Issue 19 Autumn 2025

innervate

INSPIRING CAREERS & PERSONAL GUIDANCE

"intouch"

Welcome to the Autumn Term Newsletter!

This term is all about exploring your next steps and making choices that feel right for you. Whether you're in Year 9 thinking about GCSEs, Year 11 planning for college or apprenticeships, or Year 13 getting ready for University, Degree Apprenticeships or other exciting options, we've got loads of info to help you out.

Inside, you'll find advice on choosing subjects, understanding qualification levels, applying for apprenticeships, and what support is available if you have additional needs. There's also a reminder of key dates and events, plus tips to help you feel confident about your future.

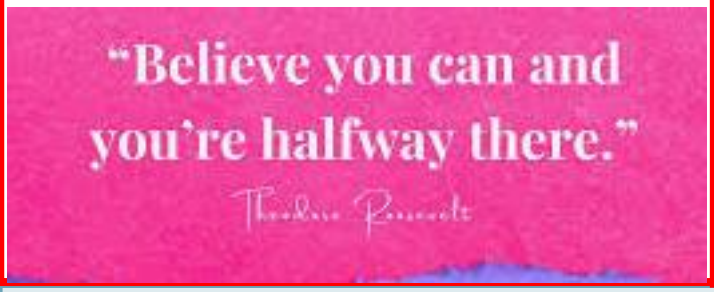
Fun fact: Did you know that the average person will have around 12 different jobs in their lifetime? So don't worry if you're not sure what you want to do yet—exploring is part of the journey!

If you're feeling unsure or just want to chat through your ideas, speak to your school's Careers Lead and they can connect you with an Innervate Careers Adviser.

Let this be the term you discover something new, take a chance, and start building the future you want.

Best wishes

Natalie Papworth
Founding Director
Innervate Careers



Key Features

- Events & Opportunities
- School & Colleges Career Resources & Events
- Outreach & Support for SEN/Social Mobility & Disability Updated
- Year 8 & 9's Choosing you GCSE Options
- Skills & Qualities your subjects develop
- Year 10 & 11 Options recap
- Understanding Levels & Qualifications
- School Leaver & Apprenticeship Opportunities Snapshot
- Applying for Apprenticeships
- Work Experience ideas
- Labour Market Information Update
- About Innervate Careers Service

Up to date Careers News, Information & Opportunities

Schools | Teachers | Young people | Career advisers | Parents/Carers

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Events & Opportunities

Parents/Carers | Young people | Teachers

What University? & What Career? for all 15-19 year olds considering their options for after school or college.

What Next?

Olympia London
14th and 15th Nov

Book Tickets

London Careers Fair
Nov 14th 2025 10am – 2pm

The London Careers Fair will offer candidates from all backgrounds, experience and education levels the opportunity to speak to representatives from **over 150 local and national employers, all in one place.** Book Tickets

Guildford Careers Fair – March 13th 2026 10am

Meet local and national employers face-to-face and apply directly for hundreds of vacancies.

Book Tickets

THE NATIONAL APPRENTICESHIP SHOW LONDON & SE SANDOWN PARK, SURREY FEATURING UNIVERSITY FEST

Tuesday 10 February 2026 10:00 – 14:30
Wednesday 11 February 2026 10:00 – 14:00

The National Apprenticeship Show – London & South East is for School and College leavers, as well as young adults, to discover more about apprenticeships across the region.
Taking place at **Sandown Park Racecourse** in Surrey, this event welcomes visitors and exhibitors from all London Boroughs, Surrey, Brent, Croydon, Sussex, Hertfordshire, Hampshire and Kent.

FIND OUT MORE AND REGISTER YOUR INTEREST HERE

Reading Careers Fair

Penta Hotel | February 4, 2026 | 10am - 2pm

Meet local and national employers face-to-face and apply directly for hundreds of vacancies.

GET A TICKET

PATHWAY CTM

Tue 16th Dec | 17:30-18:30

Location: Zoom (online)

Suitable for students preparing for apprenticeships university or the workplace.

Book Tickets

University Open Days & Taster Days

To find out about university open days either go direct to their website Click on icons to search for University open and taster days

opendays.com university and college open days

UNIVERSITY TASTER COURSE PROGRAMME

School/College Resources/Events for Careers & Employability

Science

Career fairs, competitions and resources for schools to inspire young people in STEM.

Enter the Big Bang competition for free by 4th March 2026. Find information on all the above here: The Big Bang

Health & Social Care

Step into the NHS Day 2026 – KS3

Register now to secure your school's place for our livestream on **Thursday 5 March 2026.**

By the end of the livestream, students will:

- Have heard from and interacted with a range of NHS staff at school
- Be inspired to put this learning into context and submit their competition entries
- Have raised their career aspirations and awareness of the 350+ NHS careers

You'll be able to join a number of stand-alone sessions between **9:00am to 3pm.**

Register here: Step into the NHS Day 2026

Media Students

Sky UP Programme- get behind the scenes at Sky Sport Studios

At Sky's TV studios, students get a chance to use cutting-edge digital technology to create their own digital media. They will take on real life media roles and work with a team of experts to create a news reel or trailer.

The Sky Up academy is accessible to all and they welcome visits from those with learning difficulties and disabilities.

There is also the option of a digital storytelling challenge, for if you would like to keep the programme in class.

For more information: Sky Up:Schools and Education

Creative Careers Month

Creative Careers Month November 2025

Inspire the future creative industries workforce by getting involved in Discover! Creative Careers Month 2025, an opportunity for young people to gain insight into real job roles and pathways through online and in-person events.

Schools and colleges can register their interest now:

Discover more and register interest

TV/Film Media

Pinewood Studios Futures Festival

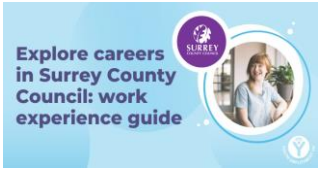
Friday 30th and Saturday 31st January 2026

Futures Festival 2026 is the biggest free careers event for those looking to start a career in the Film & TV industry. This January at Pinewood Studios, meet employers and industry professionals, take part in workshops and attend panels.

Sign up here to join the wait list for tickets: Futures Festival 2026 Tickets

Virtual work experience resources for schools.

Explore Youth Employment UK's Virtual Work Experience Programmes, designed to introduce young people to the world of work.



Explore all Youth Employment UK Free School Resources:

School/College Resources/Events for Careers & Employability

UK University & Apprenticeship Search Spring Events

The 2025/26 fairs include the University of Surrey on 3rd March, London Emirates Stadium on 26th March and Oxford Brookes on 17th June. For information on all the fairs: UK University Fair Sign Up

The Interview Practice Channel – free resource to help practice interview questions

The Interview Practice Channel is a series of free YouTube videos with interview questions across multiple subject areas, such as sales, HR and teaching. They include a School Leaver interview specifically to help 16-18 year olds talk about themselves.

You can share videos with your students for self practice or use it in the classroom, pausing between questions to discuss possible answers as a group.

