GEN Z

NUSA CAREERS EDUCATION



Parent/ Carer booklet



GEN Z



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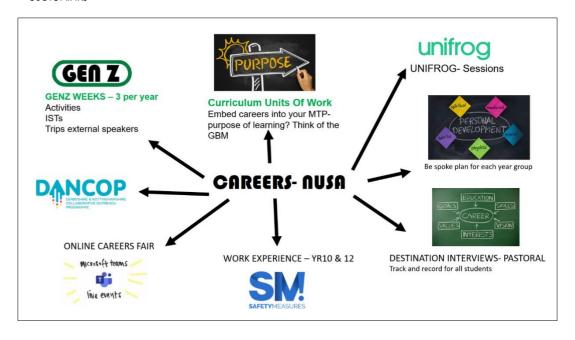
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Careers education at NUSA

Students will experience a range of activities in all lessons to give them advice and guidance about careers education. We believe that one of the ways in which students engage in learning is if they know the **purpose** behind the lesson, and how it will support them make informed decisions about what they want to do post NUSA. This section of the booklet will give you an overview of intent for careers education.

Careers embedded within the curriculum

Teachers at NUSA have made every effort to ensure that each scheme of work, in every subject, has some aspect of learning that focuses on careers and advice within their subject area. As a result Careers education is not a 'bolt on' added to the timetable, but more importantly, is embedded within the curriculum.

As can be seen below we will deliver careers advice and guidance through the following strategies:

- **GEN Z** lessons. Termly focused weeks where every student in every subject will have a focused 'careers' lesson. This will result in an independent study task being set for them to complete after the lesson. During the week students may go on trips, have guest speakers in lessons and use Unifrog as part of their lesson
- **Curriculum** All students to be informed about the purpose of their learning and how the context of learning is linked to the world of work
- **Unifrog** this is an online platform that has a range of learning tasks, information and features related to careers education. Students in all year groups will have access to this platform and receive a login password and username
- **PSHE** lessons. All students in all years will study a personal development programme. As part of this programme careers education features throughout. This is tailored for each year group. For example in year 11 students will take part in an 'interview day' where they will be expected to come into school dressed for an interview. As part of the day they will be interviewed by outside companies, given feedback on their performance and, furthermore given advice on CV writing.
- **Destination interviews.** Every student will receive an achievement interview. A strong feature of this interview will be to ascertain what their career aspirations are. The sooner we know this, the sooner we can offer them the best advice on the options process at the end of year 9 so that we can steer them in the right direction to college, university or an apprenticeship scheme.
- Work experience. Students will get the opportunity to take part in a work experience week in year 10. This has historically always been such a positive experience for NUSA students. We will work with Safety Measures to ensure all placements have been risk assessed before students start their placement. Additionally if students stay on to study at NUSA16 they will also have an additional work experience placement in year 12.
- On line careers fairs. Within our network of schools we have many contacts with other
 post 16 colleges, universities and professions. Throughout the year 10 and NUSA 16
 students will be given impartial advice on the many routes into further study or





employment. One way we do this is to hold a 'Microsoft Teams' careers fair where careers advisors from colleges, universities and different professions impart and share knowledge about how to apply, what qualifications are required and what it is like to study or work in their particular college, university or profession.

DANCOP. DANCOP is a collaborative network between universities and colleges across
 Derbyshire and Nottinghamshire that exists to provide targeted higher education

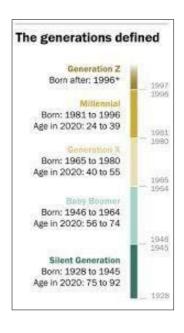
outreach programmes to secondary schools and colleges across the two counties. We have close links with DANCOP that offer a range of exciting activities to all year groups at NUSA. These range from Nottingham University offering girls a STEAM (Science Technology Engineering Art and Maths) day to Post 16 students given the opportunity to visit Russel Group universities.

