



Skills for Employment Major Grant

Case Study

Project title : Champion Careers Lab

Partnership : Champion School, McDonalds, Premier Inn, Ricardo

Aims and objectives

- ▶ To extend the careers education entitlement for all students in years 7-13 and in year 6 of two local primary schools
- ▶ Every KS4 student with social or emotional barriers and/or at risk of NEET to receive enhanced support and high-quality work-experience
- ▶ Every student to benefit from a substantial and high-quality work-related placement, business-related outreach activity and/or university visit
- ▶ To increase capacity for self-reliance within a disadvantaged community
- ▶ To increase staff capacity to provide Careers support

Impact

- ▶ 760 beneficiaries comprising: Year 7-104; Year 8 -116; Year 9 -90; Year 10-101; Year 11-97; Year 12-55; Year 13-45; Sydenham Primary-60; Whitnash Primary-60; Other primaries-30
- ▶ Over 50% of pupils had a work-related placement or university residential
- ▶ Set up 2 Alternative Provision Centres (APCs) for pupils at risk of becoming NEETs. Year 11 involved achieved qualifications they would not have otherwise attained
- ▶ Built links with a wider range of businesses
- ▶ Work with residential care homes and other community hubs increased the self-confidence of pupils and raised the aspiration of some who might not have considered further or higher education.. It also helped build social links between the school and the local community.
- ▶ Individual careers interviews for pupils across the school from years 7 to 13.
- ▶ Work experience placement for all year 10 and 12 pupils
- ▶ 3 staff trained as IOSH H&S assessors to check the suitability of the workplace.

Activity Summary

	Key Aspects of original Plan	Successful actions towards key aspects
1	A focus on improving key employability skills for a competitive job market	<ul style="list-style-type: none"> Set up literacy and numeracy support intervention groups for those pupils in Years 7 and 8 that need catch-up. (Approx. 180 pupils) Year 11 examination results looking to show high levels of progress as in previous years. Volunteers from National Grid have been in for 1 hr sessions per week to act as numeracy mentors for pupils in KS3. (Approx. 20 pupils).
2	Increasing knowledge and understanding of choices available and the personal planning necessary to achieve aspirations	<ul style="list-style-type: none"> Held full day Careers Fair at Campion for Years 9 to 13, including contributions from companies providing apprenticeships. There were representations from Ricardo, Premier Inn, National Grid, JLR and Midcounties Co-op (Approx. 400 pupils) Took coach of pupils from Years 10 to 12 to the Skills Show at the NEC. (Approx. 45 pupils) Took coach of pupils from Years 10 to 13 to the Careers Fair at the Ricoh Arena, Coventry. (Approx. 45 pupils) Warwick Volunteers helped mentor KS4 pupils in a range of subject areas including Travel & Tourism, Music and Maths. (Approx. 20 pupils) Bought in an external independent Careers Adviser (Qualified to Level 7) for 12 weeks (60 school days) to move guidance forward. Supported Year 13 with their UCAS applications and prepared Year 12 pupils for their application for UCAS. This also included applications for level 3 and 4 apprenticeships. (Approx. 120 pupils) Two visits for Year 12 to universities at further distances, including Liverpool University. (Approx. 10 pupils) Year 12 pupils to HE conference at Aston Villa Football Club (Approx. 20 pupils)
3	Provide a large number of opportunities for high quality practical experience in workplaces, higher education and specialist providers	<ul style="list-style-type: none"> 2 staff members have been trained on the IOSH Work Placement course with a further member of staff booked on the course for October 2016 in order to facilitate work experience placements to allow for succession planning. Around 80 year 10 pupils successfully took part in a week of work experience during the first week in July. Around 15 year 10 pupils completed a week of "Community Experience" as an alternative to work placements and ran Rock and Roll themed days at local residential homes for the elderly. This was recorded through the "Get Set for Community Action" website. 2 year 10 pupils completed a Summer School at Birmingham University and 2 year 10 pupils completed a similar residential at Warwick University. Five year 10 pupils completed a week long placement at National

