

The Tower School: Careers Programme 2026-2027



Key Stage/Year Group		Careers Programme	Outcomes
KS3	Year 7	Access to: • PSHE (7-week block) – ‘Dreams and Goals’ (Careers Study) – See PSHE Curriculum Map • Introductory meets in form groups with the school’s Independent Careers Advisor (CIAG) • Small Group Workshops with the school’s Independent Careers Advisor: Option Choices & Careers Research • Posters and displays within the school highlighting an array of career paths • Careers embedded into the curriculum: each scheme of work relates to careers • Access to careers resources • At least two meaningful encounters from visiting speakers/employers per year • Talks from Industry speakers • Visits to workplaces • Travel Training • Developing Life Skills: two life skills lessons per week • Developing understanding of careers: one ‘Pathways’ lesson per week	KS3 measurable outcomes: Begin to understand the world of work. Developing capacity to discuss careers both in and out of school.
	Year 8	Access to: • PSHE (7-week block) – ‘Dreams and Goals’ (Careers Study) – See PSHE Curriculum Map • Introductory meets in form groups with the school’s Independent Careers Advisor (CIAG) • Small Group Workshops with the school’s Independent Careers Advisor: Option Choices & Careers Research • Posters and displays within the school highlighting an array of career paths • Careers embedded into the curriculum: each scheme of work relates to careers • Access to careers resources • At least two meaningful encounters from visiting speakers/employers per year • Talks from Industry speakers • Visits to workplaces • Travel Training • Developing Life Skills: two life skills lessons per week • Developing understanding of careers: one ‘Pathways’ lesson per week	KS3 measurable outcomes: Begin to understand the world of work. Developing capacity to discuss careers both in and out of school.

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KS3	Year 9	Access to: • PSHE (7-week block) – ‘Dreams and Goals’ (Careers Study) – See PSHE Curriculum Map • 1-to-1 Careers meeting with Independent Careers Advisor, for those ready to access these meetings (decided in consultation with parents/carers) • Introductory meets in form groups with the school’s Independent Careers Advisor (CIAG) • Small Group Workshops with the school’s Independent Careers Advisor: Option Choices & Careers Research • Posters and displays within the school highlighting an array of career paths • Careers embedded into the curriculum: each scheme of work relates to careers • Access to careers resources • At least two meaningful encounters from visiting speakers/employers per year • Talks from Industry speakers • Visits to workplaces • Travel Training • Developing Life Skills: Enrichment Passport Programme • Meeting with the Head of Education to discuss education Pathways, Option Choices, Post-16 Options & Career Plans. This ensures a meaningful and enriching curriculum pathway can be put in place. • Annual Review including Preparation for Adulthood discussion/support • Developing understanding of careers: one ‘Pathways’ lesson per week • Developing independent life skills: two ‘Independent Living’ lessons per week	KS3 measurable outcomes: Begin to understand the world of work. Developing capacity to discuss careers both in and out of school.
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KS4	Year 10	Access to: • PSHE (7-week block) – ‘Dreams and Goals’ (Careers Study) – See PSHE Curriculum Map • Small Group Workshops with the school’s Independent Careers Advisor: Option Choices, Post-16 Options & Careers Research • 1-to-1 meeting with an Independent Careers Advisor • Posters and displays within the school highlighting an array of career paths • Careers embedded into the curriculum • Access to careers resources • At least two meaningful encounters with an employer per year • Industry speakers • Visits to workplaces • Annual Careers Fair • CV and Personal Statement writing • Work Experience opportunities • Developing understanding of careers: one ‘Pathways’ lesson per week • Developing independent life skills: two ‘Independent Living’ lessons per week • Annual Review including Preparation for Adulthood discussion/support	KS4 measurable outcomes: Begin to understand and have experiences of the world of work and F.E. Able to identify different routes and discuss within school, with peers and family.
KS4	Year 11	Access to: • PSHE (7-week block) – ‘Dreams and Goals’ (Careers Study) – See PSHE Curriculum Map • Small Group Workshops with the school’s Independent Careers Advisor: Option Choices, Post-16 Options & Careers Research • 1-to-1 meeting with an Independent Careers Advisor • Posters and displays within the school highlighting an array of career paths • Careers embedded into the curriculum • Access to careers resources • At least two meaningful encounters with an employer per year • Industry speakers • Visits to workplaces • Annual Careers Fair • CV and Personal Statement writing • Work Experience opportunities	KS4 measurable outcomes: Begin to understand and have experiences of the world of work and F.E. Able to identify different routes and discuss within school, with peers and family.