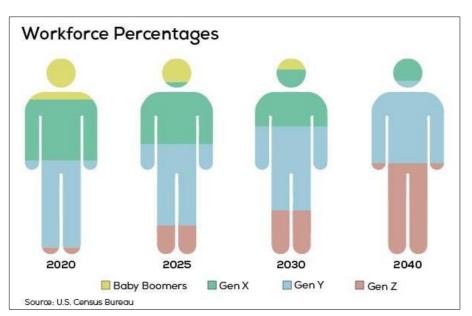




What is GEN Z?

At NUSA we have branded all careers-based lessons and experiences as 'GENZ', this refers to Generation Z. Generation Z is a term used to describe people who were born after 1996, ie our students currently at NUSA.





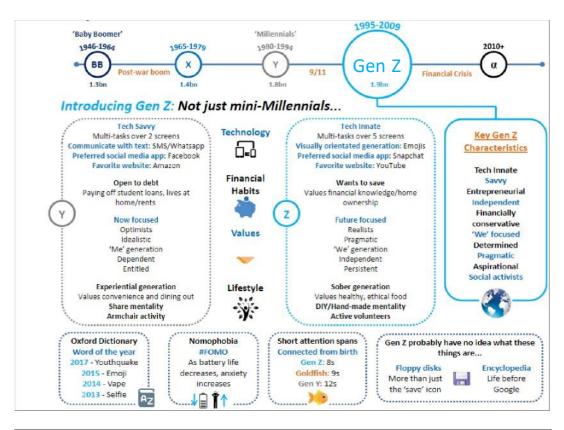
Preparing our students for the world of work is paramount as part of their success. As can be seen from the graphic above, 'Workforce Percentages', our students will make the main percentage of the UK workforce in the next 20 years and beyond.

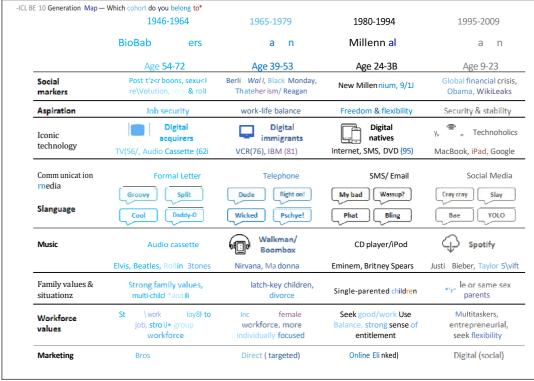
The graphic below, taken from

https://www.thendobetter.com/investing/2018/7/7/generation-z-a-look-at-their-different-qualities-versus-millennials, shows some of the skills and attributes that our students will need in order to prepare for the future landscape of work. It also compares them to their competition, i.e. people born before them, predominantly millennials and generation X.

We will educate NUSA students about the challenges they face and how they need to prepare to secure the skill sets and knowledge needed for future employment.









What are the GATSBY benchmarks?

The Gatsby Benchmarks are a framework of **8 guidelines** that define the best careers provision in secondary schools. At NUSA we will map out and cross reference all careers provisions against the GATSBY bench marks. In essence we will use these to measure the impact of our careers programme.

The Gatsby Benchmarks have a key role in:

- raising young people's aspirations and promoting access to all career pathways;
- enabling all young people to develop the skills and outlook they need to achieve career wellbeing, including adaptability and resilience;
- underpinning the Department for Education guidance to schools on meeting their statutory responsibility for careers guidance.