Follow this link: The Interview Practice Channel - Introduction (youtube.com)

UCAS

Resources for teachers, advisers and parents

Includes links to lesson plans, parents evening presentations, virtual work experiences, subject guide videos and virtual university open days. Find out more here:

UCAS advisers toolkit 2025 cycle

The Careers & Enterprise Company Resource Directory

Understanding Apprenticeships

Download 4 free apprenticeship presentations to use in your careers lessons, from Ben Rowland, author of Amazon bestseller 'Understanding Apprenticeships'. These practical presentations introduce your students to this potential pathway after school to help them receive a balanced careers education.
https://resources.careersandenterprise.co.uk/resources/understanding-apprenticeships

Access toolkits now and view the wide range of events planned for the week:

National Apprenticeship Week 2026

Outreach & Support for SEND/
SCHOOL LEAVER SUPPORT
TRANSITION AND EMPLOYMENT

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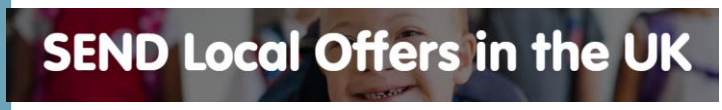

A Local Offer gives children and young people with special educational needs or disabilities (SEND,) and their families, information about the support services the council thinks are available in their local area.

The Local Offer should include:

- ❑ Educational support, including nurseries, schools and colleges
- ❑ Health support, including therapies available to a child or young person
- ❑ Social care support, including short breaks and respite
- ❑ Support to help young people to live independently
- ❑ Support to help young people find employment opportunities
- ❑ Support to help young people find suitable accommodation

You can find links to all the UK councils and information about their Local Offers here: UK SEND Local Offers

Supported internships

SUPPORTED INTERNSHIPS
A supported internship is an educational programme for young people with SEND that is based primarily in the workplace. It must include at least 600 hours training, which is the same as between 6 months to a year of on-the-job training.

Young people are matched to a job that suits them. The internship is unpaid but can lead to employment.

Who is a supported internship for?
To be accepted for an interview, you must:
•have an EHCP; and
•be aged between 16 and 24.

What support will I get?
If you are accepted onto the supported internship programme, you will be assigned a job coach who will help you make the transition into the workplace and teach you all the skills you need for the work environment.

What will I achieve from a supported internship?
All young people that complete a supported internship will know how to apply for a job, and will know what is expected of them in the workplace. You will gain confidence, improve your self-esteem and make a big step on your path to independence.

You can find out more about supported internships here Govt UK Supported Internships and through your local council website.

Outreach & Support for SEN/Social Mobility & Disability

SCHOOL LEAVER SUPPORT TRANSITION AND EMPLOYMENT

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ABOUT US

How the King's Trust Support Young People

The King's Trust believes that every young person should have the chance to succeed, no matter their background or the challenges they are facing.

They help young people from disadvantaged communities and those facing the greatest adversity by supporting them to build the confidence and skills to live, learn and earn.

How King's Trust support young people

Our courses, resources and other support help people aged 11 to 30 to develop essential life skills, get ready for work and access job opportunities. We support young people to find work because having a job or running a business can lead to a more stable, fulfilling life.

Over the last five years, 3 in 4 young people supported by The Trust moved into work, education or training.

Free courses, programmes and support | The King's Trust

Together Matters has lots of resources to help people with learning difficulties think about how to be part of the world of work.

Together Matters is a small organisation with big ideas about the importance of talking, learning and working together to help create positive change in people's lives. They work alongside people with learning disabilities, their families, practitioners, organisations that provide support and self advocacy groups.

They do this by:

- developing and sharing **a wealth of written resources to give ideas and information** to people with learning disabilities, their families and supporters, around planning for a good life, based on what is important to them
- providing **training and consultancy work for services and organisations** to help them make the best use of the resources and to ensure that meaningful conversations about the future are part of the way they work
- offering information and tools to **make planning manageable and helpful at all ages and stages of life.**

Follow this link to their website for various resources Resources and Information | Together Matters

mencap

Information, advice and support

After School:

Transition into Adult Services:

All young people are required to remain in education or training in England until they are 18.

However, some young people with a learning disability – for example those in England who have an Education, Health and Care (EHC) Plan – may remain in education or training, free of charge, until they are 25 if it is agreed that it would be beneficial for them to do so.

When it is anticipated that a young person with an EHC Plan will soon be leaving education or training, the local authority should agree in advance the support the young person might need and the help they might need to access it.

Find out more about support from Mencap here:

MENCAP FURTHER EDUCATION SUPPORT

MENCAP TRANSITION INTO ADULT SERVICES

Most further education takes place at colleges, training facilities or school sixth forms. There are lots of courses and options available, including tailored packages of support five days a week.

Visit your UK SEND Local Offers to see what options are available in your area.

There are three main training options available in England for young people with a learning disability - apprenticeships, traineeships and supported internships.

Getting Support:

If you would like support from Mencap with finding training or a job you can contact them on:

Tel: 0808 808 1111
Or contact them on-Line: Contact Mencap's Employment Team | Mencap

Information Websites for Outreach and SEN:

National Careers Service – Job Support if you have a special educational needs or a disability
The Autism Organisation – Transition from school/education Support Helpline
The British Association of Supported Employment

Higher Education & University Outreach & Support for SEN/Social Mobility & Disability

Parents/Carers

Young people

informed

Universities provide help for SEN, disability and enabling social mobility. You can find information on university websites, through their student support and wellbeing pages. Access can also be gained through contextual offers:

Contextual offers are those made when universities take into account your personal circumstances when considering your application. For example, if you've attended a school with low progression rates to higher education, access schemes and alternative offers of lower grades/UCAS points may be available to help you get into university.

Find out more about how contextual offers work:
Contextual Offers

THE SUTTON TRUST 25 YEARS

The Sutton Trust support young people from less advantaged backgrounds to access leading universities and careers. In partnership with universities and employers, Sutton Trust run engaging programmes that give students practical advice and leave them feeling inspired and more confident about their future.

Suttons Trust programmes are completely free to attend. All costs - including travel, accommodation, food and activities – are paid for by the Trust and our partners.

CLICK HERE FOR INFORMATION AND TO FIND OUT ABOUT THEIR CURRENT PROGRAMMES

Sutton Trusts UK Summer Schools

Are you interested in going to university? Not sure on what subject you want to study? Our UK Summer Schools offer you the chance to experience what university life is like.
From academic taster sessions to social activities, you'll get the chance to meet like-minded young people from across the UK and explore a subject of your choice at a leading UK university.
Click here for information

Find out how you can support a young person to apply to a Sutton Trust Programme:

For Teachers click here

Office for Students OfS

Uni Connect

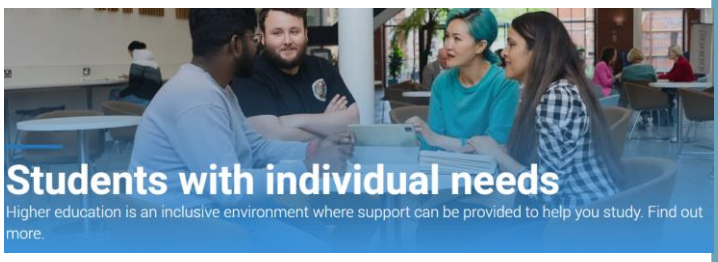
Uni Connect brings together 29 partnerships of universities, colleges and other local partners to offer activities, advice and information on the benefits and realities of going to university or college.

