

Careers Programme, Y7-11 (2025-2026)

Below outlines the intended programme of events for students at York High School to develop their knowledge, understanding, and interest in the options for the future, including Post-16 provision. We are keen to work with a range of employers, employees, businesses, and education providers, so more events may be added over the year.

These activities are shaped around the needs of our students, the Provider Access Legislation, as well as the updated Gatsby Benchmarks, which are statutory from September 2025. They are also shaped with the intention of the government for KS3 and KS4 students to each have 5 days of work place experiences across the key stage.

Each year is themed, with more details below:

Year 7 – the theme of this year is to **Engage** students with understanding themselves and their interests, as well as the world of work around them.

Activity	Details	Benchmarks	Term
Careers Assembly	Assembly covering what careers is, who the careers team is, and what will happen this year.	1, 2, 3, 8	1
Weekly form session	Covering a range of careers, particularly using up to date LMI, skills for the workplace, and opportunities for students to reflect on their experiences meaningfully, for all benchmarks. Tracked via a RAG rating tracker.	2, 3, 5, 6	All year
Future Stars Learning Experience Day	Working with an employer (Aviva) to consider skills required for success in the workplace, and how far students have these. Use of LMI to decide on careers, and opportunities for employers to discuss their workplaces. Start of employer mentoring.	2, 3, 5	1
Careers Lessons in RAS Curriculum	Learning about careers sectors and careers, including self-employed entrepreneurs. Use of LMI to target specifics.	2, 3, 4	1, 2
Careers Fair	Targeted route to ensure that students speak to at least one apprenticeship provider, one higher education provider, and one other employer, with one free choice. Questions designed to ensure that students are meaningfully discussing employment, workplaces, and post-16 options, to feed into post-fair reflection. PAL compliant.	2, 3, 5, 7, PAL	2

Bouncebackability Learning Experience Day	Working with an employer (Aviva) to consider the impact of bouncing back in the workplace. Links to school values. Also links to considerations of potential careers and sectors.	2, 3, 5	2
Visit to the University of York	Opportunity to experience a place of higher education, including a tour. Experience of the university being a workplace through a task and feedback provided (1).	2, 3, 5, 6, 7	2
Communications Learning Experience Day	Working with an employer (Aviva) to consider the impact of communicating well in the workplace. Links to school values. Also links to considerations of potential careers and sectors. Experience of work day (2).	2, 3, 5	3
Careers Conversations in form time	Ongoing conversations linked to the weekly form time session about careers skills and interests.	3, 7	Across the year
Employer visit in RAS lessons	Opportunity to hear from employers about how employability skills are important, opportunity for students to meaningfully ask questions.	6	Across the year
Employability sessions during mocks	Session run from Jess Walker from The Place on various employability skills, complementing the above programme.	2, 3	1, 3

In addition to the above, there will be Careers discussed in every subject at least twice across the academic year within curriculum areas.

Year 8 – the theme of this year is to encourage students to **Aspire** to the highest levels, through understanding the range of options open to them, and the diversity of careers sectors out there

Activity	Details	Benchmarks	Term
IntoTech Programme	Dependent on the strand we are allocated, students will have either workshops or talks across the year, related to careers in technology. Some students will then have a workplace experience.	1, 2, 3, 5, 6	All year
Careers Assembly	Assembly covering what careers is, who the careers team is, and what will happen this year.	1, 2, 3, 8	1
Weekly form session	Covering a range of careers, particularly using up to date LMI, skills for the workplace, and opportunities for students to reflect on their experiences meaningfully, for all benchmarks.	2, 3, 5, 6	All year
Restart a Heart Learning Experience Day	Engagement with a wide range of healthcare professionals, including Yorkshire Ambulance Service, NHS Nursing England, and Hull York Medical School. An opportunity to ask questions, meaningfully interact with employers and employees, and apply learning (including CPR). Experience of the workplace opportunity (3).	2, 3, 4, 5, 7	1

