

Careers Education Programme Overview – Secondary Phase



Hailsham Academy has a high-quality **Careers Education Information Advice and Guidance (CEIAG)** programme for all students in Years 7-11, which aims to raise the aspirations of all students whilst being tailored to individual needs.

The programme informs students of the range of opportunities available to them, encouraging them to aim higher and make choices relevant to what they feel they can achieve.

Year 7: Discovering strengths and interests

Focus: Early exposure, curiosity and self-awareness. Students begin their careers journey by exploring who they are and what they enjoy.

Key opportunities:

- Careers-themed activities during mentor time and PSHE
- Introduction to the world of work and different job sectors
- Self-discovery activities: strengths, skills, and interests
- Visits from guest speakers
- First experiences with careers platforms or quizzes
- Encouragement to link curriculum subjects with real life careers

Goal: Begin thinking about the future and understand how school subjects link to jobs.

Year 8: Exploring the world of work

Focus: Broad exploration and preparing for option choices. Students build a better understanding of different industries and pathways.

Key opportunities:

- Careers lessons exploring different job families and skills
- Employer encounters through assemblies, talks or workshops
- Understanding apprenticeships, university and vocational routes
- Exploration of personal skills and career aspirations

Goal: Identify personal strengths and how they relate to future pathways.

Year 9: Building skills and aspirations

Focus: Growing confidence and exploring pathways. Students begin to deepen their understanding of careers and future possibilities.

Key opportunities:

- Skills development sessions (communication, teamwork, organisation)
- More detailed careers lessons and labour market information
- Employer workshops
- Workplace visits or virtual employer experiences
- Guidance on how personal skills link to future career pathways
- Introduction to college, sixth form and apprenticeship options

Goal: Identify personal strengths and how they relate to future pathways. Make informed GCSE subject choices that support future interests.

Year 10: Experience the workplace

Focus: Real-world experience and preparation for the future. Year 10 students have the chance to apply their learning in real settings.

Key opportunities:

- Work Experience placement
- Mock interviews or CV writing workshops
- Encounters with employers, colleges and training providers
- Careers fairs or aspiration events
- Focused PSHE lessons on career planning
- 1:1 career guidance meetings with a qualified careers advisor

Goal: Develop employability skills and gain insight from real workplace experience.

Year 11: Making decisions and next steps

Focus: Transition, applications and confident decisionmaking. Students prepare for their next stage of education, training or employment.

Key opportunities:

- 1:1 career guidance meetings with a qualified Careers Adviser
- Preparation for college, sixth form or apprenticeship applications
- Support with personal statements, CVs and interview skills
- Encounters with post16 providers
- Careers and guidance events informing post-16 choices
- Access to impartial advice and transition support

Goal: Make a clear, informed choice for life after Year 11 and feel confident about next steps.

For further information, please contact Miss S Murray at careers@hccat.net.