



Career Strategies

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Introductions



- ▶ Who I am and what I do
- ▶ Why this presentation?
- ▶ What's happening at BVC
- ▶ Some strategies to consider



What I do

As a Careers Leader I:-

- ▶ Lead the careers programme at Bottisham Village School
- ▶ Take responsibility for the delivery and improvement of the programme
- ▶ Utilise destination information to improve the effectiveness of the programme
- ▶ Ensure that the programme meets the expectations set out in the Gatsby Benchmarks

And...



I am also an Independent Career Guidance Counsellor.

Career Counselling is a process that aims to help the individual to know and understand themselves and the world of work in order to make career, educational, and life decisions.

The future



Another of my life-roles is that of a researcher whose area of interest is to explore the use of creative practices to capture experience and emotion within career turning points. I have found that engagement with a deeply reflective and reflexive process has helped people to learn something about themselves for themselves and often, aspects of their lives which were previously hidden can become visible. This new self-knowledge may support future career decision making.

I have started to develop a tool for practice and intend to explore my work further. I would be delighted to talk to anyone who is interested to find out more about my research.

Why this presentation?



There is a need now to meet the statutory requirements as laid down in:-

‘Careers Strategy: (making the most of everyone’s skills and talents’ (2017) and ‘Careers guidance and access for education and training providers and Statutory guidance for governing bodies, school leaders and school staff’ (2018).

These documents advise that it would be good practice to have a careers provision which meets the Gatsby Benchmarks.

The Gatsby Benchmarks

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance



By September...



- All schools should have published their career-related documents and expressed how visitors can support their career programmes.
- At Bottisham we are developing our careers provision to ensure we meet statutory and non-statutory requirements. We have re-designed our careers webpage, published our careers programme and policies. We want to provide a resource for the college community as well as interested stakeholders and will tailor our content accordingly.

<http://www.bottishamvc.org/curriculum/careers-education-information-advice-and-guidance>

The way forward for BVC

- ▶ We have appointed a Partnership Development Officer whose role is to develop existing and new partnerships with business and other communities.
- ▶ By showing our intention to complete the Cambridgeshire County Council - 'Investing in Quality' we aim to show that we provide an excellent career provision for all our students which meets the Gatsby Benchmarks and the Career Development Institutes framework for careers, employability and enterprise education.
- ▶ This is a lot of work so we need to consider effective strategies which can be managed easily.



Career Strategies



What is a career strategy?

- ▶ 'A career strategy is any behaviour, activity, or experience designed to help a person meet career goals' (source: <https://career.iresearchnet.com/career-development/career-strategy/>)
- ▶ It is a conscious choice to do what has to be done to reach a career objective and the hope is that there will be a desired outcome.
- ▶ From our perspective, career strategies are activities which will help us to meet the Gatsby Benchmarks and provide a good, stable careers provision.

10 easy ways to embed careers in the curriculum

- ▶ **1.** Tell students something of your own career biography - the jobs you may have done, what you wanted to do at 16, maybe you didn't know what you wanted then, what made you decide to teach?
- ▶ **2.** You may already invite people in to tell students about their work
- ▶ **3.** When you go on a visit ask a member of their staff if they could spend a few minutes talking about their role? What other job roles are in their industry?
- ▶ **4.** Ask your students if they have an area of career interest - Then tell them how your subject can be useful to them
- ▶ **5.** Tell students about celebrities who have studied your subject. This could help motivate and inspire.
- ▶ **6.** Ask your career professional to come into the class for a 10 minute career session on how your subject can help provide a gateway to different jobs or...
- ▶ **7.** You could start the year by telling students about jobs using your subject
- ▶ **8.** Tell the students about the employability skills they can gain from studying your subject
- ▶ **9.** Start the day by informally talking about employment in the area, what you have heard on the radio/news... anything linked to the world of work. This will gradually create a work-ready mind-set
- ▶ **10.** Make sure you make a note on your lesson plans and schemes of work of anything you do that is related to careers and the world of work.

Other strategies

- ▶ Use your Enterprise Adviser – this person is a really valuable source of support and can help develop links with local businesses
- ▶ Apply for any funding going!
- ▶ Make use of opportunities to work with different organisations who are willing and able to offer their services for free or at reduced costs.
- ▶ Share resources – Janet Harris's Yammer group is a great platform
- ▶ Look at what you have within your own establishments – who do you know and who do they know
- ▶ Get to know your parents – they can be a valuable career resource
- ▶ Get to know your colleagues – they haven't all come in as teachers, administrators and site staff. What did they do before?
- ▶ Get to know your alumni – what are they doing now?
- ▶ Make sure you keep records and cross reference your activities against the benchmarks.
- ▶ Do an audit of what is going on – The Compass tool could be a really good gauge of how your school is meeting the benchmarks.

Finally...

- ▶ I am sure there are many ways you are establishing a good stable careers provision and it would be wonderful if we could share our ideas.

Thanks for listening