Nestle, PAL compliant, workshop	As part of the above day, a two-hour workshop delivered by Nestle colleagues. Covers a range of careers opportunities, including specific information on apprenticeships and technical routes. PAL compliant.	3, 5, PAL	1
Communications 2 Learning Experience Day	Working with an employer (Aviva) to consider the impact of communicating well in the workplace. Links to school values. Also links to considerations of potential careers and sectors. Day will also involve a visit to Askham Bryan, a place of both higher and further education, and an employer. Through a task which is given feedback, this is a workplace experience (4).	2, 3, 5, 6, 7	1
Careers Lessons in RAS Curriculum	Lessons cover: skills; entrepreneurship; LMI; apprenticeships; careers sectors. Use of LMI to target specifics across all lessons. Opportunities to link to Aviva workshops. PAL compliant.	2, 3, 4	½
Careers Fair	Targeted route to ensure that students speak to at least one apprenticeship provider, one higher education provider, and one other employer, with one free choice. Questions designed to ensure that students are meaningfully discussing employment, workplaces, and post-16 options, to feed into post-fair reflection. PAL compliant.	2, 3, 5, 7, PAL	2
Inspiration (PA) Learning Experience Day	Inspiring students to consider a range of opportunities in Performing Arts, including STOMP and improvisation workshops. Careers opportunities, with students able to consider skills required, and opportunities to ask questions.	3, 4, 5	2
NYBEP Stockmarket Challenge	Opportunity to work with Aviva colleagues to use data to win in the stockmarket. Use of mathematics skills. Students grouped for support.	2, 3, 4, 5	2
Money Matters Learning Experience Day	Workshop from Aviva designed to learn about money, and managing it in fictitious scenarios. Sensitively designed due to contextual factors. Inclusion of other cultural capital opportunities to make the day meaningful. Potential visit to the University of York.	2, 3, 4, 5	2
Diversity Learning Experience Day	Workshop from Aviva linked to the Equality Act and prior RAS learning. Use of the rest of the day to consider cultural sensitivities and opportunities developing within York.	2, 3, 4, 5	3
All Saints Assembly	Presentation from the Head of Sixth Form to introduce students to the concept of Post-16 options, and what a Sixth Form is.	3, 7	3
Employer visits to RAS lessons	Opportunity to hear from employers about how employability skills are important, opportunity for students to meaningfully ask questions.	2, 3, 5	Across the year
Alumni Visits	Use of former students to inspire students and share their career and education journey, tackling barriers and inspiring students.	3, 4	Across the year
Careers conversations in form time	Ongoing conversations linked to the weekly form time session about careers skills and interests.	3, 7, 8	Across the year

Year 9 – the theme of this year is to **Explore** the opportunities and start to apply them to the path students could see themselves taking.

Activity	Details	Benchmarks	Term
Careers Assembly	Assembly covering what careers is, who the careers team is, and what will happen this year.	1, 2, 3, 8	1
Weekly form session	Covering a range of careers, particularly using up to date LMI, skills for the workplace, and opportunities for students to reflect on their experiences meaningfully, for all benchmarks.	2, 3, 5, 6	All year
Careers Lessons in RAS	Lessons covering: Post-14 options, and how it links to Post-16; STEM; communication linked to applications and interviews. Return to Careers in Spring Term to cover spotlights into specific industries, including hospitality.	2, 3, 4	1 / 2
Askham Bryan Apprenticeships Assembly	Assembly from Askham Bryan covering Post-16 options, including apprenticeships. Opportunities to consider questions beforehand and to ask questions following the assembly.	2, 3, 7, PAL	1
Project Dare with CYC	Targeted opportunity for students to develop confidence in public speaking. Project based task at the City of York Council offices.	2, 3, 5, 6	1
Careers Fair	Targeted route to ensure that students speak to at least one apprenticeship provider, one higher education provider, and one other employer, with one free choice. Questions designed to ensure that students are meaningfully discussing employment, workplaces, and post-16 options, to feed into post-fair reflection. PAL compliant.	2, 3, 5, 7, PAL	2
Get into nursing	Three hour session learning about nursing, and all routes into it.	2, 3, 4, 5, PAL	2
NYBEP Stockmarket Challenge	Opportunity to work with Aviva colleagues to use data to win in the stockmarket. Use of mathematics skills. Students grouped for support.	2, 3, 4, 5	2
SLT Pathways Meeting	Each Year 9 student will have a 1:1 meeting with a member of the Senior Team to discuss their options and decide the best pathway for them for GCSE years.	3, 8	2
Mock Interviews	Linked to the English curriculum, students will participate in a mock interview and receive feedback, delivered by University of York students. Opportunity to receive feedback and learn more about university life, also.	3, 7	2
Sporting Careers Learning Experience Day	Linked to our partnership with Energise, opportunity to learn about the world of work and opportunities linked to sporting. Possibility of connecting this to other sporting establishments in York. One of the 5 days of work place experiences for KS3 (5).	2, 3, 4, 5, 6	3
Alumni Visits	Use of former students to inspire students and share their career and education journey, tackling barriers and inspiring students.	3, 4	Across the year