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		• Annual Review including Preparation for Adulthood discussion/support • Mock employer interview • Talks and quizzes about FE options (such as apprenticeships, supported internships) during Form Time • Encounters with FE settings and an understanding of options available • Developing skills for their future: six 'Preparation For Adulthood' lessons per week • Developing understanding of careers: one 'Pathways' lesson per week	
KS5	Year 12 & 13	As above, but also including: • Y12/13: Visits to facilitate transition, including FE encounters • Y12/13: UCAS • Y12/13: Sign up for Alumni and Destinations Data • Further Work Experience opportunities • Developing skills for their future: six 'Preparation For Adulthood' lessons per week • Developing understanding of careers: one 'Pathways' lesson per week	KS5 measurable outcomes: Develop a further understanding and have experiences of the world of work and F.E. Able to identify different routes and discuss within school, with peers and family.

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	AUTUMN 1	AUTUMN 2 (November Mock Exams for KS4/5)	SPRING 1	SPRING 2 Careers Week w/c [DATE] (March Mock Exams for KS4/5)	SUMMER 1	SUMMER 2 (May/June: Summer Exams for KS4/5)
YEAR 7	About Me: My Hopes, Strengths and Interests - Explore likes, dislikes, hobbies, interests and personal strengths. - Identify trusted adults and the support that helps me learn. - Begin a vision board: what I enjoy, what I might like to do, and who inspires me. <i>Links to: Incredible Futures Module 1 About Me Module 1 Student Workbook.docx; PSHE Being Me in My World; Art collage; Life Skills support needs; English/ICT research.</i> AQA UAS: Self Awareness 70042 AQA Unit Award Scheme Self Awareness <i>Evidence: vision board, strengths profile, supported discussion</i> Gatsby: 3, 4	About Me: Skills, Qualities and Role Models - Describe personal skills and qualities using positive, neuroaffirming language. - Explore role models and the different pathways people take into work. - Challenge simple stereotypes about jobs and who can do them. <i>Links to: Incredible Futures Module 1 About Me Module 1 Student Workbook.docx; PSHE Celebrating Difference; English role model reading/writing; ICT research.</i> AQA UAS: Self Awareness 70042 AQA Unit Award Scheme Self	What Is a Job? - Understand what a job is and why people may work. - Explore skills for work and match interests to possible jobs. - Communicate early job ideas to a familiar adult or careers professional. <i>Links to: Incredible Futures Module 2 What is a Job? Module 2 Student Workbook.docx; PSHE Dreams and Goals; Life Skills choices; English/ICT job research.</i> AQA UAS: Making Informed Career Choices 13020 AQA Unit Award Scheme Making Informed Career Choices <i>Evidence: job ideas sheet, paired discussion, simple research</i>	Job Ideas and Career Information - Use simple sources of careers information with support. - Choose two jobs to find out about and identify basic requirements. - Take part in Careers Week, Careers Fair or employer input where appropriate. <i>Links to: Incredible Futures Module 2 What is a Job? Module 2 Student Workbook.docx; PSHE Healthy Me and informed choices; English/ICT research.</i> AQA UAS: Making Informed Career Choices 13020 AQA Unit Award Scheme Making Informed Career Choices <i>Evidence: two-job comparison, Careers Week reflection</i>	Enterprise: Making It Real - Take part in a supported enterprise activity such as pop-up shop or class enterprise. - Practise communication, teamwork, simple budgeting and responsibility. - Connect hobbies and interests to skills that may be useful in future. <i>Links to: Incredible Futures Enterprise Unit; PSHE Relationships; Life Skills money/communication; Maths handling money; Food Tech/Art/PE/Outdoor Learning links.</i> AQA UAS: Pop-Up Enterprise 120032 AQA Unit Award Scheme Taking Part	Pathways and Transition - Reflect on the year and recognise personal growth. - Revisit hopes and dreams and notice what has changed. - Identify actions and support that will help Year 8 start well. <i>Links to: Incredible Futures reflection; PSHE Changing Me; Life Skills coping with change; English evaluation writing.</i> AQA evidence consolidation: Self Awareness / Enterprise <i>Evidence: year review, transition targets, updated vision board</i> Gatsby: 3, 4

