

KS3 KS4 & KS5 Careers Commitments

Aligned to May 2025 statutory guidance

Careers Commitment by the end of Key Stage 3:

- **Learners will understand how STEM subjects support a broad range of future career pathways**, helping them make informed choices when selecting Key Stage 4 options.
- **Learners will recognise the importance of strong achievement in English and maths**, understanding how these subjects underpin access to future learning, technical routes, and employment.
- **Learners will receive clear, age-appropriate information on 14–19 progression**, including GCSE options, technical pathways, academic routes, and vocational opportunities.
- **Learners will develop an understanding of post-16 options**, including A levels, T Levels, apprenticeships, and other technical education routes, preparing them for future decision-making in Years 10–11.
- **Learners will be supported to identify and reflect on their strengths, skills, and areas for development**, and understand how these may influence their future learning and career choices.
- **Learners in KS3 will participate in at least one meaningful employer encounter each year**, gaining early insight into the workplace, job roles, and the skills valued by employers (Gatsby Benchmark 5).
- **Learners will use Unifrog online careers platform and high-quality labour-market-information tool** to explore local industries, growth sectors, and opportunities in the wider economy (Gatsby Benchmark 2).
- **Learners will be offered access to personalised, impartial careers guidance**, including the opportunity for a 1:1 guidance interview with a qualified, independent Careers Adviser by the end of KS3 (Gatsby Benchmark 8).
- **Learners in Year 8 or Year 9 will receive at least two encounters with approved providers of technical education or apprenticeships**, in line with Provider Access Legislation (PAL), ensuring they receive impartial information about technical pathways **before 28 February of Year 9** (Gatsby Benchmark 7).

KS4 Careers Learning Commitment

(Aligned to May 2025 Statutory Guidance)

Careers Commitment by the end of Key Stage 4:

Curriculum, Progression and Pathway Understanding

- **Learners will understand how KS4 subject choices connect to a wide range of post-16 and future career pathways**, including academic, technical, and vocational progression routes.
- **Learners will recognise the importance of achieving strong outcomes in English and maths**, understanding that these qualifications are essential entry requirements for further education, apprenticeships, and employment.
- **Learners will receive accurate, impartial and up-to-date information on all post-16 options**, including A levels, T Levels, apprenticeships, vocational qualifications, and specialist technical routes, in line with statutory guidance.
- **Learners will be supported to make informed and aspirational decisions about their post-16 destinations**, using careers guidance, employer insights, and labour market information to match their strengths, interests, and long-term goals.

Encounters, Experiences and Employer Engagement (Gatsby Benchmarks 5 & 6)

- **Learners will take part in a minimum of two meaningful encounters with employers and employees during Key Stage 4**, gaining insight into workplace expectations, job roles, and the skills valued by different sectors, sector-specific skills, and pathways into employment.
- **Learners will participate in at least one meaningful experience of a workplace**, either virtually or in person, enabling them to deepen their understanding of working environments and roles.

Digital Careers Tools and Labour Market Understanding (Gatsby Benchmark 2)

- **Learners will use the Unifrog careers platform and high-quality labour-market-information tools** to explore growth sectors, compare post-16 pathways, and develop an informed understanding of local and national labour markets.

Personal Guidance and Individual Support (Gatsby Benchmark 8)

- **Learners will have access to at least one 1:1 careers guidance interview with a qualified, impartial Careers Adviser in Year 10 or Year 11**, ensuring personalised support ahead of post-16 transition.

Provider Access Legislation (PAL) – Access to Technical and Apprenticeship Providers (Gatsby Benchmark 7)

- **Learners will receive a minimum of two encounters with approved providers of technical education and apprenticeships during Key Stage 4**, as required under the May 2025 Provider Access Legislation, ensuring they are fully informed about technical routes available after KS4.

- **Learners will hear from a range of post-16 training providers during these two mandatory KS4 encounters**, including colleges, apprenticeship training providers, UTCs, and sixth forms, to support impartial and comprehensive decision-making.