COMPASS+: How we measure the impact of our careers programme

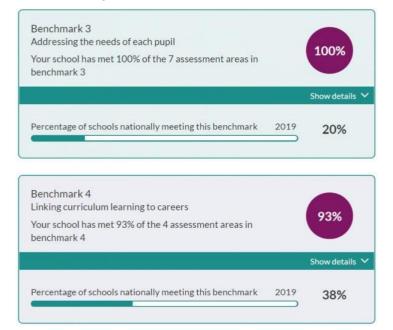


COMPASS+ is a free tool for schools and colleges in England, that quickly and easily helps us to evaluate our careers activity against the eight Gatsby Bench marks

At NUSA we will use the new COMPASS+ evaluation tool to help do the following:

- Track individual students' careers interests and intended destinations (what they plan to do after leaving school)
- Track individual students' actual destinations (what they do for 3 years after leaving the school)
- Plan and track careers activities for individual students
- Input and store details of third-party organisations and contacts that can support their school with careers provision
- Download key information into reports, for the following purposes:
 - o For analysis and reporting within their school
 - To provide data to local authorities to support them in their statutory duty to record the intended destinations of 16-year old
 - o To provide systematic records to each student of the individual advice given to them as recommended in the Gatsby Benchmarks.

0



The image on the left is an example of how COMPASS provides information on a school's progress against the 8 Gatsby Bench marks.

An evaluation is undertaken at several points throughout the year to track progress. It then gives you a percentage score against each Gatsby Benchmark.

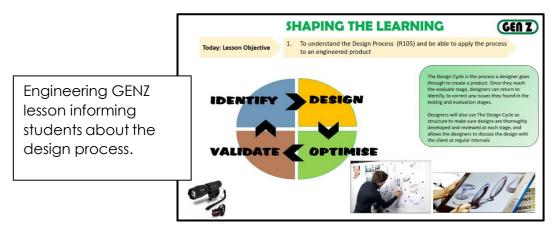
(This image is purely an example of how it looks and does not represent NUSA's actual evaluation results)

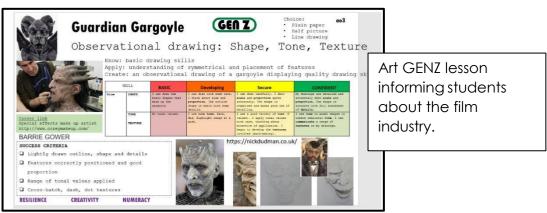


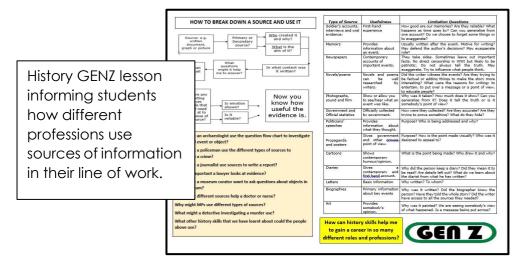


GENZ- Careers education in our Curriculum

At NUSA teachers have embedded careers education in all schemes of work. Each project in every subject has a careers focus which will be communicated to students using the GENZ logo. We believe that careers education should not be taught as a separate entity but more importantly students' careers education should be immersed in all subject areas. Students will then see the value of the subject or topic that they are learning and then understand the purpose of their learning.







GEN Z

Careers Education in our PSHE Programme



Each year group have weekly Personal, Social, Health and Economic (PSHE)

Education lessons as part of our Personal Development provision at NUSA. As part of the PSHE curriculum, each year group from year 8 upwards will have a half-term that focuses on careers education. This will be personalised for each year group to ensure that it is relevant to the stage they are at. The table below outlines the content that will be covered with each year group for the 2021-22 academic year.

