CAREERS PROGRAMME RATIONALE

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**Rationale for a Careers Programme in Thriftwood College**

A well-structured careers programme is essential in Thriftwood College to ensure that our pupils aged 14-19 develop the skills, confidence, and independence needed for their future employment and life beyond education. Our programme aligns with the **Gatsby Benchmarks**, providing a structured approach to careers education while addressing the diverse needs of our pupils.

**1. A Stable Careers Programme (Benchmark 1)** – Pupils benefit from a clear and consistent careers programme through our PSHCE programme in Key Stage 4 progressing to more specific transition based sessions such as Moving on in Year 13 which is tailored to their growing needs. Our Industry sessions accessed through the options curriculum have a more dedicated focus on practical skills in particular employment areas which aim to build knowledge, confidence, and support transitions into potential employment areas.

**2. Learning from Career and Labour Market Information (Benchmark 2)** – We provide accessible and meaningful career information suited to different learning abilities, ensuring pupils understand the world of work and available opportunities. This is done mostly through our PSHCE and industry sessions but also through our Next Steps events.

**3. Addressing Individual Needs (Benchmark 3)** – Our personalised approach recognises each pupil’s aspirations, strengths, and challenges, offering differentiated support to help them achieve their goals. Our FFF system allows us to really consider the skills our pupils display in preparing them for the future.

**4. Linking Curriculum Learning to Careers (Benchmark 4)** – We integrate careers education into subjects such as maths (money management), English (communication skills), and enterprise projects, making learning practical and relevant as well as highlighting specific industry areas through our Options programme. We also ensure our pupils get lots of opportunity to visit employers through our enrichment programme.

**5. Encounters with Employers (Benchmark 5) & Experiences of the Workplace (Benchmark 6)** – Pupils engage with local businesses, engage in both block and (now) longer term work placements, as well as meeting employers to develop employability skills in real-world settings through visits, talks and online platforms.

**6. Encounters with Further Education (Benchmark 7) & Personal Guidance (Benchmark 8)** – We ensure pupils explore post-16 pathways, including college, apprenticeships, and supported employment, with tailored guidance. We have excellent relationships with our local colleges and ensure that our pupils are prepared for their next steps.

This careers programme empowers our pupils to make informed choices, develop life skills, and prepare for meaningful, sustainable employment or further study.