Careers Learning Commitment

(Aligned to May 2025 Statutory Guidance)

Careers Commitment by the end of Key Stage 5:

Understanding Progression, Pathways and Future Destinations

- **Learners will develop a secure understanding of the full range of post-18 pathways**, including university degrees, higher technical qualifications (HTQs), higher and degree apprenticeships, specialist technical training, employment, and gap-year opportunities.
- **Learners will understand the academic, technical and professional requirements of different post-18 routes**, enabling them to make informed, aspirational decisions aligned to their skills, interests, and long-term career goals.
- **Learners will receive clear, impartial and up-to-date information about the changing labour market**, including regional and national growth sectors, higher-level skills needs, and emerging industries (Gatsby Benchmark 2).

Personal Development, Skills and Self-Awareness

- **Learners will be supported to assess and articulate their strengths, skills, achievements and personal development needs**, using this understanding to inform post-18 transitions.
- **Learners will develop a strong understanding of the employability skills required for higher-level study and work**, including communication, organisation, digital literacy, problem-solving, collaboration and professional conduct.

Encounters with Employers, Higher Education and Training Providers

- **Learners will participate in multiple meaningful encounters with employers**, including industry talks, workshops, mentoring, and sector-focused events, helping them explore advanced career pathways and professional expectations (Gatsby Benchmark 5).
- **Learners will experience at least one meaningful workplace experience or extended industry placement**, either in person or virtually, enabling them to gain real insight into higher-level roles and working environments (Gatsby Benchmark 6).

- **Learners will take part in encounters with a wide range of higher education providers**, including universities, colleges and training organisations, ensuring they understand the diversity of post-18 study opportunities available to them.
- **Learners will receive at least three encounters with approved providers of technical education or apprenticeships during KS5**, in line with the Provider Access Legislation (PAL) and updated May 2025 statutory requirements (Gatsby Benchmark 7).

Use of Digital Careers Platforms and Labour Market Tools

- **Learners will use the Unifrog careers platform and high-quality labour-market-information tools** to compare university courses, technical qualifications, apprenticeship standards, and employment pathways.
- **Learners will access digital tools to build CVs, portfolios and personal statements**, preparing them for post-18 applications and professional environments.

Personal Guidance and Individual Support (Gatsby Benchmark 8)

- **Learners will have access to at least one 1:1 careers guidance interview each year**, delivered by a qualified, independent Careers Adviser, ensuring personalised support at critical transition points.
- **Learners will be supported through the UCAS process, apprenticeship applications, technical education progression routes and employment preparation**, including interview guidance, personal statements, and professional profiling.

Transition Readiness and Destination Planning

- **Learners will be supported to make confident, informed and ambitious post-18 choices**, grounded in impartial guidance, labour-market understanding, employer engagement and personal strengths.
- **Learners will receive support to ensure a successful transition to their chosen destination**, with targeted interventions for those at risk of becoming NEET (Not in Education, Employment or Training).

To achieve these outcomes all students will progress through a differentiated programme of teacher-led Personal Development learning in addition to the following indicative list of activities:

Autumn Term

Year Groups	Activity
11	Employer based skills workshops
7, 8, 9	Employer Estate visit
7, 8, 9 and 10	Careers through Arts events

11	West Berks Destinations Expo
6 – 11	ICollege Careers & Community Engagement Event
10	Justice system visits
10 and 11	Post 16 provider open events
9 and 10	Berkshire Youth employer visit

Spring Term

Year Groups	Activity
10 and 11	Film studios visit
7 – 10	Leisure and fitness employer visit
7 - 11	National Apprenticeship Week
7 – 10	Science Week employer activities
9 and 10	Extended work experience placements
9 and 10	14 –16 vocational college course exploration
9, 10 and 11	Mock interviews

Summer Term

Year Groups	Activity
9 and 10	Extended work experience placements
9 and 10	Hospitality visits
10 and 11	Transition support
9 and 10	NHS visit
7- 10	Fire Service visit
10	Electronics HO visit
10	Independence Open Event

Career Guidance Sessions:

Year 11	October – January
Year 9 and 10	February – July
Transition Support	July – October
1:1 career meetings available by appointment	

Additional Interventions:

Autoskills –mechanics
Growing 2 Gether – gardening
Community Furniture Project – bike repair and furniture making workshop
Raw mentoring – gym based
Boxing

Make sense drama
Upper Lodge Farm
Burley Lodge Farm – equestrian based
These interventions are available on a bespoke/enrichment basis to learners depending on budget, availability and individual timetables.

Please refer to Yearly Long-Term Plans and 25 – 26 iCollege Careers programme document for further detail.