NUSA PSHE CURRICULUM OVERVIEW 2021-22

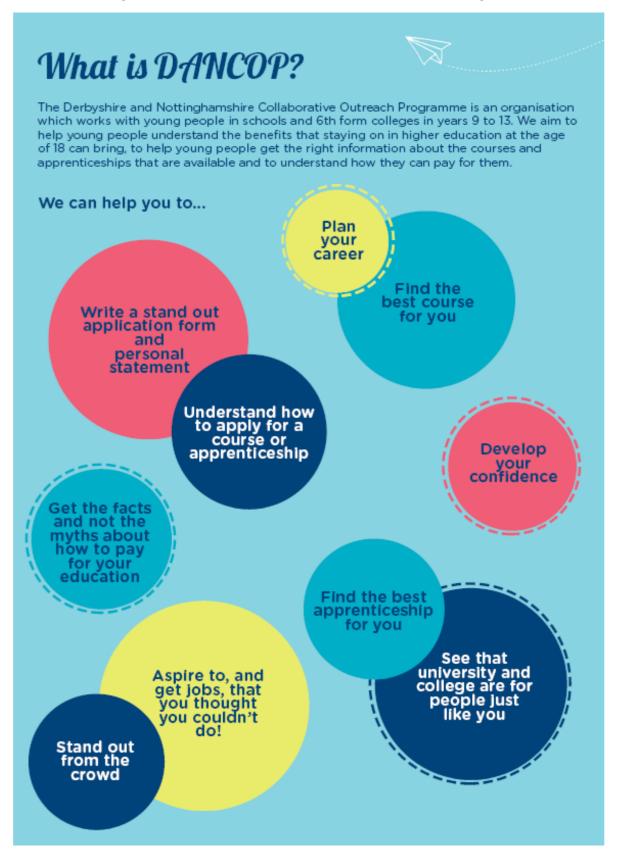
	Autumn 1 7 weeks (TR 6 +7)	Autumn 2 7 weeks	Spring 1 5 weeks (TR 4 +5)	Spring 2 6 weeks	Summer 1 6 weeks (TR 5 + 6)	Summer 2 7 weeks
Year 7	Building Relationships Features of positive friendships Building and maintaining friendships Bullying and cyberbullying	Physical Health Diet, exercise, sleep, dental health, personal hygiene Choices about physical health	Health and Puberty Physical and emotional changes during puberty Menstruation	Mental Health Healthy and unhealthy coping strategies (self-harm) Body image & confidence	British Values and Online Safety British Values and personal values Antisocial behaviour Online safety	Respectful Relationships Introduction to consent FGM Romantic relationships Family roles Change and loss
Year 8	Mental Wellbeing Attitudes and stigma Unhealthy coping strategies (self-harm, eating disorders) Healthy coping strategies Impact of social media		Introduction to legal and illegal drugs Legal drugs: caffeine, smoking, vaping, alcohol Managing influences and decision making	Healthy Relationships Healthy and unhealthy relationships Domestic abuse Consent Sexting Introduction to contraception	Online Safety Social media use Cyberbullying Peer pressure Gaming safety and online grooming	Careers and First Aid Employability skills Goal setting and future aspirations Growth mindset Basic first aid CPR
Year 9	Physical and Mental Health Mental ill-health (depression, anxiety, stress Healthy coping strategies Positive health choices	Intimate Relationships Unhealthy relationships Consent Relationships and the media, including sexting Pornography Contraception and STIs	KS4 Options and Careers Personal skills and interests Post-16 and career pathways KS4 Options	Respectful Relationships Child Sexual Exploitation Conflict management Change and breakdown of relationships Marriage and family roles	Financial Decision Making Budgeting and spending Saving and borrowing Debt Media reliability	Drugs and Alcohol Attitudes to drugs Drugs and the law Alcohol and cannabis Managing risk and influence Gangs and violent crime "Courty Lines"
Year 10	Physical and Mental Health Mental ill-health (depression, anxiety, stress) Reframing negative thinking Positive health choices	Intimate Relationships Intimacy expectations and managing sexual pressure Pornography Contenantion Careers and Next Steps Pathways and aspirations Work experience Positive personal image	Intimate Relationships Contraception STIs Pregnancy choices (abortion, adoption, having the baby)	Drugs and Influences Attitudes to drugs Drugs and the law Alcohol and cannabis Assessing risk Managing influence Help-seeking and support	Financial Decision Making Budgeting and spending Saving and borrowing Debt Payslips and tax	Safe and Respectful Relationships Celebrating diversity and challenging prejudice Extremism and radicalisation FGM, forced marriage and honour-based violence Abuse and harassment
Year 11	Preparing for the year ahead Managing stress Positive lifestyle choices Family Relationships Long-term commitment Marriage, including forced marriage Parenting	Next Steps Post-16 and career options CV writing Interview skills Health CPR and defibrillators Basic first aid FGM	Relationship Safety Abusive relationships Sexual harassment/ violence Coercive control Contraception negotiation	Health and Wellbeing Cancer awareness and self-examination STIs and sexual health services Fertility (including miscarriage) Blood, organ and stem cell donation	Preparing for Adult Life Budgeting, borrowing and saving Payslips and tax Borrowing and debt Mortgages and the cost of living Financial risk (insurance) Online gambling	