The programme was set up in 2017 and supports our strategic goal that students' access to higher education is not limited by their background, location or characteristics.

So far over 1.5 million young people from underrepresented groups have engaged with the Uni Connect programme.

Students can access workshops, mentoring, events and university visits. There are also parents and carers resources and community events and outreach support for schools and colleges.

CLICK HERE TO FIND YOUR LOCAL UNI CONNECT PARTNERSHIP



UCAS

The UCAS website has a section for students with individual needs, which includes articles for those with disabilities and SEN, care-experienced students, young carers, those with parenting responsibilities, students estranged from their parents, displaced students and those from Armed Forces families.

DISCOVER MORE HERE

Year's 8 & 9 Choosing your GCSE Options

What should I think about when choosing GCSE options? And what should I not do? …..

Helping you decide… consider the following:

- What are your favourite subjects?
- Which subjects do you get good grades in?
- What are your least favourite/most difficult subjects?
- How do you learn best – exams/coursework/practical work?
- Do you have a career in mind? If so, what subjects will be helpful/do you need to take?
- What is the content of each subject at GCSE/BTEC?
- How is each subject assessed?

Explore career ideas:

Career research: websites and on-line resources

National Careers Service

icould

PROSPECTS

Careerpilot

Your personal network

Ask for help and support

- Older siblings/ friends
- Career adviser
- Teachers
- Parents/carers/other family members

Make good decisions

- **Consider your interests** and think about why this subject interests you?
- **Get further information.** Are the content and assessment methods what you expected?
- **Consider the pros and cons.** What are the reasons to take this subject and the reasons not to?
- **Speak to others** to obtain further information and opinions but remember that others may have different experiences and opinions to you.
- **Try not to be swayed too much by other people,** such as whether others have found the subject easy, which teacher will be taking the subject or by what friends are choosing. Think about what is right for you!

If you have a career in mind, what skills do you need to develop?

If you don't know what you want to do, what skills appeal to you: creative, logical, problem solving, teamwork, leadership….?

Which subjects will help develop these skills?

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Parents/Carers

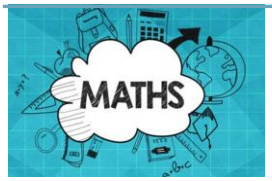
LOOK!

Young people

at the skills and qualities you are developing!

Skills and qualities your subjects develop

Possible jobs and careers your subjects can lead to:



- ✓ Problem solving
- ✓ Numeracy skills
- ✓ Attention to detail
- ✓ Following processes
- ✓ Analysis
- ✓ Recognise patters
- ✓ Methodical
- ✓ Logical
- ✓ Accuracy
- ✓ Thorough
- ✓ Mathematical modelling
- ✓ Reasoning

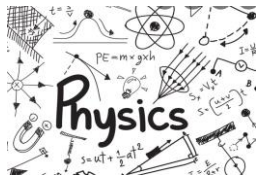
- Accounting technician
- Acoustics consultant
- Actuary
- Aerospace engineer
- Air traffic controller
- Bank manager
- Civil engineer
- Credit controller
- Criminologist
- Cyber intelligence officer
- Data analyst-statistician
- Economist
- Electrical engineer
- Finance officer
- Financial adviser
- Insurance underwriter
- Investment analyst
- Meteorologist
- Research scientist
- Software developer
- Stockbroker
- Tax adviser

- ✓ Problem solving
- ✓ Numeracy
- ✓ Enquiring mind
- ✓ Literacy skills
- ✓ Communication
- ✓ Organisation
- ✓ Teamwork
- ✓ 3D Spatial Reasoning
- ✓ Curiosity
- ✓ Analysis
- ✓ Research
- ✓ Presentation
- ✓ Attention to detail
- ✓ Methodical

- Anaesthetist
- Brewery worker
- Chemical engineer
- Chemist
- Criminologist
- Dentist
- Energy engineer
- Food scientist
- Forensic scientist
- Geotechnician
- GP
- Hospital doctor
- Laboratory technician
- Materials engineer
- Minerals surveyor
- Nanotechnologist
- Nurse
- Pharmacist
- Roustabout
- Textile technologist
- Vet

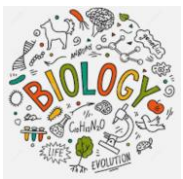
- ✓ Creative thinking
- ✓ Critical thinking
- ✓ Expression
- ✓ Interpreting
- ✓ Investigation
- ✓ Analysis
- ✓ Independent
- ✓ Research
- ✓ Essay Writing
- ✓ Communication
- ✓ Comprehension
- ✓ Grammatical Skill
- ✓ Debating
- ✓ Inquisitive
- ✓ Listening
- ✓ Presentation
- ✓ Synthesis

- Actor
- Advertising copywriter
- Arts administrator
- Bookseller
- Commissioning editor
- Computer games developer
- Copy editor
- Crown prosecutor
- Digital marketer
- Early years teacher
- Librarian
- Marketing executive
- Newspaper journalist
- Paralegal
- Radio broadcast assistant
- Sales administrator
- Screenwriter
- Special educational needs (SEN) teacher
- Speech and language therapist
- TV or film producer
- Vlogger



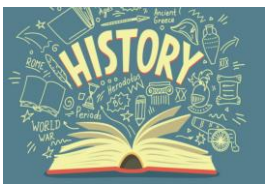
- ✓ Problem solving
- ✓ Creative thinking
- ✓ Teamwork
- ✓ Collaboration
- ✓ Numeracy skills
- ✓ Determination
- ✓ Research
- ✓ Investigation
- ✓ Methodical
- ✓ Curiosity
- ✓ Analysis
- ✓ Logical
- ✓ Deductive skills
- ✓ IT Skills
- ✓ Questioning
- ✓ Enquiring mind

- Acoustics consultant
- Aerospace engineer
- Agricultural engineer
- Architect
- Astronomer
- Audiologist
- Broadcast engineer
- Building services engineer
- Chemical engineer
- Civil engineer
- Criminologist
- Design and development engineer
- Electronics engineer
- Energy engineer
- Geoscientist
- IT service engineer
- Meteorologist
- Nanotechnologist
- Nuclear engineer
- Oil and gas operations manager
- Physicist



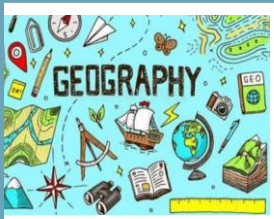
- ✓ Communication
- ✓ Analysis
- ✓ Evaluation
- ✓ Presentation
- ✓ Numeracy skills
- ✓ Decision making
- ✓ Independent
- ✓ Research
- ✓ Problem solving
- ✓ Attention to detail
- ✓ Curiosity
- ✓ Creative thinking
- ✓ Independent
- ✓ Teamwork
- ✓ Enquiring mind
- ✓ Methodical

- Agronomist
- Biomedical scientist
- Botanist
- Criminologist
- Dental nurse
- Environmental consultant
- Food scientist
- Gardener
- GP
- Health visitor
- Horticultural manager
- Hospital doctor
- Microbiologist
- Nurse
- Oceanographer
- Ornithologist
- Pharmacologist
- Podiatrist
- Speech and language therapist
- Vet
- Zookeeper
- Zoologist



