



Harlington School
Careers Progression Framework 2022-25

*Aspirational activity

	Aims and Objectives	Measurable Outcomes	Monitoring & Evaluation	Activities to deliver actions	Gatsby Benchmark	CDI Framework
Year 7	Who Am I? Exploring interests and motivations. Developing broad understanding of the world after school					
	Inspire students through exposure to a variety of career options. Develop students' aspiration and self-belief to pursue the career of their dreams.	All students are aware of a range of careers. All students can articulate their aspirations for their future career.	PSHE delivery – lesson drop ins. All students career aspirations recorded 80% of students can name three+ careers Student surveys after activities	Careers education delivered through PSHCE programme. Employer visit. Attend careers fair. Drop down day – Outdoor activity and workplace skills (eg Army and InvestIN education) Visit a University*	1, 2, 4, 5, (7),	Grow. Explore. Manage Career. Create. Big Picture
Year 8	Who Am I? Developing Skills and Aspirations. Exploring Career Opportunities – What's out there					
	Explore, Develop and Prepare students for their future option choices, information about specific career pathways and relevant employability skills.	All students have an awareness of their own employability skills. All students know their options post-14, post-16	PSHE delivery – lesson drop ins. Students completed employability skills audits 80% of students can articulate their employability skills	Careers education delivered through PSHCE programme. Employer visit. Attend careers fair. Drop down Day - STEM event and Future careers / Apprenticeships / A Levels Find out about Apprenticeships and A levels. Visit a University*	1, 2, 3, 4, (7)	Grow. Explore. Create. Balance. Big Picture

Year 9	Exploring My Options Building Aspirations. Challenging Stereotypes. and Making Decisions					
	Student are supported to make an informed choice about their GCSE options , grounded in secure knowledge about progression routes post-16.	All students understand the link between their GCSE option choices and their future career pathways, including post-16 routes.	Careers Fair – majority (70%+) students understand the link between qualifications and future career pathways – questionnaire PSHE delivery – lesson drop ins. Group Options meetings - record students who need individual intervention through careers team.	Y9 Options Evening Careers education delivered through PSHCE programme Training Provider Talk (Global, Uxbridge College, Heathrow UTC) Attend careers fair Drop Down day - What options? GCSEs / Level 2. What is available post 16 and post 18? Getting ready for uni Visit a University*	1, 2, 4, 5, 7, 8	Grow. Explore. Manage. Career. Create Balance. Big Picture
Year 10	What's Next? What does an employer want? What pathways are available to me? Starting to make plans					
	Students are given a range of experiences to develop their employability and career management skills. They are given information about post-16 options and where each might lead.	All students understand what their options are post-16 and post-18, including apprenticeships, degree apprenticeships, T Levels, A Levels, Level 3 courses, University	Careers Fair – majority (70%+) students understand the link between qualifications and future career pathways – questionnaire PSHE delivery – lesson drop ins. Inclusion team – identify students who need additional intervention	Apprenticeships information workshops / Assemblies College Provider: Different Post-16 Pathways Drop Down Day – apprenticeships (ASK apprenticeships), employability skills, next steps PP/SEND Priority students one to one careers guidance meeting (Term 5 - 6) Attend careers fair Visit a University	1, 2, 4, 5, 7, 8	Grow. Explore. Manage. Create. Balance. Big Picture

Year 11	What's Next? Making plans and Making it Happen				
Students are confident and supported to make informed post-16 option choices grounded in the knowledge of post-18 pathways.	All students have a firm post-16 pathway by November of Year 11. Student choices are realistic and achievable. By Summer term Students feel informed and confident in knowing their next steps	Concerns raised through one-to-one meetings and through tutors – additional intervention. 100% non-NEET.	College Provider: Different Post-16 Pathways Post-16 Options Assembly 6 th form open evening Apprenticeships & University – Post-18 Pathways One to one careers guidance Attend careers fair PSHE lessons – Applications, CVs, Interviews Drop Down Day – Applications, CVs, Interview skills, (JCP)	1, 2, 3, 4, 5, 7, 8	Grow Explore. Manage. Create. Balance. Big Picture

Year 12	Next Steps into the Big Wide World – What's next?					
	Students explore post-18 options and develop employability and self-management skills.	Students are aware of a range of post-18 pathways relevant to them. All students complete work experience skills booklet recording the skills they have developed.	80% of students can articulate what the different post-18 pathways are in pupil voice. Monitor placements secured Sample completed booklets – evidence of skills development from 'start' and 'finish' evaluation	Army Team Building Day Futures day – preparing for work & Uni Choosing a work experience placement PSHCE programme Visit HE / NAS fair Link with external University Higher Education Convention Enrichment Week: CVs, Personal statements, mock interviews. Attend HS careers Fair Participate in enrichment Activities Be a Student Leader Drop down day – Uni and Apprenticeship applications	1, 2, 3, 4, 5, 6, 7, 8	Grow throughout life. Explore Possibilities. Manage Career. Create Opportunities. Balance Life & Work. Big Picture
Year 13	Next Steps into the Big Wide World – The World Is My Oyster					
	Students apply for a range of opportunities, armed with secure knowledge of their post-18 options and the relevant associated career pathways.	All students make at least one high quality application and can justify their decision making.	Destinations Tracker Application progress meetings Application data	One to one careers guidance meetings UCAS and Apprenticeship applications Tutor / PSHE programme enables tutors to support with applications Attend careers fair Life-skills workshops	1, 2, 3, 4, 5, 6, 7, 8	Grow throughout life. Explore Possibilities. Manage Career. Create Opportunities. Balance Life & Work. Big Picture