP time once a week.</p>	<p>Teaching staff</p> <p>Assistant Head School</p>	<p>Development for teachers to refer to employability within their teaching. Each classroom to display possible career progression routes within subject areas.</p> <p>Development to expand to Year 10 students during PREP time.</p>	<p>Heads of faculty All staff</p> <p>Assistant Head of School</p>	
<p>5.Encounters with employers and employees Every student should have, multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<p>Mentoring scheme Set up for last year's Year 9 cohort, currently Year 10 all receive an individual industry mentor.</p> <p>Regular assemblies for all KS4 students Delivered by colleges, training providers, business links, apprenticeship providers.</p> <p>Enterprise events delivered by local colleges Years 7,8,9,10 take part in enterprise activities where they learn about money, budgeting skills and profit and loss.</p>	<p>Aspiration and Engagement Officer,</p> <p>Aspiration and Engagement Officer,</p> <p>Aspiration and Engagement Officer,</p>	<p>Development for mentoring scheme to run for both Year 9 and 10 cohorts.</p> <p>Seeking to match Subject Ambassadors from industry to work within the curriculum.</p> <p>Looking to work with a careers and enterprise advisor via Tees Valley Unlimited.</p>	<p>Aspiration & Engagement Officer</p>	<p>July 2017</p>

<p>8. Personal Guidance Every student should have opportunities for guidance interviews with a careers advisor, who could be internal or external, provided they are trained to an appropriate level. These should be available when significant, study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.</p>	<p>Independent careers guidance Career expert gives individual tailored advice depending on skills and academic capabilities of the student.</p>	<p>Youth Direction</p>	<p>Continue to ensure students are offered suitable career options in relation to skills and ability.</p> <p>Aspiration & Engagement Officer undertaking professional development in a Level 6 Careers Guidance Course.</p>	<p>Youth Direction</p> <p>Aspiration & Engagement Officer</p>	<p>July 2017</p>
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