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		Awareness <i>Evidence: role model task, skills/qualities record</i> Gatsby: 3, 4, 5	Gatsby: 3, 4	Gatsby: 2, 3, 4, 5	In A Pop Up Enterprise <i>Evidence: enterprise planning, photos, staff observation, pupil reflection</i> Gatsby: 3, 4, 5, 6	
YEAR 8	Why Do We Work? - Explore what work means and where people work. - Identify benefits of working, including purpose, independence, money and belonging. - Consider different work settings and how people contribute. <i>Links to: Incredible Futures Module 3 Why do we Work? Module 3 Student Workbook.docx; PSHE Being Me in My World; Life Skills money and responsibilities; English/ICT research.</i> AQA UAS: Employability - Why Work? 114314 AQA Unit Award Scheme Employability Why Work <i>Evidence: work meaning task, benefits</i>	Work, Life and Wellbeing - Explore work-life balance and why wellbeing matters. - Consider rights and responsibilities in work and society. - Reflect on individual needs, support and reasonable adjustments in future work. <i>Links to: Incredible Futures Module 3 Module 3 Student Workbook.docx; PSHE Celebrating Difference; Life Skills finances, needs and support; Maths money skills.</i> AQA UAS: Employability - Why Work? 114314 AQA Unit Award Scheme Employability Why Work <i>Evidence: case study,</i>	Jobs in the Community - Identify jobs in the local area and where they happen. - Recognise different workplaces, equipment and working environments. - Explore how jobs support families, school and the wider community. <i>Links to: Incredible Futures Module 4 Jobs in the Community Module 4 Student Workbook.docx; PSHE Dreams and Goals; Life Skills community access; English/ICT research.</i> AQA UAS: Recognising Work Areas in the Local Community 70157 AQA Unit Award Scheme Recognising Work Areas In The Local	Local Labour Market and Community Links - Use supported local labour market information to notice common job sectors. - Meet or learn from local employers, families or school staff about their roles. - Visit or virtually explore workplaces where appropriate. <i>Links to: Incredible Futures Module 4 Module 4 Student Workbook.docx; PSHE Healthy Me; Life Skills travel/community awareness; English/ICT research.</i> AQA UAS: Recognising Work Areas in the Local Community 70157 AQA Unit Award Scheme Recognising Work Areas In The Local Community	Enterprise: Roles, Responsibility and Teamwork - Take a defined role in an enterprise activity. - Practise teamwork, greeting, communication, turn-taking and handling simple costs. - Reflect on how different pupils contribute in different ways. <i>Links to: Incredible Futures Enterprise Unit; PSHE Relationships; Life Skills money/responsibility; Maths costs/profit; practical subjects.</i> AQA UAS: Pop-Up Enterprise 120032 AQA Unit Award Scheme Taking Part In A Pop Up Enterprise <i>Evidence: role card,</i>	Pathways: Growing Independence - Evaluate progress in confidence, independence and communication. - Update aspirations and identify opportunities outside school to build skills. - Prepare for Year 9 and future KS4 choices. <i>Links to: Incredible Futures reflection; PSHE Changing Me; Life Skills transition and emotional maturity; English evaluation.</i> AQA evidence consolidation: Why Work / Community Jobs / Enterprise <i>Evidence: progress review, next-step action plan</i> Gatsby: 3, 4