		<p>Grid's main training site near Nottingham.</p> <ul style="list-style-type: none"> Year 12 pupils have arranged a work experience placement over the summer holidays following a two week careers focussed set of workshops covering options post sixth form. Collated data on current employment of year 12 pupils to add to database of completed work experience.
4	<p>(i) Interaction with business personnel as an entitlement</p> <p>(ii) Create a large number of inspiring interactions between school students and business ambassadors.</p> <p>(iii) Campion has secured partnerships with major local employers (Ricardo, McDonalds and Premier Inn) with a national profile and who operate in areas of significant importance to the local and national economy: Engineering, Food Services, and hospitality and tourism.</p>	<ul style="list-style-type: none"> Year 9 Mock Exams with Midcounties Coop. (Approx 100 pupils) Year 10 Mock Exams with National Grid. (Approx 100 pupils) Year 12 pupils visited Ricardo for an event (Approx 5 pupils) Visit for a STEM day at JLR for Year 10 (Approx 45 pupils) Took 4 Year 7 pupils to the Salter's Festival of Chemistry at Warwick University (Approx. 4 pupils) 4 Year 12 pupils spent Spring half term revision classes at Warwick University. (Approx. 4 pupils) 10 Year 12 pupils went to a day conference at Birmingham University. (Approx. 10 pupils) 15 Year 9 pupils went to a Modern Foreign Languages conference at Warwick University. (Approx. 15 pupils.) Arranged for 30 pupils to make a work place visit to McDonald's to work on numeracy skills. (Approx. 30 pupils) Arranged for 20 pupils to receive Health & Safety training from McDonalds. (Approx. 20 pupils) Arranged for mock interviews on site at McDonalds for post-16 pupils. (Approx. 10 pupils)
5	Campion's student body have the highest proportion of disadvantaged students and those with English as an Additional Language in the county's secondary schools; this project will major contribution to their future engagement in the economy and society.	<ul style="list-style-type: none"> Set up a second APC (Alternative Provision Centre) for pupils in years 9, 10 at risk of being NEETs following successful first year of APC with Year 11 and already working with next year's Year 11 cohort. (Approx. 10 pupils) Plans are in place for year 10 pupils, who are at risk of becoming NEETS, to undertake extended work placements alongside their studies in our APC.
6	Individual careers mentoring.	<ul style="list-style-type: none"> All year 7, 8 and 9 pupils have had a first individual meeting with a careers mentor. (Approx. 220 pupils) All year 10 and 11 pupils have had a meeting with an external careers advisor. All year 12 and 13 pupils have had a meeting with a post-16 tutor. All year 7, 8 & 9 pupils have had input from the National Grid Careers Lab – made up of 2 x 1 hr lessons in class and a whole year activity over a morning. A group of Year 9 pupils (MPA) has 8 x 1 hr small group careers mentoring through Warwick University Student Progression Team leading to a day at the university. (Approx. 24 pupils)
7	Development of leadership opportunities through careers education.	<ul style="list-style-type: none"> Duke of Edinburgh Award has continued with more pupils joining in Year 10. (Approx. 40 pupils) Year 10 Community Action group assessed through

		<p>Get Set for Community Action. (Approx. 16 pupils)</p> <ul style="list-style-type: none"> The numbers of student leadership posts have increased and we now have 16 Year 10 school leaders, 20 Year 10 school ambassadors and around 80 sports leaders from across the school – all leaders are contributing regularly to events in school. There were also a further 50 pupils in student leadership posts at the start of the academic year in Year 11. (Approx 170 pupils)
8	Enhanced parental engagement.	<ul style="list-style-type: none"> We held an evening for Year 10 & 11 parents on the range of options available for their children after Year 11. This was attended by around 40 families. (Approx. 40 families)
9	<p>(i) Use of the most up to date software for psychometric testing and careers planning.</p> <p>(ii) Systematic training in employability skills.</p>	<ul style="list-style-type: none"> CV workshops for Years 10 & 11 using new software from U-Explore (approx. 100 pupils) Most pupils in years 10 & 11 have been enrolled on U-Explore and trained on how to use it to find out about careers opportunities. By the end of the year we will have enrolled all of current years 9 & 10. (Approx. 200 pupils)
10	<p>(i) Extend its reach to younger pupils in primary schools.</p> <p>(ii) Involvement of primary pupils in a systematic programme of careers education.</p>	<ul style="list-style-type: none"> Run literacy and numeracy workshops at Campion School for Year 6 pupils from a range of feeder primary schools. (Approx. 50 pupils) Paid for 60 pupils from Whitnash Primary and 60 pupils from Sydenham Primary to attend a science festival at Warwick University. (Approx 120 pupils) Arranged work place visits from both primary schools to visit McDonalds.

Good practice

- ▶ Integration of Apprenticeships into careers information service
- ▶ Initiating Community Experience for some pupils to work with the local community
- ▶ Working with primary schools to help raise aspiration through workplace visits and university visits
- ▶ Set up a data tracker to check on the interventions of individual pupils and subgroups of pupils across the school
- ▶ Introduced the majority of the school to high quality career planning software that can be used at school or at home for research and putting together an action plan and portfolio.

Lessons learned

- ▶ It takes longer to give a high quality careers interview to all pupils in the school than originally planned
- ▶ It's harder to arrange dates for events with businesses than originally thought
- ▶ The resilience of some pupils is an issue e.g. completion of work experience or university residential
- ▶ It is beneficial to track the part time employment of post-16 pupils, which alongside the work placement would be a good way to show experience of work
- ▶ Need to plan lessons for the whole school that help them access our main suites of careers software.
- ▶ Need to vary Careers Fair companies as pupils indicates that they want information about professions such as teaching, dentistry, law and medicine. They liked the afternoon chance to meet apprenticeship providers.
- ▶ Parents were very interested in the evening on the five major routes after year 11. These were aimed at parents of pupils in years 10 and 11. It is clear that parents of younger pupils would like the same level of information
- ▶ Before visiting the Skills Show or Ricoh Arena it's important to interview pupils that want to go to check the visit will help with their aspirations/interests