Workplace Experience	Based on students' expressions of interest, targeted work place experience for students to learn about their industry of interest. Opportunities to ask questions and for students to reflect on the experience, as well as feedback being given (6).	2, 3, 5, 6	Across the year
Careers conversations in form time	Ongoing conversations linked to the weekly form time session about careers skills and interests.	3, 7	Across the year
Enterprise Club	Students who have signed up to Enterprise Club will develop their own business, developing a business model and their own opportunity for profits.	3, 5	Across the year

In addition to the above, there will be Careers discussed in every subject at least twice across the academic year within curriculum areas.

Diversity Day, humanities Day at a campus?

Year 10 – the theme of this year is to **Connect** Careers learning to students and their current position, and to create a plan to progress forwards.

Activity	Details	Benchmarks	Term
Careers Assembly	Assembly covering what careers is, who the careers team is, and what will happen this year.	1, 2, 3, 8	1
Weekly form session	Covering a range of careers, particularly using up to date LMI, skills for the workplace, and opportunities for students to reflect on their experiences meaningfully, for all benchmarks.	2, 3, 5, 6	All year
Careers 1:1 Meeting	Across the Spring and Summer Term, students will have a 1:1 meeting with a qualified Careers Adviser to consider options which are open to them, based on students' interests. They will receive an action plan to continue this.	2, 3, 8	2, 3
Ahead Partnership Digital / Green Skills	30 Year 10 students will be involved in learning about digital and green skills, followed by employer mentoring. They will develop a presentation to deliver in a workplace.	2, 3, 4, 5, 6	1
Apprenticeships assembly	Assembly from a local company who offers apprenticeships, TBC, to inform students about the specific experiences of completing one, and potential pathways.	3, 5, PAL	1 / 2
SLT / Form Tutor 1:1 meeting	Individual conversations with all students, prioritising disadvantaged and vulnerable students, to check in on their interests, successes, concerns, and if there is any additional support required.	3, 8	Across the year
Careers Lessons in RAS	Lessons in the Spring Term build on KS3 content, covering: good first impressions; CV writing; digital footprints; rights and responsibilities in the workplace; post-16 options	3, 4, 5, 7	2

