

## Careers Programme by Year Group Overview

### Year 7 – Introduction & Exploration

**Focus:** Building self-awareness, aspirations, and understanding of work.

- **Benchmark 1:** Introduce careers programme in PSHE or tutor time.
- **Benchmark 2:** Use interactive tools such as Start profile, Lancashire LMI, Lancashire Portal to explore jobs.
- **Benchmark 3:** Future skills questionnaire to identify individual interest aspirations and needs.
- **Benchmark 4:** Link subjects to real-world jobs.
- **Benchmark 5:** Invite guest speakers (local business owners, ex-students).

### Year 8 – Broadening Horizons

**Focus:** Understanding pathways and developing interests.

- **Benchmark 2:** Explore local labour market info (e.g. videos, maps, interactive materials)
- **Benchmark 3:** Identify strengths and interests through activities.
- **Benchmark 4:** Subject-specific career days
- **Benchmark 5:** Employer Q&A panels (virtual or in-person).
- **Benchmark 7:** Visit a local college or training provider.

### Year 9 – Making Choices

**Focus:** Preparing for Qualifications linking choices to careers.

- **Benchmark 1:** Careers week with themed activities.
- **Benchmark 2:** Use career quizzes to match interests to subjects.
- **Benchmark 4:** Teachers highlight career relevance in lessons.
- **Benchmark 5:** Mock interviews with employers.
- **Benchmark 7:** College/Post 16 taster sessions.
- **Benchmark 8:** Careers advisor meetings before transition.

### **Year 10 – Experience & Planning**

**Focus:** Real-world experience and career planning.

- **Benchmark 2:** Research job sectors and qualifications needed.
- **Benchmark 3:** Create/update CVs and personal statements.
- **Benchmark 5:** Enterprise Activities
- **Benchmark 6:** Supported workplace encounters/experience
- **Benchmark 7:** Visits to FE/HE provisions
- **Benchmark 8:** Targeted careers interviews.

### **Year 11 – Transition & Next Steps**

**Focus:** Post-16 planning and transition support.

- **Benchmark 1:** Careers action plans for all students.
- **Benchmark 2:** Sessions on apprenticeships, T Levels, college routes.
- **Benchmark 3:** Tailored support for EHCP and vulnerable students.
- **Benchmark 5:** Workplace visits/speakers, enterprise schemes.
- **Benchmark 6:** Workplace encounters.
- **Benchmark 7:** Application workshops and transition visits.
- **Benchmark 8:** Final careers guidance interviews.