- ✓ Analysis
- ✓ Debating
- ✓ Investigation
- ✓ Patience
- ✓ Reflective
- ✓ Communication
- ✓ Evaluation
- ✓ Expression
- ✓ Logical
- ✓ Literacy skills
- ✓ Critical thinking
- ✓ Essay writing
- ✓ Independence
- ✓ Research
- ✓ Global awareness

- Antique dealer
- Archaeologist
- Archivist
- Art gallery curator
- Broadcast journalist
- Civil Service administrative officer
- Conservator
- Editorial assistant
- Heritage officer
- Land and property valuer and auctioneer
- Librarian
- Museum curator
- Patent attorney
- Proofreader
- Public relations officer
- Secondary school teacher
- Solicitor
- Sub-editor
- Tourist guide
- Web content manager
- Writer



- ✓ Investigation
- ✓ Graphical skills
- ✓ IT skills
- ✓ Global awareness
- ✓ Reflective
- ✓ Debating
- ✓ Research
- ✓ Numeracy skills
- ✓ Evaluation
- ✓ Analysis
- ✓ Mapwork
- ✓ Questioning
- ✓ Essay writing
- ✓ Cultural awareness
- ✓ Project Management
- ✓ Enquiring mind
- ✓ Teamwork
- ✓ Problem solving
- ✓ Decision making
- ✓ Communication

- Archaeologist
- Cabin crew
- Cartographer
- Climate scientist
- Countryside ranger
- Diplomatic Service officer
- Drone pilot
- Ecologist
- Environmental consultant
- Estates officer
- Geoscientist
- Geotechnician
- Land surveyor
- Landscape architect
- Planning and development surveyor
- Quantity surveyor
- Rural surveyor
- Seismologist
- Tourist guide
- Town planner
- Transport planner
- Travel agent

- ✓ Communication
- ✓ Cultural awareness
- ✓ Open minded
- ✓ Linguistic skills
- ✓ Critical thinking
- ✓ Problem solving
- ✓ Grammatical skills#
- ✓ Confidence
- ✓ Memory
- ✓ Analysis
- ✓ Global awareness
- ✓ Expression
- ✓ Translation
- ✓ Interpretation
- ✓ Creative thinking
- ✓ Listening
- ✓ Deductive skills
- ✓ Literacy skills
- ✓ Resilience
- ✓ Code switch

- Aid worker
- Air traffic controller
- Airline pilot
- British Sign Language interpreter
- Broadcast journalist
- Cabin crew
- Civil Service administrative officer
- English as a foreign language (EFL) teacher
- Events manager
- Hotel manager
- Immigration officer
- Primary school teacher
- Public relations officer
- RAF officer
- Secondary school teacher
- Tour manager
- Tourist guide
- Translator
- Transport planner

inspire

Parents/Carers

LOOK!

Young people

at the skills and qualities you are developing!

Skills and qualities your subjects develop

Possible jobs and careers your subjects can lead to:

- ✓ Creative thinking
- ✓ Analysis
- ✓ Self-motivation
- ✓ Self-discipline
- ✓ Independent
- ✓ Expression
- ✓ Attention to detail
- ✓ Perceptive
- ✓ Experimentative
- ✓ Cultural awareness
- ✓ Critical thinking
- ✓ Initiative
- ✓ Technical ability
- ✓ Open minded
- ✓ Enthusiastic
- ✓ Designing
- ✓ Planning
- ✓ Imaginative
- ✓ Inquiring mind
- ✓ Research
- ✓ Time management

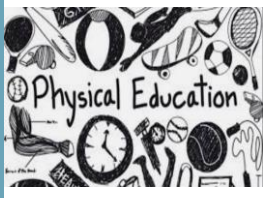
- Advertising art director
- Animator
- Architect
- Art gallery curator
- Art therapist
- Fashion designer
- Graphic designer
- Landscaper
- Make-up artist
- Museum curator
- Photographic stylist
- Play therapist
- Primary school teacher
- Prop maker
- Set designer
- Tattooist
- Textile designer
- TV or film director
- User experience (UX) designer
- Visual merchandiser
- Web content manager

- ✓ Creative thinking
- ✓ Commitment
- ✓ Performance
- ✓ Confidence
- ✓ Self-discipline
- ✓ Determination
- ✓ Imaginative
- ✓ Improvisation
- ✓ Public speaking
- ✓ Evaluation
- ✓ Memory
- ✓ Independent
- ✓ Cultural awareness
- ✓ Resilience
- ✓ Listening
- ✓ Communication
- ✓ Collaboration
- ✓ Dedication
- ✓ Attention to detail
- ✓ Reflective
- ✓ Negotiation
- ✓ Research
- ✓ Zest

- Actor
- Arts administrator
- Community arts worker
- Digital marketer
- Dramatherapist
- Entertainer
- Events manager
- Image consultant
- Lighting technician
- Live sound engineer
- Media researcher
- Pop musician
- Screenwriter
- Set designer
- Singing teacher
- Social media manager
- Tour manager
- TV or film camera operator
- TV or film producer
- TV or film sound technician
- TV presenter
- Vlogger

- ✓ Creative thinking
- ✓ Performance
- ✓ Confidence
- ✓ Self-discipline
- ✓ Improvisation
- ✓ Evaluation
- ✓ Memory
- ✓ Independent
- ✓ Cultural awareness
- ✓ Listening/interpreting
- ✓ Communication
- ✓ Collaboration
- ✓ Dedication
- ✓ Attention to detail
- ✓ Reflective
- ✓ Analysis
- ✓ Critical thinking
- ✓ Research

- Acoustics consultant
- Arts administrator
- Audio-visual technician
- Audiologist
- Broadcast engineer
- Community arts worker
- Computer games developer
- Dancer
- DJ
- Entertainer
- Events manager
- Music promotions manager
- Music teacher
- Music therapist
- Musical instrument maker and repairer
- Radio broadcast assistant
- Secondary school teacher
- Singing teacher
- Studio sound engineer
- TV or film sound technician



- ✓ Teamwork
- ✓ Technical ability
- ✓ Physical fitness
- ✓ Coordination
- ✓ Listening
- ✓ Analysis
- ✓ Determination
- ✓ Independent
- ✓ Evaluation
- ✓ Self-discipline
- ✓ Positive attitude
- ✓ Calm under pressure
- ✓ Communicator
- ✓ Confidence
- ✓ Performance
- ✓ Resilience
- ✓ Leadership
- ✓ Self-motivation
- ✓ Energy
- ✓ Kinesthetic

- Athlete
- Events manager
- Health trainer
- Leisure centre manager
- Lifeguard
- Outdoor activities instructor
- Primary school teacher
- PE teacher
- Personal trainer
- Physiotherapist
- Play therapist
- Sport and exercise psychologist
- Sports agent
- Sports coach
- Sports commentator
- Sports development officer
- Sports physiotherapist
- Sports professional
- Sports scientist
- Swimming teacher
- Yoga teacher

