

# ACES Academies Trust

*Aspiration, Creativity, Excellence, Success*



## Policy Statement on

### **CEIAG** (Careers Education, Information, Advice and Guidance)

Drawn up by:

KMT, AEG

Revised:

Every 3 years (HR Committee)

Date adopted by Board:

January 2019

## 1. Purpose

***Our mission is for students from ACES Academies to be the employees of choice for local/national and international employers, regardless of when they choose to enter the world of work.***

Schools in the trust seek to offer a broad, impartial and effective Careers Education, Information, Advice and Guidance (CEIAG) programme to help our students make a successful transition to the next stage of their development, be this further education, vocational training or employment.

The CEIAG programme provides support for students and carers facing the challenge of choosing their career options and developing their plans for the future, helping them to make sound judgements based on current Labour Market Information (LMI), their interests and aptitudes. It provides them with opportunities to develop key employability and enterprise skills needed to succeed in the world of work.

Our careers guidance is as much about inspiration and aspiration as it is about advice. Our programmes offer contacts with people from the trust, employer networks, FE colleges, higher education institutions, alumni or other high achieving individuals, in order to motivate students to think beyond their immediate experiences and encourage them to consider a broad and ambitious range of career options.

All students in the school from Year 7 to Year 13 have access to a work-based learning programme that provides opportunities for self-development, knowledge of careers, career management, the world of work and the development of employability skills.

In order for our students to be considered the employee of choice for local and national employers, we aim for students to:

- know how to access and analyse information about local and national job opportunities. Understand the range of opportunities available and the variety of routes into different careers;
- understand different businesses and the sectors to which they belong, developing a general understanding of the world of work;
- gain experiences and insight into real life working practices and environments;
- recognise their strengths and preferences to help them make informed decisions;
- identify areas of development in order to achieve their full potential and overcome barriers to progression;
- recognise the different entrepreneurial and employability skills that will help them succeed in the world of work and have the opportunity to develop and build on these skills;
- identify out of school opportunities to develop career aspirations, such as volunteering or the National Citizenship Service;
- understand and evaluate the requirements and possibilities within further education, higher education and apprenticeships;
- apply classroom learning to real world situations, developing life skills such as resilience, problem solving, decision making and team building in order to overcome real life challenges;
- understand the wide range of career choices that require success in maths and science, STEM (Science, Technology, Engineering and Maths) for both girls and boys.

## 2. Application of the policy

For secondary schools, the CEIAG programme is delivered to all year groups from Year 7 to Year 13. Students have the opportunity to take part in a number of careers and employability activities delivered through a variety of methods:

- face to face guidance;
- work experience;
- lesson delivery such as tutor time and PSHCE activities;
- employer visits;
- careers fairs and higher education fairs;
- employer activities in school;
- the subject curricula.

This is further supported through

- teacher CPD
- working with target groups such as PP or SEN
- building links with organisations and employers.

For primary schools, a variety of age appropriate digital tools and resources will be used to introduce younger children to the world of work and the concept of personal skills and interests.

## 3. Evaluation

Outcomes will be referenced to school data in terms of NEETS, Destination Data outcomes by preference, student and parental feedback. The Skills Service and GCGP EP will provide an external audit of our activities on an annual basis. The CEIAG Manager will monitor progress on an on-going basis before completing an annual evaluation and looking for key developmental targets going forward.

## Appendix

ACES Academies' Trust is committed to providing a broad, impartial and effective programme of Careers Education, Information, Advice and Guidance for all students in Years 7 – 13. The provision is informed by the following legislation:

- DfE (2015) Careers guidance and inspiration in Schools
- The ACEG Framework (2012) – A framework for careers and work-related education
- DfE (2010) Towards a strong careers profession: An independent report by the Career Profession Task Force
- Equality Act (2010)
- CDI (2018) Framework for careers, employability and enterprise education
- DfE (2017) Career Strategy: making the most of everyone's skills and talents.
- DfE (2018) Career guidance and access for education and training providers. Statutory guidance for
  - governing bodies, school leaders and school staff