Year	Activity	Gatsby Bench Mark
8	Employability skills Goal settings and future aspirations Growth mindset	3,4,8
9	Personal skills and interests P16 and career pathways KS4 options	2,3,7,8
10	Pathways and aspirations Work experience Positive personal image	2,3,5,7,8
11	P16 and career options CV writing Interview skills	2,3,7,8





DANCOP- Programme of activities on offer for different year groups







We do this by...

Delivering assemblies in your school that are linked to key programmes in each year group, such as work experience and transition to 6th form or college.

Funding external speakers to come into school to help you.

Paying the cost of transport so that you can participate in careers and higher education events like UCAS fairs.

Offering you opportunities to visit colleges and universities.

Delivering workshops on a range of topics, such as apprenticeships, why subjects such as geography and PD are so important and the types of jobs you can get from studying them, as well as pathways to law, medicine and sport.

Paying students from local colleges and universities to come and talk to you about their courses or apprenticeships, how to apply for them and how to pay for them.

Want to know more?



You can get more information about how we can help by talking to Miss Fletcher or by visiting our website. On our website, you can finda range of resources designed to help you on:

- Finance and money management
- Mental health and well being
- Study skills
- Workplace learning
- Digital skills
- Career planning

www.teamdancop.co.uk/learningforlife







info@teamdancop.co.uk



@TeamDANCOP

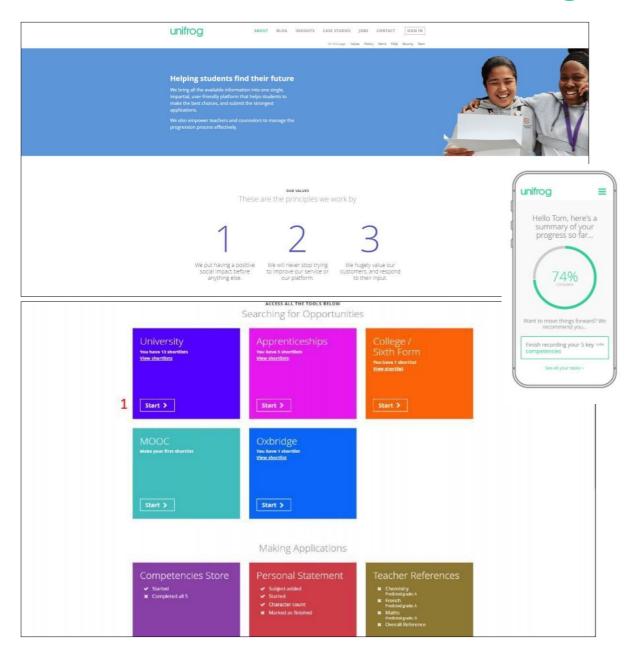




Unifrog

At NUSA all students will use the UNIFROG platform to help inform them about the different routes into further and higher education, apprenticeships and general careers guidance. All students have been issued with a log in and can access this from any smart or mobile device. Students will use this in subject, PSHE and Enterprise lessons. Parents will also be issued with a personal user name and log in details to access the platform.









DESTINATION INTERVIEWS 2021-22

Gatsby Benchmark 8 Personal guidance

All students in years 9-12 will have one destinations interview per year. Students will be asked a range of questions based on their progress and aspirations for the future. This will be to ensure that they are ready and prepared for the next step in their educational journey. The aim is to give impartial advice to NUSA students.



Destination interview team (Destination mentors) to interview students.