- ✓ Problem solving
- ✓ Programming
- ✓ Numeracy skills
- ✓ Designing
- ✓ Creative thinking
- ✓ Resilience
- ✓ Independent
- ✓ Inventive
- ✓ Methodical
- ✓ Teamwork
- ✓ Coding
- ✓ Reasoning
- ✓ Logical
- ✓ Follow processes
- ✓ Technical ability
- ✓ Attention to detail
- ✓ analysis

- App developer
- Architectural technologist
- Automotive engineer
- Broadcast engineer
- Computer games developer
- Criminal intelligence analyst
- Cyber intelligence officer
- Data analyst-statistician
- Electronics engineer
- Head of IT (IT director)
- Information scientist
- Investment analyst
- IT project manager
- IT security co-ordinator
- IT service engineer
- IT support technician
- IT trainer
- Software developer
- Systems analyst
- Technical architect
- User experience (UX) designer
- Web designer
- Web developer

- ✓ Problem solving
- ✓ Creative thinking
- ✓ Patience
- ✓ Tolerance
- ✓ Communication
- ✓ Reflective
- ✓ Critical thinking
- ✓ Independent
- ✓ Negotiation
- ✓ Questioning
- ✓ Cultural awareness
- ✓ Debating
- ✓ Analysis
- ✓ Empathy
- ✓ Listening
- ✓ Evaluation

- Chaplain
- Higher education lecturer
- Primary school teacher
- Secondary school teacher
- Advice worker
- Archivist
- Charity fundraiser
- Charity officer
- Civil Service administrator
- Community development worker
- Editorial assistant
- Equality, diversity and inclusion officer
- Mediator
- Newspaper journalist
- Policy officer
- Solicitor
- Youth worker

- ✓ Designing
- ✓ Planning
- ✓ Creative thinking
- ✓ Inventive
- ✓ Problem solving
- ✓ Project management
- ✓ Research
- ✓ Independent
- ✓ Analysis
- ✓ Evaluation
- ✓ Global awareness
- ✓ Technical ability
- ✓ Time management
- ✓ Communication
- ✓ Imaginative
- ✓ Persuasive
- ✓ Investigation

- Aerospace engineer
- Agricultural engineer
- Architect
- Automotive engineer
- Biotechnologist
- Chemical engineer
- Civil engineer
- Construction contracts manager
- Electrical engineer
- Electronics engineer
- Engineering construction technician
- Ergonomist
- Furniture designer
- Heating and ventilation engineer
- Interior designer
- Jewellery designer-maker
- Manufacturing systems engineer
- Mechanical engineer
- Planning and development surveyor
- Robotics engineer

- ✓ Attention to detail
- ✓ Follow processes
- ✓ Communication
- ✓ Technical ability
- ✓ Problem solving
- ✓ Planning
- ✓ Time management
- ✓ Organisation
- ✓ Creative thinking
- ✓ Customer service skill
- ✓ Curiosity
- ✓ Enthusiastic
- ✓ Teamwork
- ✓ Observant
- ✓ Flexible
- ✓ Independent

- Agricultural engineer
- Baker
- Barista
- Butcher
- Catering manager
- Chef
- Farmer
- Food factory worker
- Food manufacturing inspector
- Food packaging operative
- Food scientist
- Head chef
- Hotel manager
- Meat process worker
- Nutritional therapist
- Nutritionist
- Packaging technologist
- Restaurant manager

Parents/Carers

Year 10/11
What are your options after year 11

Young people

informed

Continue in education
School Sixth Form, Sixth Form College or FE college
Or
Continue in training
Apprenticeship in the workplace

How do I figure out the best option for me?

Consider the following:

- What are your predicted grades? What are you likely to achieve? Check with teachers if you are unsure.
- What subjects have you enjoyed at school? Can you identify any potential new subjects? Do your favourite subjects suggest a particular career?
- Would you like to focus on one subject? Or take a range of subjects that keep your options open?
- Do you enjoy classroom-based learning or prefer practical activities? How do you feel about exams? How do you feel about coursework?
- Do you know what career area you want to go in to? If so, are apprenticeships available for school leavers in that industry? How would you feel about working in an environment with adults, with longer hours and fewer holidays, whilst getting paid?

Qualifications explained

Five or more grade **4's** at GCSE (A Levels generally require 5s and above or higher)

3-4 A levels or ..
Level 3 BTEC/ T Level or ..
Advanced apprenticeship

Grade 3's (Ds at GCSE)

Level 2 BTEC or
Intermediate apprenticeship

Less than grade **2's** (Ds) at GCSE

Level 1 BTEC Diploma

Foundation/SEN courses are also available at some FE Colleges.

Thinking ahead to university?

Informed Choices

If you don't know what you want to study, you may want to explore different subject combinations to discover which university courses they could lead to. Find out more at Informed Choices

Explore the different qualifications below:

A-LEVELS

- Study at a college or sixth form
- Academic – theory based, abstract and critical thought
- Learning about a subject through lessons, reading and research
- Essays, exams and coursework
- For you if you've enjoyed learning and studying at school
- Gateway to higher academic education

BTEC / SIMILAR

- Study at college
- Study at a school sixth form combined with A-Levels
- Vocational and often linked to an industry
- Applied learning – theory links in with practical activity
- Coursework and practical assignment based – some exams
- Level 3 can lead to higher education

T-LEVELS

- 80% at college or school sixth form and 20% in a workplace
- Focuses on vocational skills
- Equivalent to 3 A-levels
- Valuable experience in the workplace
- 45 day in-depth industry placement

APPRENTICESHIP

- Vocational qualifications gained through job or placement
- Applied learning
- Portfolio of evidence and reflective accounts
- Practical assessments
- Real working experience while gaining a qualification

Research

- For researching careers – National Careers Service
- www.prospects.ac.uk www.careerpilot.org.uk
- For researching university – www.ucas.com
- For apprenticeships - www.apprenticeships.org.uk
- For subjects at colleges/sixth forms – **have a look at the course guides for colleges/sixth forms, on their websites and at their open evenings**

innervate
INSPIRING CAREERS & PERSONAL GUIDANCE

Understanding Levels & Qualifications

informed

Level	Entry Criteria	Qualification Gained/Progress
Level 6	A Levels, Level 3 BTEC Diploma Level 4 or 5 Qualification Proven experience in the subject	Degree with honours (BA/BSc) Graduate Certificate, Graduate Diploma Level 6 Award, Certificate, Diploma NVQ Level 6 **PROGRESS**: Postgraduate/Masters Degree
Level 5	A Levels Level 3 BTEC/Diploma Proven experience in the subject or qualifications at level 4	Diploma of higher Education (DipHE) Foundation Degree Higher National Diploma (HND) Level 5 award, certificate, diploma, NVQ L5 **PROGRESS**: Degree, Higher/Degree Apprenticeship, Employment
Level 4	A Levels, Level 3 BTEC/T-Level, Access to HE or NVQ3	Foundation Degree HNC's/D's, NCQ Level 4 BTEC Professional Diploma **PROGRESS**: Further study, University Degree, Higher Apprenticeship, Employment
Level 3	Five or more grade **4's** (A* to C grades) at GCSE 3-4 A levels or .. Level 3 BTECs/T-Level or .. Advanced Apprenticeship	A Levels Key Skills Level 3 BTEC Awards, Certificates, Diplomas NVQ Level 3 **PROGRESS**: Further study, University Degree, Higher Apprenticeship, Employment
Level 2	Grade **3's** (Ds at GCSE) Level 2 BTEC/T-Level or Intermediate apprenticeship	GCSE's grades A*-C/9-4 BTEC Awards/Certificates & Diplomas L2 Key Skills L2 Functional Skills L2, NVQ L2 **PROGRESS**: Level 3 Course, Advanced/Intermediate Apprenticeship
Level 1	Less than grade **2's** (Ds) at GCSE Level 1 BTEC/T-Level Diploma Traineeship	BTEC Introduction Diploma, Certificate L1 Functional Skills Foundation learning Tier Pathways, NVQ L1 **PROGRESS**: Level 2 course, trainee/intermediate apprenticeship
Entry Level	Entry Level No qualifications Traineeship & Supported Learning	Entry Level Certificate Skills for Life Functional Skills (English, Math, ICT) Awards Certificates and Diplomas **PROGRESS**: Level 1 Course

