

Making the best career choices involves six learning areas-



These learning areas come from the CDI Career Development Framework. Birchwood's Career programme has been developed with this framework in mind. A link to the Framework can be found here:- [CDI Framework](#)

Birchwood's Career programme is delivered through a combination of timetabled Careers lessons which form part of the wider PSHCE provision, subject teaching, tutor time, assemblies, and drop-down days. The programme will raise aspirations, challenge stereotyping, and promote equality and diversity. Please see an outline of the programme below. Each activity has been mapped to the relevant learning outcomes from The CDI Framework.

The Careers Programme draws on a bank of careers lessons from **Unifrog**, an online Platform to support students to make career decisions ([Unifrog](#)).

The whole school uses the **Hertfordshire Skills Framework** and **Skills Builder Universal Framework** to highlight the skills students use in their subjects and activities and how these relate to the world or work. The Hertfordshire Skills Framework sets out the key employability skills and attributes sought by Hertfordshire employers from young people. The Framework was compiled by Hertfordshire LEP (Local Enterprise Partnership), SfYP (Services for Young People) Hertfordshire and the University of Hertfordshire and developed with the aim of improving the work readiness of young people and the careers guidance provided by schools. The [Skills Builder Universal Framework](#) provides the **national standard for teaching essential skills**. It breaks each skill into steps, supporting progress for students of all ages and abilities - including those with special educational needs. As students develop these key skills, they can record their progress using the Competency Tool on Unifrog.

Careers Programme Overview

2023/2024 Birchwood High School

Vision Statement

At Birchwood High School we are committed to preparing our students to manage their future education and career path by offering a planned programme of Careers Education and timely Information, Advice and Guidance from Year 7 to Year 13.
'Your dreams, your future, our challenge'

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Milestones and Learning Outcomes

Year 13

Students are supported through the application process for whichever Post 18 pathway they choose. Students develop an understanding of independent living and life skills including personal financial capability.



Year 12

The focus of Y12 is to make an effective transition to KS5 and become reflective independent learners. Students are encouraged to take on leadership roles. Students start exploring the possible Post 18 Pathways. Students are given experience of the workplace through the Y12 work experience programme.



Year 11

The focus in year 11 is on Post 16 Options – students are guided to consider and research all their options through a series of planned lessons. Students are supported through the application process for whichever Post 16 pathway they choose.



Year 10

The focus in year 10 is on the skills and qualities for the workplace and developing career management skills. Students are given a taste of the workplace through work shadowing. They are guided through the CV writing process and shown how to tailor a CV to a job description. Students are taught interview skills which they can then put to practice in a mock interview.



Year 9

The focus in Y9 is on finding good careers information and developing employability skills – students gain a better understanding of key employability skills through planned lessons and start to record their own examples on their Unifrog account.



Year 8

The focus in Y8 is on making informed GCSE options choices. Students also spend time exploring the world of work through the Step into the NHS Competition. Students explore what success means to them and are introduced to career terminology.



Year 7

The focus in Y7 is on making effective transitions. Students are asked about their first impressions of secondary school, hopes, expectations and concerns. Students are signposted to support available. Sessions are also delivered on time management, resilience and planning (including homework). Students are introduced to the concept of career as a journey and are launched on the Unifrog platform.



Key Events and Experiences

Year 13

Mock interviews for Early Entry candidates
Work ready assessment for students seeking employment or apprenticeships
Mock Assessment Centre
Herts Young Homeless Talk



Year 12

Transition – Induction Day 2
UCAS Exhibition
Kick start your future
Work Experience



Year 11

Post 16 Options
Transition – Induction Day 1



Year 10

CV writing
Mock Interviews
Work Shadowing



Year 9

STEM Day - drop down day focusing on Science, Technology, Engineering and Maths.



Year 8

Step into the NHS competition
GCSE Options



Year 7

Y7 Induction
Birchwood as a workplace
What's My Line



Inspiring and preparing young people for the world of work.