All interviews to be completed **in one day or over the course of an agreed week**. Students to be given appointment times and interviews to take place in the Sports Gym, following COVID guidance and social distancing.

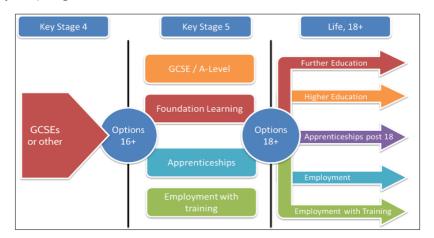
Students' aspirations and intentions to be recorded on a spreadsheet by Destination Mentor

Year 9 focus: (March)

- Preparation for options guidance on course selection
- Initial aspirations- Further education? Level 3 or apprenticeships
- Unifrog usage- career research

Year 10 focus: (November- GENZ week)

- Initial aspirations- Further education? Level 3 or apprenticeships
- CV writing UNIFROG
- Subject progress barriers- Predictions







Year 11 focus: (November GENZ week)

- College choice 1-3
- Subject choice or apprenticeship intentions
- Subject progress barriers- predictions
- CV writing- UNIFROG

Year 12 & 13 focus: (Jan)

- University choice 1-3
- Degree course
- Unifrog-personal statement
- UCAS
- Subject progress barriers- predictions



Student action plan

All students will complete an action plan of what they need to do in order to fulfil their dreams and ambitions. These can be personalised for different year groups, find below an example of a KS3 action plan.

My career plan	Fill in the table below to plan how you will be successful in securing your dream job.	
NAME:	TUTOR:	(GEN Z)
What job do you want to have when you leave school?		
What options will you take/ have you taken to get this job?		
What GCSE results will you need to secure?		
Will you need A level/ BTEC National qualification?		SUCCEED
Will you need to go to University to study a degree? If so what?		STEPS
Will you need to take an apprenticeship?		REFLECTION





NUSA Work Experience (RSM)

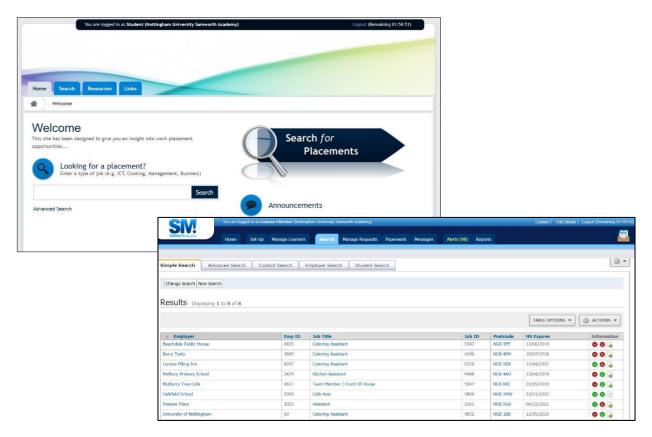
At NUSA students have traditionally always taken part in work experience during year 10. We will plan ahead as normal and be optimistic that our students will take part in this valuable experience this year given the current COVID cimate. We are currently investigating other ways for students to potentially take part in work experience in other 'virtual' ways.

We have a partnership with Safety Measures. This company assists and supports us with ensuring all risk assessments are in place and also helps facilitate the securing of placements across Nottinghamshire.

This provision is not only limited to year 10, year 12 students will also benefit from this provision, ensuring they improve their experience which will be valuable for their CV and UCAS applications in year 13.

Each student will have access to the Safety Measures website. This enables students to research available work placements and are encouraged to then discuss placements with their family. It is then down to the responsibility of the students to make contact and approach the potential company to secure their placement.

Parents are also given a username and password to support their children in this process. The head of year and SLT member for careers are obviously instrumental in supporting students with all work experience applications.







Into University

IntoUniversity who provide guidance and



group seminars to number of our students. As can be seen from the programme below this involves students in every year group. A range of activities have been organised to improve students understanding of careers, life skills, and introduction into University life. We annually take a number of students to visit Nottingham University to enable our students to get a 'hands on feel' for university life. Previously we have also arranged a NUSA graduation on the University Campus for our year 9 students to celebrate their achievements before progressing onto their next chapter of learning and studying for their GCSE's.