Apprenticeships Snapshot

Parents/Carers

Young people

"intouch"

What time of year do apprenticeship opportunities open?

Applications for School Leaver Programmes tend to open between September and March/April.

Closing dates typically fall between late October and early May.

However apprenticeships are advertised all year round.

The following is a snapshot of current apprenticeship opportunities

Consumer Manufacture & Supply

Unilever Level 3, 4 & Degree Apprenticeships now open

- Chartered Management Degree Apprenticeship
- Marketing Degree Apprenticeship
- Sales Degree Apprenticeships
- Digital & Technology Degree Apprenticeship
- Data Science Degree Apprenticeship
- Digital marketing Level 3 Apprenticeship
- Accountancy Level 4 Apprenticeship
- Project Management Level 4 Apprenticeship

Click here for information and apply

Aviation

BRITISH AIRWAYS

BA Apprenticeship Opportunities Open Now for 2026

British Airways are offering Business and Engineering apprenticeships for 2026.

Click here for information on their up and coming opportunities

Childcare & Education

Busy Bees Education and Training

Click here to keep up to date and look out for opportunities on their website and

Subscribe for Updates

Energy & Utilities

sse

Apprentices are being taken on in 2026. Sign up here for job alerts: Apprenticeships | Early careers at SSE

Opportunities include Lab Chemist, Linesperson and Multiskilled Craftsperson

Engineering

AWE offer Level 3, 4 and degree apprenticeships in a range of fields, including nuclear engineering, science, HR and project management. Apply now: AWE Early Careers Apprenticeships

Media

BBC CAREERS

Level 3, 4 and degree apprenticeships offered now in a wide range of career areas, including journalism, production, HR and business. 'Get In' taster experiences also offered to find out if a career in the BBC is right for you.
Click here for information, click on the apprenticeship of interest and filter to area.

4 CAREERS

Channel 4 offer apprenticeships at levels 2, 3, 4 and 6 across many departments based around the UK.

Apprenticeship Applications are now OPEN!

SEARCH AND APPLY HERE Deadline for all Applications is January 2nd 2026.

Apprenticeships Snapshot

Parents/Carers

Young people

"intouch"

Amazing Apprenticeships

Explore 1,600+ Higher and Degree apprenticeship vacancies in the October 2025 edition of the Higher and Degree listing

DOWNLOAD HERE

Construction/Engineering

mace

Apprenticeships 2026

Mace offer a wide range of opportunities in construction for school and college leavers including Surveying, Engineering, Health, Safety and Wellbeing, Project Management **Click here for current vacancies for 2026 start**

AtkinsRéalis

Apprenticeships open for 2026 start

Opportunities available in a range of locations, including Epsom, and London, at levels 3-6.

Roles include training to become a Civil Engineer, Electro-Mechanical Engineer, Network Cable Installer, Digital Support Technician, Architectural Assistant, Building Surveyor, Quantity Surveyor, Project Manager and Environmental practitioner

APPLY FOR APPRENTICESHIPS

Financial Services

RSM

RSM Accounting Apprenticeships

RSM are offering a variety of Accounting apprenticeships for September 2026 start:
For Reading Apprenticeships click here
For Guildford Apprenticeships click here

EY

Ernest & Young Apprenticeship now open for September 2026 start:

For a variety of Accounting and Business apprenticeships. Filter to 'Apprenticeship' and area for opportunities: Click here

MENZIES BRIGHTER THINKING

Applications open now for accounting :Menzies Early Careers

Law

Mishcon de Reya
It's business. But it's personal.

Solicitor Apprenticeships

Applications for the 2026 Solicitor Apprenticeship Programme (London) are open between **Monday 29th September 2025 - Friday 28th November 2025.**

APPLY HERE

General opportunities

Apprenticeships

The Government apprenticeship website provides information on apprenticeships for young people and employers as well as a facility to search for apprenticeships of all levels in your local area:

Govt Apprenticeship Site

CLICK HERE FOR APPRENTICESHIP VACANCY SEARCH

Applying for an Apprenticeship

Parents/Carers | Schools | Teachers

Apprenticeship Applications

Once you've searched and found the right apprenticeships for you, you can get on with the application process.

If you're applying to bigger organisations, you might have two or three interviews. A smaller employer may just want to meet you once, face-to-face, to see if you fit into their organisation. Employers will each set their own application process for an apprenticeship. Interviews can range from face-to-face, a panel interview, on the telephone or online. If you've not done an interview before, the following tips should help you through the whole process:

BEFORE YOUR INTERVIEW

KNOW YOUR STUFF

Find out as much as you can about the apprenticeship and the organisation that's interviewing you. You might also want to keep up to date with the relevant news in your industry, just in case your interviewer asks your opinions on any relevant news stories.

If there are particular skills the employer is asking for in the job application, they may ask about these in the interview. They may also ask you to tell them more about any experiences/skills you have mentioned in your application.

PRACTICE

Try a mock interview with a teacher, adviser, parent or friend. A simple practice interview can help you feel more confident, and see what answers you need to practice.

Some example interview questions:

- Why have you applied for this apprenticeship?
- Give an example of a time when you have coped well under pressure
- What are your strengths?
- What are your weaknesses?
- What do you think we are looking for in an apprentice?
- What types of tasks do you think you would be doing in this role?
- Give an example of when you have had to be organised.
- Give an example of how you have dealt with a difficult situation/customer.
- Tell us about yourself
- Tell us about a recent situation where you were required to use your own initiative
- What role do you play in a team environment?

At the end of the interview, you will usually be asked if you have any questions. You could ask:

- How would you describe the work culture?
- What do you offer in terms of continuing professional development?
- I notice that you have recently introduced…… How will this impact the organisation?
- What are the most significant issues that the organisation will face over the coming months?

LifeSkills

LifeSkills Created with BARCLAYS

Go forward into work

LifeSkills is designed to help young people develop the skills they need for the 21st century workplace.

Preparing for the workplace? You'll find content on building confidence, creating a CV and preparing for interviews, and you can even try virtual work experience on the LifeSkills website.

Some employers use psychometric tests as part of their recruitment process.

What are psychometric tests?

