

## CEIAG at Dixons McMillan Academy

At Dixons McMillan Academy, our mission is that all students. Our values of integrity, resilience, and courtesy support this mission and our language, routines and structures constantly reinforce the metaphor of 'climbing the mountain'. Our drivers of 'mastery, autonomy and purpose' ensure all students are intrinsically motivated to achieve their full potential and to see the doors education can open. All our artefacts in school support this mission.

Careers education is a strategic priority for the academy and is referenced as such in the academy improvement plan. Purpose is a key driver and therefore careers education underpins the entire curriculum. This strategic overview features several planned careers events, though many more are organised throughout the year. The academy uses the UNIFROG platform to collect information from students in order to provide tailored and specific careers-based opportunities along with our Careers advisor who attends the academy weekly.

**Careers lead:** Kelly Jenkins (Assistant Vice Principal for Student Experience)

**Chair of Governors:** Anthony Devine

**Review date:** August 2024

### Principles

**Throughout their careers' education, students at Dixons McMillan Academy will be:**

- undertaking various work-related experiences;
- reflecting upon and refining aspirations;
- increasing knowledge of education, training and career opportunities;
- developing a career plan in order to help achieve the academy's mission and fulfil potential.

Our unifying aim is to provide young people with the very best education possible so that they leave the academy highly employable and ready to lead happy and successful lives.

**The careers curriculum will address social disadvantage by providing all students with:**

- knowledge about university and suitable alternatives, including the logistics of finance and applications;
- knowledge of all levels of qualification beyond the academy, including apprenticeships, BTECs, T-levels and A-levels;
- a full range of workplace experiences;
- information from all sectors including those in the locality of Bradford – in the Leeds City Region and wider areas.

## Overview

	Cycle 1	Cycle 2	Cycle 3
Y7	<p><b>University expedition (GB7)</b> Students will visit a University as their first experience of a higher education institute.</p> <p><b>Write their 'sentences' (GB2, GB8)</b> Students will explore and discuss a range of careers and their aspirations.</p> <p><b>Transition (GB1, GB8)</b> Students will engage in transition events to support them in their next stages of education</p> <p><b>PDS (GB3)</b> All students are taught employability skills through our values and drivers and learning habits. This together with topics in their PDS curriculum such as stereotypes and relationships aim to support the in their careers education.</p> <p><b>Labour market information (GB2)</b> Students explore the current market in the Leeds City Region through an assembly and presentation linked to Future Goals</p> <p><b>Stretch Project and Presentations</b> Develop employability skills – research, problem solving, presentation and public speaking</p>	<p><b>Employer Encounters (GB5, GB4)</b> Students will be visited by a range of local and national employers who will discuss different careers pathways with them.</p> <p><b>STEM Careers (GB4)</b> For our employability day 2, Year 7 students take part in an activity to learn about a range of careers in the STEM industry.</p> <p><b>PDS</b> Financial decisions and money matters supports decision making skills and financial understanding in the future.</p> <p><b>Stretch Project and Presentations</b> Develop employability skills – research, problem solving, presentation and public speaking</p>	<p><b>Workplace skills (GB6)</b> Students take part in a workshop where they develop their employability skills and understand how the learning habits translate into being highly employable.</p> <p><b>Networking (GB5)</b> Students experience a session around professional networking to support their communication and employability skills.</p> <p><b>PDS (GB5)</b> Careers in finance and links with money to further support financial understanding and employability skills.</p> <p><b>Stretch Project and Presentations</b> Develop employability skills – research, problem solving, presentation and public speaking</p>
Y8	<p><b>Refine sentences (GB2, GB8)</b> Students will continue to explore and discuss a range of careers and their aspirations</p> <p><b>The Edit (GB5, GB6, GB4)</b> Students take part in a national competition to gain and develop skills and knowledge of the media industry – links to English, DT and iMedia.</p> <p><b>Labour market information (GB2)</b> Students explore the current market in the Leeds City Region through an assembly and presentation linked to Future Goals</p> <p><b>Stretch Project and Presentations</b> Develop employability skills – research, problem solving, presentation and public speaking</p>	<p><b>Careers carousel (GB3, GB4, GB5, GB7)</b> Students are supported through a caousel of options subjects to educate them on the transition to KS4 from KS3. Within the sessions there are strong links and experiences involving employers and educators.</p> <p><b>PDS</b> Options research, UNFROG focussed searches and creating shortlists.</p> <p><b>Stretch Project and Presentations</b> Develop employability skills – research, problem solving, presentation and public speaking</p>	<p><b>Options evening (GB2, GB3, GB8)</b> Students will engage with a range of subject leaders to discuss next steps in their learning and begin to decide which subjects might support them in achieving their career aspirations.</p> <p><b>Guidance interviews (GB3, GB8)</b> Students will all meet with a senior leader to discuss their progress, aspirations and next steps. Senior leaders will provide tailored feedback to support students in making decisions about their option choices and future.</p> <p><b>Stretch Project and Presentations</b> Develop employability skills – research, problem solving, presentation and public speaking</p> <p><b>Skills and Enterprise (GB2, GB4, GB6)</b> Students complete a project on how to identify problems and come up with solutions to create a business idea.</p>