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	of work, workplace examples Gatsby: 3, 4	whole-class discussion, personal reflection Gatsby: 2, 3, 4, 5	Community Evidence: local jobs map, workplace/equipment matching Gatsby: 3, 4	Evidence: visit notes, speaker questions, workplace research Gatsby: 2, 3, 4, 5	enterprise photos, money/cost task, reflection Gatsby: 3, 4, 5, 6	
YEAR 9	Investigating Possible Career Choices - Explore skills, qualities, strengths, interests and possible careers. - Complete likes/dislikes analysis and match interests to at least two careers. - Begin linking career ideas to KS4 option choices. <i>Links to: Incredible Futures Module 5 Investigating Possible Career Choices Module 5 Student Workbook.docx; PSHE Being Me in My World; Life Skills self-advocacy; ICT research.</i> AQA UAS: Investigating Possible Career Options 115325 AQA Unit Award Scheme Investigating Possible Career Options	Career Profiles and Pathways - Research career profiles, qualifications, wages and training routes. - Compare different pathways including GCSEs, BTECs, college and apprenticeships. - Invite or meet speakers from colleges, employers or careers services. <i>Links to: Incredible Futures Module 5; PSHE Celebrating Difference; English reading/writing; Maths salary; ICT research.</i> AQA UAS: Investigating Possible Career Options 115325 AQA Unit Award Scheme Investigating Possible Career Options <i>Evidence: career profile,</i>	Finding Work: Careers Advice, CVs and Applications - Engage with careers guidance and discuss options with support. - Explore CVs, job adverts and job/training search skills. - Identify personal support needs for learning, interviews and applications. <i>Links to: Incredible Futures Module 6 Finding Work; PSHE Dreams and Goals; Life Skills preparing for work; English/ICT CV and adverts.</i> AQA UAS: Engaging with the Careers Service 105360 AQA Unit Award Scheme Engaging With The Careers Service <i>Evidence: careers meeting record, CV draft, supported</i>	Finding Work and KS4 Options - Practise interview questions, communication and asking for help. - Explore Tower School KS4 GCSE/BTEC options and how they support future pathways. - Use Careers Fair and Options activities to make informed choices. <i>Links to: Incredible Futures Module 6; PSHE Healthy Me; Life Skills decision-making; English/ICT option research.</i> AQA UAS: Engaging with the Careers Service 105360 AQA Unit Award Scheme Engaging With The Careers Service <i>Evidence: interview role-play, options reflection, pathway plan</i>	Enterprise and Work-Related Learning - Apply teamwork, communication, planning and responsibility in enterprise or work-related tasks. - Complete work experience days or supported internal roles where appropriate. - Finalise KS4 option choices and identify skills to develop. <i>Links to: Incredible Futures Enterprise Unit; PSHE Relationships; Life Skills work experience; Maths money; practical subjects.</i> AQA UAS: Pop-Up Enterprise 120032 AQA Unit Award Scheme Taking Part In A Pop Up Enterprise <i>Evidence: work-related</i>	Transition to KS4: My Pathway - Evaluate progress against personal aspirations and life pathway. - Recognise strengths, barriers and support strategies for KS4. - Prepare for new timetable, expectations and accredited pathways. <i>Links to: Incredible Futures Module 6/reflection; PSHE Changing Me; Life Skills transition planning; English evaluation.</i> AQA evidence consolidation: Career Options / Careers Service <i>Evidence: KS4 transition profile, targets, support plan</i> Gatsby: 3, 4