Psychometric tests are used by employers to objectively measure candidate's cognitive abilities, attitudes, personality and knowledge. They're becoming increasingly popular in the recruitment process and are now used in industries ranging from banking and finance to police and the armed forces.

What are the different types of psychometric tests?

There are a number of different types of psychometric tests. The most commonly used are:

- numerical reasoning tests,
- verbal reasoning tests,
- diagrammatic reasoning tests,
- situational judgement tests
- personality tests .
- www.practiceaptitudetests.com/psychometric-tests
- www.jobtestprep.co.uk/free-psychometric-test

Search for apprenticeships:

You can register on websites and set up alerts for new opportunities to be emailed

- https://www.gov.uk/apply-apprenticeship - Search for apprenticeships
- https://www.notgoingtouni.co.uk/ Not going to Uni website with advertised apprenticeships
- https://www.indeed.co.uk/Apprenticeships-jobs Indeed website
- https://www.getmyfirstjob.co.uk/ Apprenticeship search
- https://www.ratemyapprenticeship.co.uk/apprenticeships Rate my Apprenticeship with latest apprenticeship opportunities
- https://www.e4s.co.uk/ Student job search site
- https://evolveuk.org/speculative-job-application/ Construction apprenticeships

Work Experience & Volunteering

Parents/Carers

Young people

"intouch"

Work experience and volunteering add valuable skills to your CV. They can help you check if a career area is right for you and will increase success with applications for apprenticeships and university. There are various ways to gain experience:

- Speaking to and shadowing relatives & family friends,
- Volunteering for community projects and events
- Contacting businesses you are interested in directly to enquire.
- Attend Careers and Apprenticeship Fairs
- Search local council websites for opportunities.
- Use UK-wide voluntary work databases, such as DO IT and : www.vinspired.com

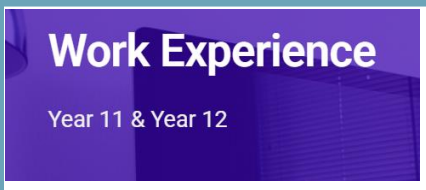
SPEAKERS for schools

Work Experience

Click on the link below to explore the latest placements on offer from hundreds of employers across a wide range of industries.

Search for a specific employer or use the filters on the right to help you find online placements based on your age or the industry you're interested in. Then simply click on the 'Read more' button to go through to their portal to apply.

https://www.speakersforschools.org/work-experience-opportunities/



Student Ladder

Student Ladder advertises work experience placements for students in Year 11 and 12. Their placements include banking, medicine, dentistry, veterinary, media, law, professional services and science, as well as a miscellaneous category: Work Experience | Student Ladder

Science

NPL

NPL (National Physics Laboratory) in Teddington offers work experience placements. Applications open in December 2025 for placements during the following year: NPL WORK EXPERIENCE

ROYAL SOCIETY OF CHEMISTRY

Work experience ideas linked to chemistry: CHEMISTRY WORK EXPERIENCE

Various Virtual Work Experience

Springpod®

For virtual work experience placements:

https://www.springpod.com/virtual-work-experience

Business/IT & Technology, Engineering

SIEMENS

Engineering, technology and sustainability placements offered:

SIEMENS WORK EXPERIENCES

BAE SYSTEMS

BAE offer a range of placements for 14-18 year olds covering lots of different areas, including engineering and business administration:

BAE Systems Careers: Work Experience

uptree

Online and in-person events in a wide range of industries, including law, business and finance.

Uptree's event listings

Law

The Lawyer Portal

.See the following link for ideas for ideas of how to gain experiences in law and links to companies offering schemes:

GUIDE TO LAW WORK EXPERIENCE

Parents/Carers

Work Experience & Volunteering

Young people

"intouch"

Creative Industries/Media/Film&TV

As media is a competitive sector, it is advisable to get as much relevant experience as possible. Web-editing skills, a social media presence and setting up your own blog are ways to start developing a portfolio. The BBC have a 'Writers Room' page with the opportunity to enter scripts and sign-up for free online courses: https://www.bbc.co.uk/writersroom/opportunities .

New Creatives is a talent development scheme that offers opportunities for emerging artists to create new artistic works in film, or audio or interactive media, designed for BBC platforms: https://www.screensouth.org/ - New Creatives

For journalism, writing into newspapers, getting letters published, writing articles for student and local magazines are all ways of gaining experience. You could also contact newspapers and magazines directly for work placements.

Being involved in community events, drama groups and local radio also provide opportunities.

You can look to join the social media accounts of companies, such as LinkedIn which will alert you to any opportunities and events.

For work experience in theatres:

ATG work experience and placements

National Theatre work placements

For work experience in TV:

Channel 4 Work Experience

Animal Management

For animal care careers, work experience/voluntary work is often essential. You can explore opportunities with veterinary practices, catteries, kennels, stables, groomers, pet shops and charities. Some ideas of places you can explore are:

Work With Pets 1st Vets | Vets in Surrey - Pets 1st

Apprenticeship and Work Experience Opportunities | ZSL

Work Experience at London Zoo | London Zoo

Conservation opportunity:

Campaigning with Crustacean Compassion

17th-18th February 10am – 2.30pm (remote)

For 14-19 year olds.

Join the Crustacean Compassion team for an immersive 2-day remote work experience. Explore science, ethics and advocacy. Perfect for students passionate about animal welfare, or policy: APPLY HERE

Medicine, Health & Social Care

- https://www.stepintothenhs.nhs.uk/work-experience - NHS Work Experience ideas
- Work experience : Surrey and Borders Partnership NHS Foundation Trust (sabp.nhs.uk) Surrey and Borders Students and Volunteers
- https://www.redcross.org.uk/get-involved/volunteer Red Cross
- Volunteer Opportunities - First Aid Charity | St John Ambulance (sja.org.uk) St John's Ambulance

You can volunteer in some care homes as a companion by contacting them directly.

Financial Services

Deloitte are offering opportunities in their Early Careers section, including an Inspiring women in Finance taster session for Year 12 girls. Search all Early Careers opportunities here: Job Search | Deloitte

Construction

WILLMOTT DIXON

Willmott Dixon offer work experience placements that give you the chance to work alongside highly qualified and experienced professionals.

Find out more about their apprenticeships and early careers work experience opportunities https://www.willmottdixon.co.uk/earlycareers/work-experience

Explore Go Construct for other ideas and opportunities: https://www.goconstruct.org/routes-into-construction/experience-construction/work-experience/

Property Sector

NEWMARK

Newmark offer work experience for students age 17+ in commercial real estate based in London: CLICK HERE FOR INFORMATION

For other work experience in property you can enquire directly with local estate agents.

Parents/Carers

Teachers

Labour Market Updates

Young people

Schools

informed

PROSPECTS

Key points from Prospects' most recent LMI update are as follows:

- The Office for National Statistics shows the UK economy is still growing but slowly.
- Job vacancies tell a similiar story and are a bit below the long-term average.
- Confidence and economic pressures are shaping who is hiring and who is holding back. Some places, like parts of London, have fewer openings.
- Most employers are just taking a careful approach – not making redundancies but not replacing staff who leave. This means opportunities are not spread evenly across all sectors and locations. It therefore helps if applicants have greater flexibility.