	Cycle 1	Cycle 2	Cycle 3
Y9	<p><b>Refine sentences (GB2, GB8)</b> Students will continue to explore and discuss a range of careers and their aspirations.</p> <p><b>Careers Fayre (GB2, GB3, GB5, GB7)</b> Students will have a chance to explore a range of careers and education pathways with engaging with multiple employers, higher education and further education institutes. This will be followed up with sessions in advisories and conversations with senior members of staff.</p> <p><b>Trinity Kitchen (GB2, GB6, GB4)</b> Students are exposed to a local hospitality and catering industry hub and are asked to plan and present a business concept to fit into the hub.</p> <p><b>Stretch Project and Presentations</b> Develop employability skills – research, problem solving, presentation and public speaking</p> <p><b>Labour market information (GB2)</b> Students explore the current market in the Leeds City Region through an assembly and presentation linked to Future Goals</p>	<p><b>Employability and Careers in the Curriculum (GB4)</b> Students rotate through the core subjects to understand how key skills developed in the subjects can support careers in the future linked to those subjects and beyond.</p> <p><b>First Give Project</b> Work with First Give programme to develop a fundraising business. Develop employability skills – research, problem solving, presentation and public speaking to bid for the funding.</p>	<p><b>Post-16 Provider Tours (GB3)</b> Students will attend local post-16 providers who offer courses in areas of the students interest. A number of opportunities will be provided in order to give students a range of experiences.</p> <p><b>Classroom to boardroom (GB3, GB4, GB6, GB7)</b> Students experience a range of workplaces and job roles and identify skills and routes through education into careers including apprenticeships – Springpod.</p> <p><b>First Give Project</b> Work with First Give programme to develop a fundraising business. Develop employability skills – research, problem solving, presentation and public speaking to bid for the funding.</p>
Y10	<p><b>Refine sentences (GB2, GB8)</b> Students will continue to explore and discuss a range of careers and their aspirations.</p> <p><b>Careers Fayre (GB2, GB3, GB5, GB7)</b> Students will have a chance to explore a range of careers and education pathways with engaging with multiple employers, higher education and further education institutes. This will be followed up with sessions in advisories and conversations with senior members of staff.</p>	<p><b>Huddersfield University Tour (GB7)</b> Students will visit a University as their first experience of a higher education institute.</p> <p><b>Amazon Engineering – Virtual Tour (GB5, GB6, GB2)</b> Students watch a virtual tour of the Amazon Manufacturing site engaging with a variety of job roles at the site as well as exploring the world of the industry.</p> <p><b>Careers in Languages (GB4, GB5)</b> External speaker delivering a presentation on the world of languages and the careers linked to the subject.</p>	<p><b>Further education and real alternatives</b> Students will explore a range of options around further education including attending a number of providers, exploring high level apprenticeships and engaging in discussions with employers in the mock interviews.</p> <p><b>1-2-1 Careers Guidance (SEND)</b> Qualified careers advisor meets with key students in Y10 before they transition to Y11 to support with additional personal guidance.</p> <p><b>Mock interviews – employers (GB5, GB8)</b> Employers from local businesses will attend and support students in completing mock interviews to support them in preparing for future employment.</p>

	Cycle 1	Cycle 2	Cycle 3
Y11	<p><b>Refine sentences (GB2, GB8)</b></p> <p>Students will continue to explore and discuss a range of careers and their aspirations.</p> <p><b>Mock interviews – employers and alumni (GB5, GB7, GB8)</b></p> <p>Employers from local businesses will attend and support students in completing mock interviews to support them in preparing for future employment.</p> <p><b>Application support for academic and vocational routes (GB3, GB8)</b></p> <p>Students will work with advisors and senior leaders to create applications form a number of providers in order for them to be able to make informed choices about their future.</p> <p><b>Careers Fayre (GB2, GB3, GB5, GB7)</b></p> <p>Students will have a chance to explore a range of careers and education pathways with engaging with multiple employers, higher education and further education institutes. This will be followed up with sessions in advisories and conversations with senior members of staff.</p>	<p><b>Transition Support (GB2)</b></p> <p>Tailored sessions for students who may have trepidation about leaving the academy to go to college. External providers will deliver sessions on how they will be supported at college.</p> <p><b>Application support for academic and vocational routes (GB3, GB8)</b></p> <p>Students will work with advisors and senior leaders to create applications form a number of providers in order for them to be able to make informed choices about their future.</p>	

### The Gatsby Benchmarks – Key

The careers provision of Dixons McMillan Academy has been closely mapped to the eight Gatsby Benchmarks in order to ensure all students, on leaving education, can meet the demands of the fast-changing world of work.

- GB1: A stable careers programme
- GB2: Learning from career and labour market information
- GB3: Addressing the needs of each pupil
- GB4: Linking curriculum learning to careers
- GB5: Encounters with employers and employees
- GB6: Experiences of workplaces
- GB7: Encounters with further and higher education
- GB8: Personal guidance