Outreach 1	
Outreach 2	
Outreach 3	











Careers Education overview

Year 7	Year 8	Year 9	Year 10	Year 11	P16		
Medium term plans to include a career focus activity, one per half term on guidance and advice on pathways within their subject area. (UNIFROG)							
IST focus task once per term in each subject area	IST focus task once per term in each subject area	IST focus task once per term in each subject area	IST focus task once per term in each subject area	IST focus task once per term in each subject area	Electives- Futures/ EPQ		
Achieveme nt interview for every student once per year- aspiration	Achievement interview for every student twice per year- aspiration	Achieveme nt interview for every student twice per year- aspiration. DANCOP support	Achieveme nt interview for every student twice per year- aspiration	Achievement interview for every student twice per year- aspiration	Achieveme nt interview for every student twice per year- aspiration		
Generation Z week X3. Careers week focusing on GTB:	Generation Z week X3. Careers week focusing on GTB: GENZ1-w/c	Generation Z week X3. Careers week focusing on GTB:	Generation Z week X3. Careers week focusing on GTB:	Generation Z week X3. Careers week focusing on GTB:	Generation Z week X3. Careers week focusing on GTB:		
GENZ1- w/c 29 th Nov (GTB 4) GENZ2- w/c 25 th Apr (GTB 5) GENZ3- w/c 4 th July (GTB 6)	29th Nov (GTB 4) GENZ2-w/c 25th Apr (GTB 5) GENZ3-w/c 4th July (GTB 6).	GENZ1-w/c 29 th Nov (GTB 4) GENZ2-w/c 25 th Apr (GTB 5) GENZ3-w/c 4 th July (GTB 6).	GENZ1-w/c 29 th Nov (GTB 4) GENZ2-w/c 25 th Apr (GTB 5) GENZ3-w/c 4 th July (GTB 6)	GENZ1-w/c 29 th Nov (GTB 4) GENZ2-w/c 25 th Apr (GTB 5) GENZ3-w/c 4 th July (GTB 6)days.	GENZ1-w/c 29 th Nov (GTB 4) GENZ2-w/c 25 th Apr (GTB 5) GENZ3-w/c 4 th July (GTB 6)		
	ESB exams- focus on communicatio n and literacy skills	Parents evening- outside colleges and careers represented to inform parents and students of possible pathways	Work experience week- June- all students to engage in the process	Yr 11 Careers day, Interview process and CV writing.	Work experience - all students to engage in the process. Bespoke work experience in line with MTP		
	PSHE – Employability skills	PSHE- KS4 options & careers	PSHE- Careers and next steps	PSHE- Next steps P16 career options	PSHE- UCAS, UNIFROG, P16 career		





	Goal setting and future aspirations Growth mindset	Personal skills and interests P16 and career pathways KS4 options (DANCOP booklets for every student)	Pathways and aspirations Work Experience Positive personal image	CV writing Interview skills	pathways, Personal statement prep, skills,
UNIFROG- Enterprise lessons	UNIFROG- Enterprise lessons	UNIFROG- Enterprise lessons			UNIFROG relaunch, Afternoon session for all students to update and familiarise their accounts March
				dentified group on Donna. Those o	
		Careers open evening	Careers open evening	Careers open evening	Careers open evening
Parents evening- Careers GENZ stand	Parents evening- Careers GENZ stand	Parents evening- Careers GENZ stand options and future pathways	Parents evening- Careers GENZ stand options and future pathways	Parents evening- Careers GENZ stand options and future pathways	Parents evening- Careers GENZ stand options and future pathways
Outreach programme Assembly- Journey to higher education	Outreach programme Myths about higher education	Outreach programme Your skills, your future	Outreach programme Your future, your choice	Outreach programme What is success? GCSE and beyond (assembly)	
		Army careers visit (12 th Nov)	Army careers visit (12 th Nov)	Army careers visit (12 th Nov)	Army careers visit (12 th Nov)
	Outreach programme Campus experience			U Bilborough College Trip – Only students that have applied to study at Bilb	Into-UCAS personal statements and 1-1 support. Date 06.01.20