Skills England expects jobs in government priority sectors to grow by 15% by 2030 - faster than average. Around two-thirds will need a degree or higher, which works out to about 600,000 graduate-level opportunities over the next four years - roughly 150,000 a year. The areas expecting the most new jobs include:

- **Care workers** - 90,000.
- **Civil engineers** - 12,000.
- **IT and coders** - 87,000.

Many of these roles won't open up until current students finish their degrees, creating both competition and opportunity. IT and care work are set to expand, though graduates entering now may see some short-term ups and downs before demand peaks.

Civil engineering stands out - there are far more jobs projected than graduates currently in training. Targeting these high-demand areas and building the right skills early can put you in a strong position for the future.

Office for National Statistics

Labour market overview, UK: November 2025

The UK employment rate for people aged 16 to 64 years was estimated at 75.0% in July to September 2025. This is down in the latest quarter but above estimates of a year ago.

Labour Market Updates

Parents/Carers

Young people

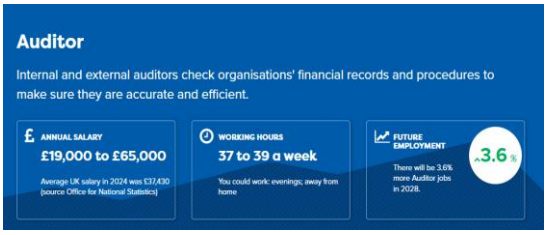
informed

Office for National Statistics

Table 1: Summary of the latest headline estimates and quarterly changes for regions of the UK, seasonally adjusted, July to September 2025 [Notes 1, 5, and 6]

	Employment rate (%) aged 16 to 64 years [Note 2]	Change on April to June 2025	Unemployment rate (%) aged 16 years and over [Note 3]	Change on April to June 2025	Inactivity rate (%) aged 16 to 64 years [Note 4]	Change on April to June 2025
UK	75.0	-0.2	5.0	0.3	21.0	0.0
Great Britain	75.1	-0.2	5.0	0.3	20.8	0.0
England	75.4	-0.1	5.1	0.3	20.4	-0.1
North East	69.0	0.8	5.8	1.0	26.3	-1.9
North West	73.6	0.2	5.1	0.1	22.6	-0.2
Yorkshire and The Humber	72.5	0.1	5.5	0.7	23.3	-0.6
East Midlands	75.3	0.4	5.3	0.5	20.3	-0.9
West Midlands	73.7	0.1	6.0	0.2	21.4	-0.5
East	77.9	-0.6	4.8	0.0	18.1	0.6
London	74.5	-0.4	6.5	0.5	20.2	0.1
South East	78.7	-0.4	4.1	0.2	18.0	0.2
South West	79.5	-0.6	3.3	-0.1	17.7	0.8
Wales	70.8	-1.0	5.7	1.4	24.8	-0.1
Scotland	74.3	-0.7	3.7	-0.1	22.8	0.8
Northern Ireland	71.4	-0.2	2.4	0.0	26.8	0.2

Another free source of LMI is [Careerpilot : Jobs](#)
Students, parents and teachers can access future employment prospects for each role searched:



For schools who sign up for Careerpilot membership, teachers can access Hot Job resources:

Careerpilot Hot Jobs resources have been developed by the Careerpilot Team (all of whom are qualified Career Advisers and ex-teachers) to highlight jobs that are predicted to grow over the coming years.

The Hot Jobs resources include posters, images and activities that use Labour Market Information (LMI) - updated twice a year - to support students to learn more about the job role, salary, predicted growth and the routes in, helping meet Gatsby Benchmark 2 - Learning from Labour Market Information.

There are Hot Jobs posters and linked short lesson activities for the following growth sectors:

- Health and Social Care
- IT and Digital
- Green

About Innervate Careers Service

Our Approach

Our approach is to provide multiple career guidance interactions offering schools a variety of methods to access personal guidance. By accessing our assemblies, presentations, workshops, and career lessons, young people are better prepared for their one-to-one personal guidance meeting with our qualified career advisers.

Our careers and personal guidance services can help schools and career advisers make the most effective and efficient use out of the resources, time and personnel available.

We have designed and developed our career lessons from the CDI Framework learning outcomes, with a range of career and personal development activities to encourage self-awareness, decision making skills, opportunities awareness and transition management skills.

The approach we provide enables this to happen at each key stage for each year cohort. It supports schools in addressing the needs of students with an effective way of planning caseloads and preparing students for personal guidance interviews.

Key stage 3:

- One-to-one personal guidance interviews and/or interactions for prioritised students choosing their GCSE Options
- Group career and personal guidance interactions, prioritised students choosing their GCSE Options
- An annual career lesson for all students in year 7, 8 & 9 delivered by a qualified personal guidance adviser
- Guidance services at parents evenings, options evenings, career events
- CEIAG activities including group work, assemblies, and career days e.g. workshops on Apprenticeships, Employability, University

Key stage 4:

- One to one personal guidance interviews and/or interactions for year 10 and 11 students
- Group career and personal guidance interactions for year 10 and 11 students
- Presentations/ group work for all key stage 4 students to build awareness and understanding of all post 16 options including education and technical training, with follow up interventions to monitor intended destinations and guidance needs
- Guidance services at parents evenings, options evenings, career events
- CEIAG activities including group work, assemblies, career days e.g. workshops on Apprenticeships, Employability, University
- Labour Market Information and Career Pathways lessons and activities

Key stage 5:

- One to one personal guidance interviews and/or small group discussions for sixth form students
- Providing focus and clarity to any contemplating their current programme/ considering leaving 6th form
- Supporting students with generating initial ideas around their next steps, plan of action regarding university and/ or work in light of long-term career goals
- Dilemmas regarding university courses and subjects, university or work, long term career planning
- Support for those considering work or higher/ degree apprenticeship schemes, CV preparation, job/ opportunity searching, interview and assessment centre day technique
- Any last-minute concerns, change of plan
- August exam results period – triage/ emergency one-to-one support
- Career Lessons/ Sessions as part of a Careers Programme:
- Employability Skills – the content of winning CVs, application forms and personal statements
- Interview & Assessment Centre Preparation – details and mock activities to provide insight and readiness
- Introduction to UCAS/ Personal Statement workshops/ UCAS application clinics
- Higher & Degree Apprenticeships
- Attendance at Year 12 & 13 Parents Evenings and Parent Information
- Apprenticeships, UCAS and the Importance of Work Experience
- Labour Market Information and Career Pathways lessons and activities

Targeted support for high needs students:

- Schools can choose specific targeted support for disadvantaged and/ or high needs and/ or those at risk of exclusion/ NEET
- Group career guidance interventions once a term for prioritised students from year 7 to year 10
- A developed range of extension activities around the key stage 3 and 4 programme and increased the frequency of interactions with a career adviser for these students from once a year, to once a term.
- Students are seen in small groups of up to five to provide a sense of focus and give each student more opportunity to participate, be heard and interact with the career adviser and each other.
- Each term we build on the work of previous sessions providing careers education activities with reflective guidance time that enables a deeper impact in terms of building aspiration and achievement over time.

Bespoke:

We can provide bespoke personal guidance activities to fit schools and cohort needs.