Preparation for Adulthood and Careers

As a Conductive Education school, we strive for the goal of orthofunction: equipping learners with the "can do" attitude, independence, and aspirations needed to actively enjoy successful and purposeful adult lives. This ethos gives impetus to how we fulfil the Preparation for Adulthood outcomes for our young people and fuels our careers education.

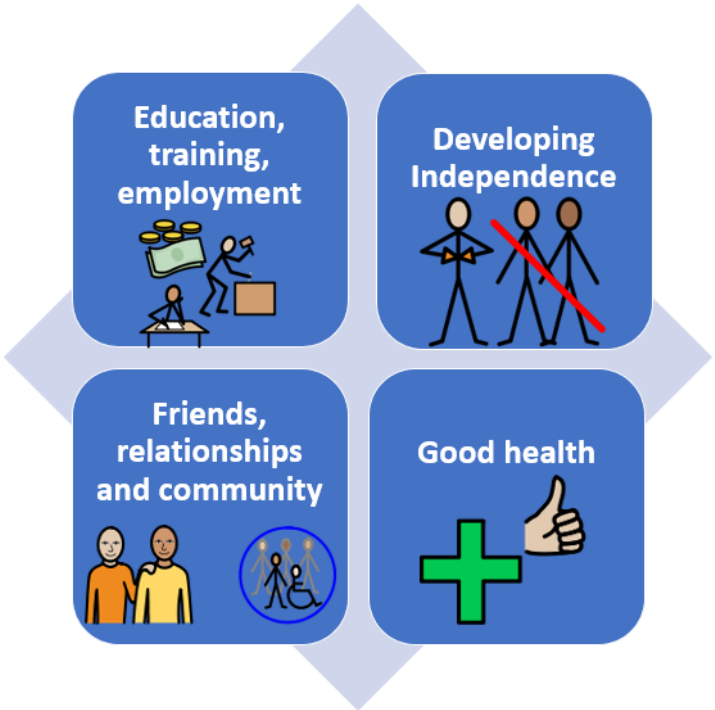
Our careers education forms part of our PSHE curriculum, and employability skills are developed throughout our curriculum – being a particular focus of communication and Life Skills lessons for our Secondary learners.

In Key Stage 4 and Key Stage 5, we will provide each student with personalised support to choose their next steps beyond Paces School. This will involve 1:1 discussion with our Careers Lead or Family Support Worker to help us understand the opportunities and external links and support that will be most valuable. This could include supported work experience or work shadowing, or supporting students to make visits to potential future destinations like local colleges or our adult service.

For more information about our Careers programme, please contact Kathy Fagg via the school office.

Preparation for Adulthood

From Y9, students are encouraged to attend their annual reviews and we will talk about their next steps and aspirations for life beyond Paces School. This forms part of our work in supporting students with the Preparation for Adulthood outcomes which cover these 4 key areas:



In the annual review we will talk about what is most important to the young person in being prepared for a happy and fulfilling adulthood. We may set a life goal as part of the process which will be a key aspiration that a student has in relation to becoming more independent for the future.

In both Key Stage 4 and Key Stage 5, students will have a 1:1 interview to discuss their feelings, experiences, ideas and aspirations in relation to these four areas. This will help us in planning personalised support and opportunities most relevant to every individual. This will include thinking about careers and the possibility of further education or training and work experience.

The four core areas of the Preparation for Adulthood outcomes are reflected in our PSHE curriculum for Key Stage 4 and Key Stage 5.

The Gatsby Benchmarks

The Gatsby Benchmarks are a framework of 8 guidelines that define the best careers provision in schools and colleges. More information in the Gatsby Benchmarks and what they involve can be found here https://www.gatsby.org.uk/education/focusareas/good-career-guidance

At Paces School, we meet these benchmarks in the following ways:

- **A Stable Careers Programme**

In our holistic approach to preparing our students to achieve orthofunctional futures, we help them develop crucial transferable employability skills throughout the curriculum. We develop our students' communication and decision-making skills and involve students in their own self-advocacy from making choices about who they are supported by and how, to attending their annual reviews or voicing their views through the school council. All students are supported to choose a trusted adult from the staff team who they would like to be an advocate for them.