Careers Fair	Targeted route to ensure that students speak to at least one apprenticeship provider, one higher education provider, and one other employer, with one free choice. Questions designed to ensure that students are meaningfully discussing employment, workplaces, and post-16 options, to feed into post-fair reflection. PAL compliant.	2, 3, 5, 7	2
Visit to University Campus	Students will have the opportunity to visit one of York's Post-18 education providers: York St John, University of York, or Askham Bryan, meeting students there. Feedback will ensure that this is an opportunity for work experience.	3, 6, 7	2
CV Workshop	Workshop from Inspiring Choices to build on learning in RAS lessons to provide students with the opportunity to develop their CV further. Opportunity to learn more about higher education, also.	3, 7	2
Communications Learning Experience Day	Work with The Place to develop students' spoken language skills, linked to the English Language Spoken Language requirement for GCSE. Development of skills more broadly. Work with employers to provide feedback and to learn more about the world of work.	2, 3, 4, 5, 6	2
Workplace Experiences	Based on students' expressions of interest, targeted work place experiences for students to learn about their industry of interest. Opportunities to ask questions and for students to reflect on the experience, as well as feedback being given.	2, 3, 5, 6	Across the year
Employer visits to lessons	Incorporating opportunities to bring employers into the classroom across a range of subjects, to learn more about the workplace. Meaningful opportunity to discuss and ask questions.	2, 3, 4, 5, 6	Across the year
Alumni visits	Use of former students to inspire students and share their career and education journey, tackling barriers and inspiring students.	3, 4	Across the year
Careers conversations in form time	Ongoing conversations linked to the weekly form time session about careers skills and interests.	3, 7	Across the year
Work skills group employer and workplace opportunities	To support students in developing the skills for success in the workplace, we will bring a range of employers into school (and take students into the workplace) to contextualise the learning in work skills. These opportunities will be meaningful, prepared for in advance and reflected upon.	2, 3, 4, 5, 6	Across the year
Enterprise Club	Students who have signed up to Enterprise Club will develop their own business, developing a business model and their own opportunity for profits.	3, 5	Across the year

In addition to the above, there will be Careers discussed in every subject at least twice across the academic year within curriculum areas.

Year 11 – the theme of this year is supporting students to **Progress** to their Post-16 choice, with the support required for them to be independent members of society.

Activity	Details	Benchmarks	Term
Careers Assembly	Assembly covering what careers is, who the careers team is, and what will happen this year.	1, 2, 3, 8	1
Weekly form session	Covering a range of careers, particularly using up to date LMI, skills for the workplace, and opportunities for students to reflect on their experiences meaningfully, for all benchmarks.	2, 3, 5, 6	All year
Careers 1:1 Meeting	Across the Spring and Summer Term, students will have a 1:1 meeting with a qualified Careers Adviser to consider options which are open to them, based on students' interests. They will receive an action plan to continue this.	2, 3, 8	1, 2
Post-16 providers at Expectations Evening, and an explanation for parents	Presentation from the Careers Lead regarding the Post-16 options process, and support available for students (and parents). Opportunity to meet some post-16 providers to learn more about open evenings and progression requirements.	2, 3, 7	1
All Saints Assembly	Presentation from the Head of Sixth Form to introduce students to what a sixth form is, what the options are, and what the application process is like.	3, 7	1
York College Assembly	Presentation from the liaison team linked to York High to introduce students to what a college is, what the options are, and what the application process is like.	3, 7	
Askham Bryan Assembly	Assembly from Askham Bryan covering Post-16 options, including apprenticeships. Opportunities to consider questions beforehand and to ask questions following the assembly.	2, 3, 7, PAL	1
Apprenticeships provider	Assembly from a local company who offers apprenticeships, TBC, to inform students about the specific experiences of completing one, and potential pathways.	3, 5, PAL	1 / 2
Alumni visits	Use of former students to inspire students and share their career and education journey, tackling barriers and inspiring students.	3, 4	Across the year
Careers Lessons in RAS	For the needs of the cohort, additional Careers Lessons incorporated into the curriculum, covering: skills for success; putting their best selves forwards; being treated fairly; considerations for their own future	2, 3, 4	1
Careers Fair	Targeted route to ensure that students speak to at least one apprenticeship provider, one higher education provider, and one other employer, with one free choice. Questions designed	2, 3, 5, 7	2

	to ensure that students are meaningfully discussing employment, workplaces, and post-16 options, to feed into post-fair reflection. PAL compliant.		
Post-16 taster days	Opportunity to visit and experience life at a Post-16 provider. There are two opportunities if students wish to trial two different locations.	7	2
Mock interview	Students will participate in a mock interview and receive feedback, conducted by real employers and employees.	3	2
Post-16 application	Support provided for students to complete and submit their Post-16 application.	7	2
Careers conversations in form time	Ongoing conversations linked to the weekly form time session about careers skills and interests.	3, 7	Across the year

In addition to the above, there will be Careers discussed in every subject at least twice across the academic year within curriculum areas.