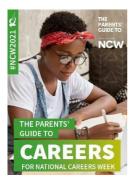
		in Sept 2022 will spend an afternoon taking part in a tour, taster lessons and a Q&A session with ex NUSA students. Mar – date TBC	10.40 – 12.15pm Into - 'Standing out from the crowd' workshop that teaches you how to stand out in the crowd! Booked 03.04.20
		Year 11 destination interviews – every student to attend an interview to support college applications, understandin g career pathways and identify areas of academic support, action plan should be completed and email to student. Interviews to be completed by SLT & middle leaders	Work experience 2 Y13?





Further links and information for parents:





The following information has come from the national careers week.com website. A superb resource for both parents and students.



Level	Qualification / educa	tional route	The Parents' Guide to www.theparentsguideto.co.uk
8	Doctorate (PhD)		NVQ 8
7	Masters degree (M		
6	Bachelors degree BA or BSc	•	Degree apprenticeship / NVQ 5, 6, 7
5	Foundation degree FdA or FdSc	Higher National Diploma (HND)	
4		Higher National Certificate (HNC)	Higher apprenticeship / NVQ 4
3	A levels Grades A-E International Baccalaureate T Levels	BTEC diploma BTEC certificate	Advanced apprenticeship / NVQ 3
2	GCSE Grades 4- 9 (C, B, A or A*)	BTEC first diploma	Intermediate apprenticeship / NVQ 2
1	GCSE Grades 1-3 (D,E,F or G)	Traineeship / NVQ 1	
	Academic route	Vocational route	Applied / work route

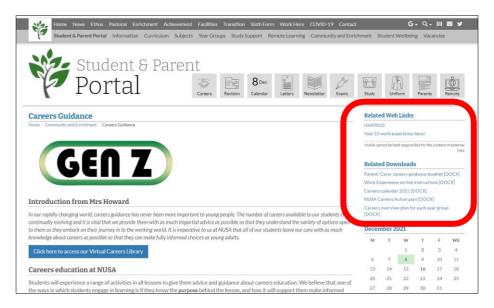




NUSA Careers Guidance website!

We have a range of resources and links that you can access from our very own school's website. Click on:

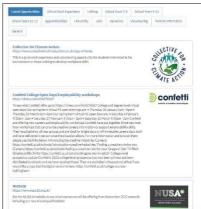
- Community enrichment tab
- Careers Guidance Tab
- Click on the individual links on the right hand side (circled in red) for:
- Unifrog, Year 10 Work Experience, Parent/ Carer guidance booklet, Work Experience on line instructions, Careers calendar, NUSA Careers Action plan and the NUSA careers overview



NUSA Virtual Careers Website

You can access a number of online tools to find **labour market information** (LMIs) by clicking on the Community enrichment tab and then selecting Virtual Careers Library









Essential careers related websites

https://www.nusa.org.uk/page.php?p=vcl

(Links to all of our key documents relating to careers under the Curriculum Enrichment tab)

https://www.unifrog.org/

(Access to plethora of careers related advice and guidance)

http://safety-measures.co.uk/

(Work Experience data base for year 10 and NUSA16 students)

https://nationalcareersweek.com/

(Careers week will take place on 7th- 12th March 2022)

http://nationalcareers.service.gov.uk/

(The official gov.co.uk careers service)

http://ucas.com/

(Looking for information regarding different universities and courses? This is the official website)

http://apprenticeships.org.uk/

(Interested in apprenticeships that are available? Look no further. Click above to find available apprenticeships and requirements)

https://www.decisionz.co.uk/

(A fantastic resource, download the monthly magazine here which is dedicated to local careers and guidance advice from Nottinghamshire)