Our PSHE curriculum includes vital aspects of Careers learning as students will develop their decision-making, life-skills and communication as well as finding out about different work places and jobs.

As part of the Phase 3 Curriculum, students will complete the Aiming High unit, in which they will learn about jobs and skills, setting goals and what happens when they grow up.

In Phase 4 (Key Stages Three to Five), students can work towards the WJEC Pathways Preparing for Work and/or Independent Living qualifications.

In KS3/KS4 students may complete the WJEC Unit 6126 Learning about Work Places.

In KS4/KS5 students may complete the WJEC Unit 6127 Preparing for Work Experience.

- **Learning from career and labour market information**

Students will learn about the range of different jobs available, considering the main areas of work relevant today and how work and jobs are changing. Students can make use of the resources at www.careerpilot.org.uk at school and at home. Career Pilot allows students to explore different job sectors and possible careers linked to their personal strengths, skills and favourite subjects; the job profiles generated have a link to view live job opportunities in the local area so students can compare different jobs and salaries.

We will also intend to run at least one trip to a local careers fair each year where students can find out about key employers locally, as well as educational opportunities and apprenticeships.

- **Addressing the needs of each pupil**

Following their individual Preparation for Adulthood interviews, students will be given access to personalised careers advice and support and encouragement to take part in work experience where possible.

Depending on their areas of interest, students may be supported to complete other more vocationally specific units from the WJEC Pathways Preparing for Work qualification.

- **Linking curriculum learning to careers**

Across our curriculum learning, we will make links to relevant careers; teachers have access to the My Learning, My Future and See it, Be it resources to help them do this.

The WJEC Pathways units that our Secondary students study often focus on real-life applications of the learning – which helps us to highlight associated careers.

- **Encounters with employers and employees**

We utilise the breadth of job roles across the charity to help create opportunities for students to meet a range of employees in different fields. We also encourage visitors to come to speak about their careers with classes.

Experiences of workplaces

In addition to facilitating external work-shadowing or work experience opportunities for students, we also utilise the school itself to create workplace experiences.

Students in KS3 and KS4 will undertake class projects where they will take on responsibilities and develop transferable employability skills; for example, a class may organise an event or fundraiser for other students. Recent examples include the Harvest Festival and the Children in Need Fair.

We encourage the involvement of external organisations or people to help increase the challenge involved for students through working with unfamiliar adults and the sense of a pop-up workplace.

- **Encounters with Further and Higher Education**

Our Careers Lead and Family Support Worker can signpost pupils and parents to various post-18 options.

During KS5 our family support worker will support families in arranging for pupils to visit different possible future destinations.

We also utilise our links with Barnsley College by giving our older pupils the opportunity to hear from college students having their placements with us about their experiences as college students.

We also have an alumni ambassador who comes in to share his experience of leaving Paces School to take up a split placement at college and our adult service.

We may also run class trips making use of the facilities at Portland College, enabling students to gain familiarity with the campus.

We are planning an annual trip to a careers fair for students in KS4 and KS5 who would like to find out more about the range of jobs and opportunities available.

- **Personal Guidance**

The Careers Lead and/or Family Support Worker will meet with students individually in KS4 and KS5 to help establish the best ways to support each student in the context of Preparation for Adulthood.

It is likely that the Future Skills Questionnaire (FSQ) will be used to help students think about their futures, their strengths, and what they already know about careers, and make sure they are aware of the options available.

Careers guidance will be provided by external Careers Advisers and we will support students with this process. Parents will have the opportunity to give their input prior to students having individual guidance from a Careers Adviser.