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	<i>Evidence: skills audit, careers matching, discussion record</i> Gatsby: 3, 4	<i>qualification/wage comparison</i> Gatsby: 2, 3, 4, 5, 7	<i>research</i> Gatsby: 3, 4	Gatsby: 2, 3, 4, 5	<i>learning log, option choices, enterprise evidence</i> Gatsby: 3, 4, 5, 6	
YEAR 10 NCFE Entry Level Award in Employability Skills (Entry 3) 6 credits to achieve Award	Unit 01: Understanding Mindset (2 Credits) - Mandatory 601-4664-3-learner-workbook-unit-01-version-1-0.pdf - Explore personal strengths, interests and aspirations. - Develop self-awareness and identify qualities valued by employers. - Set employability targets linked to PfA and EHCP outcomes. Gatsby: 3, 4	Autumn 2 Unit 11: Managing Your Time (1 Credit) - Develop organisation and time-management skills. - Explore punctuality, reliability and workplace expectations. - Use planning tools to manage tasks and deadlines. Gatsby: 3, 4	Unit 13: ICT for Employment (1 Credit) - Develop workplace ICT skills and digital confidence. - Use technology to research careers and employment opportunities. - Create and communicate information using digital tools. Gatsby: 2, 3, 4	Unit 23: Looking for Work (1 Credit) - Research careers and employment sectors. - Explore job vacancies and recruitment processes. - Match personal interests and strengths to career pathways. Gatsby: 2, 3, 4, 5	Unit 25: Getting Ready for Interviews (1 Credit) - Understand interview expectations and preparation. - Practise answering common interview questions. - Develop confidence in professional communication. Gatsby: 3, 5	Unit 16: Working in a Team (2 Credits) - Develop teamwork and communication skills. - Contribute effectively within a group project. - Reflect on personal strengths and team contributions. Gatsby: 3, 4, 6
YEAR 11 NCFE Entry Level Certificate in Employability	Unit 02: Rights and Entitlements at Work (1 Credit) Understand employee rights and	Unit 10: Prioritising Tasks (1 Credit) Develop prioritisation and organisational	Unit 16: Working in a Team (2 Credits) Unit 16 Working as a team Develop collaboration and	Unit 17: Understanding Conflict at Work (1 Credit) Recognise causes of workplace	Study Leave - Portfolio Completion, Work Experience and Transition Planning - Evidence consolidation and moderation. - Work experience and employer engagement.	

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Skills (Entry 3) (8 additional credits required following Year 10 Award) 15 credits required for certification	responsibilities. • Explore equality, diversity and workplace inclusion. • Recognise reasonable adjustments and support available at work. Gatsby: 3, 4	skills. • Understand workplace deadlines and productivity. • Plan and manage competing demands effectively. Gatsby: 3, 4 Unit 21: Understanding Money at Work (2 Credits) • Explore wages, deductions and payslips. • Develop budgeting skills for employment and independence. • Understand financial responsibilities in adulthood. Gatsby: 3, 4	communication skills. • Understand team roles and responsibilities. • Evaluate personal contributions to group success. Gatsby: 3, 4, 6	conflict. • Explore strategies for positive conflict resolution. • Develop professional communication skills. Gatsby: 3, 4 Unit 22: Deciding on the Right Job for You (1 Credit) • Explore career options and personal suitability. • Consider interests, skills and support needs. • Develop informed post-16 aspirations. Gatsby: 2, 3, 4, 5 Unit 24: Completing an Application Form (1 Credit) • Understand information required by employers. • Complete applications	• Post-19 transition, college visits and destination planning. Gatsby: 2, 3, 5, 6, 7.
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				accurately and professionally. • Prepare for progression to KS5 or employment. Gatsby: 3, 4, 5	
YEAR 12 NCFE Employability Skills Award Level 1 (Minimum 6 credits)	Unit 01: Understanding Mindset (2 Credits) - Mandatory Unit 01 Understanding Mindset Student Workbook.docx • Explore employability strengths and personal qualities. • Reflect on achievements and future aspirations. • Develop a personal employability action plan. Gatsby: 3, 4	Unit 30: Job and Training Search Skills (1 Credit) • Research employment and training opportunities. • Explore labour market information and career pathways. • Develop a personalised career plan. Gatsby: 2, 3, 4, 7 Unit 33: Writing a CV (2 Credits) • Gather information required for a professional CV. • Produce an accurate and	Unit 22: Working in a Team (2 Credits) • Demonstrate teamwork and collaboration. • Recognise individual strengths within a group. • Contribute effectively to shared outcomes. Gatsby: 3, 4, 6 Unit 11: Developing Assertiveness (1 Credit) • Explore self-advocacy and assertive communication. • Develop confidence in expressing	Unit 12: Introduction to Independence (1 Credit) • Explore independence in adulthood and employment. • Identify support networks and personal strategies. • Develop confidence in decision-making. Gatsby: 3, 4 Unit 32: Interview Skills (1 Credit) • Prepare for interviews and selection processes. • Practise professional	Study Leave - Portfolio Completion, Work Experience and Transition Planning • Evidence consolidation and moderation. • Work experience and employer engagement. • Post-19 transition, college visits and destination planning. Gatsby: 2, 3, 5, 6, 7.

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		well-presented CV. • Prepare for future applications and interviews. Gatsby: 3, 4, 5	needs and opinions. • Practise workplace communication skills. Gatsby: 3, 4	communication skills. • Reflect on strengths and development areas. Gatsby: 3, 5 Unit 43: Working in the Community as a Volunteer (2 Credits) • Develop employability through volunteering. • Demonstrate professionalism and responsibility. • Reflect on skills developed through community participation. Gatsby: 5, 6	
YEAR 13 NCFE Employability Skills Award or Certificate Level 2 Level 2 Specification.pdf	Unit 01: Understanding Mindset (2 Credits) - Mandatory 601-4664-3-learner-workbook-unit-01-version-1-0.pdf • Evaluate personal strengths and	Unit 39: Job Search Skills (1 Credit) • Research employment opportunities and labour markets. • Develop long-term career plans. • Evaluate	Unit 37: Working with Colleagues (1 Credit) • Develop professional workplace relationships. • Demonstrate effective communication skills. • Work	Unit 40: Dealing with Your First Days at Work (1 Credit) • Understand induction processes and workplace expectations. • Explore professional conduct and	Study Leave - Portfolio Completion, Work Experience and Transition Planning • Evidence consolidation and moderation. • Work experience and employer engagement. • Post-19 transition, college visits and destination planning. Gatsby: 2, 3, 5, 6, 7.

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(6 credits for the award, 15 for the certificate)	employability skills. • Reflect on honesty, accountability, commitment and flexibility. • Develop a personal action plan for employment, further education or independent adulthood. Gatsby: 3, 4 Unit 42: How to Keep Improving (2 Credits) • Reflect on personal development and future goals. • Respond positively to feedback and evaluation. • Plan for post-19 progression and employment. Gatsby: 3, 4 Unit 35: Health and	readiness for employment and training. Gatsby: 2, 3, 4, 7 Unit 38: ICT for Employment (2 Credits) • Apply advanced workplace ICT skills. • Use technology for communication and organisation. • Evaluate personal digital employability skills. Gatsby: 2, 3, 4 Unit 20: Understanding Personal Finance (2 Credits) • Understand payslips, deductions and budgeting. • Develop financial	respectfully with diverse individuals. Gatsby: 3, 4, 6 Unit 43: Working in the Community as a Volunteer (2 Credits) • Undertake volunteering and community engagement. • Demonstrate employability and workplace behaviours. • Reflect on skills and experience gained. Gatsby: 5, 6 Unit 29: Meetings in the Workplace (2 Credits) • Understand workplace meeting processes. • Contribute appropriately to discussions. • Develop note-taking and communication skills. Gatsby: 3, 4, 6	first impressions. • Prepare for transition into employment. Gatsby: 3, 5, 6 Unit 41: Following Instructions (1 Credit) • Develop active listening and workplace communication. • Follow verbal and written instructions accurately. • Understand the importance of safety and reliability. Gatsby: 3, 4, 6 Unit 24: Being Managed by Others (1 Credit) • Understand workplace management structures. • Respond appropriately to guidance and feedback. • Develop positive	
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	Well-being in the Workplace (2 Credits) • Understand wellbeing in employment settings. • Explore workplace stress and support strategies. • Identify health risks within chosen career areas. Gatsby: 3, 4	independence skills. • Apply financial planning to future pathways. Gatsby: 3, 4		relationships with supervisors and managers. Gatsby: 3, 4, 6	
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