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Dear SVS staff,

Week Commencing 6th March is National Careers Week and I thought it would be a good time to compile a careers newsletter aimed at SVS staff which highlights our responsibilities regarding the Gatsby Benchmarks and how every member of staff at SVS has a part in ensuring that we meet these benchmarks.

I hope parts of this newsletter are of interest to you as teachers / tutors / mentors and perhaps as parents.

If you have any questions, please do get in touch vmartin@severnvaeschool.com

Kind regards,

Virginia Martin,

Careers Leader

T'levels - from horticulture to healthcare

T-levels or Technical Levels are ground-breaking new qualifications which are equivalent to 3 x A-levels. T-levels have been developed in collaboration with employers and businesses so that the content meets the needs of industry and prepares students for work, further training or study. Cirencester College has been at the forefront of the roll-out of T-levels since September 2020 and now is an experienced provider offering a broad range of subjects.

T-levels offer students a mixture of classroom learning and 'on-the-job' experience during an industry placement of at least 315 hours (approximately 45 days). The minimum grade requirement is five GCSEs at Grade 4 or above including English and Maths, with many of the T'levels having individual course requirements.

Courses Available in 2023

- [Accounting](#)
- [Agriculture, Land Management and Production NEW](#)
 - [Horticulture and Garden Design](#)
 - [Floristry](#)
- [Business Management and Administration](#)
- [Childcare and Education](#)
- [Construction](#)
 - [Building Services and Engineering](#)
 - [Design, Surveying and Planning](#)
 - (Civil Engineering Option included)
- [Creative and Design NEW](#)
 - [Art: Craft and Design](#)
 - [Fashion and Textiles](#)
- [Digital](#)
 - [Production, Design and Development \(Software Development, Coding and Game Development\)](#)
 - [Business Services \(Data Analysis for Business\)](#)
 - [Support Services \(IT Support\)](#)
 - [Support Services \(Cyber Security\)](#)
- [Engineering](#)
 - [Manufacture and Processing Control](#)
 - [Design and Development](#)
 - [Maintenance, Installation and Repair](#)
- [Finance](#)
- [Health and Science:](#)
 - [Adult Nursing and Health Science](#)
 - [Laboratory Science and Health](#)
 - [Supporting Mental Health Teams](#)
- [Legal Services](#)
- [Media, Broadcast and Production NEW](#)
 - [Creative Media Technician](#)
 - [Events and Venues Technician](#)
 - [Content Creation and Production](#)

Coming in 2024

Agriculture, Environment and Animal Care

Cirencester College will be launching 4 new pathways in Sept 2024:

- Animal Care and Management
- Equine Care and management
- Either Environmental and habitat management or Arboriculture
- Agriculture (crop)

Legal, Finance and Accounting – a new option: Insurance

Catering – this will be an entirely new venture for Cirencester College and they are exploring their own approach to developing chefs of the future.

Coming in 2025

Marketing (Marketing, Sales and Logistics) on the schedule.

'**Assisting Teaching**' and '**Supporting and Mentoring**' routes will be added to the Early Years and Education T-level.

https://www.cirencester.ac.uk/?sfid=5307&post_types=courses&_sft_categories_courses=t-levels

Gatsby Benchmark No4 - Linking curriculum learning to careers



Careers Statutory Guidance states every school **should** be using the Gatsby Benchmarks to develop a careers programme that increases opportunities for students to access everything from experiences of the workplace and personal guidance with a careers adviser, to engagement with colleges, training providers and universities.

What are the Gatsby Benchmarks?

The Gatsby Benchmarks were developed on behalf of the Gatsby Foundation by Sir John Holman. They define what world class careers provision in education looks like and provide a clear framework for organising the careers provision at your school or college. The benchmarks are enshrined in statutory guidance and, as a Careers Leader, it is my responsibility to oversee the implementation of the benchmarks in SVS.

The 8 Gatsby Benchmarks are:

- No1 A stable careers programme
- No2 Learning from careers and labour market information
- No3 Addressing the needs of each student
- No4 Linking curriculum learning to careers
- No5 Encounters with employers and employees
- No6 Experiences of workplaces
- No7 Encounters with further and higher education
- No8 Personal guidance

The Careers Department (Virginia, Ryan and Georgie Blackburn) at SVS needs to rely on subject staff to help us fulfil **Gatsby Benchmark No4**.

This states that all subject staff should link curriculum learning with careers, even on courses which are not specifically occupation-led. For example, STEM subject staff should highlight the relevance of STEM subjects for a wide range of future career paths. Study programmes should also reflect the importance of Maths and English as a key expectation from employers.

The guidelines go on to say that throughout their programme of study (and by the end of their course) every learner should have had the opportunity to experience how their subjects help people gain entry to (and be more effective workers within) a wide range of occupations.

<https://www.careersandenterprise.co.uk/careers-leaders/gatsby-benchmarks/>

If you need help with the above please contact virginia – vmartin@severnvaeschool.com

2 or 3 years at College ... why Maths and English are so important

Not achieving a 4 in GCSE Maths and English might mean the difference of being at college for 2 or 3 years post-16, it might also be the difference of a student having to do a Traineeship before moving onto an apprenticeship and can rule out going to a Grammar School (even if all their other grades are excellent).

T'levels - Students will not be able to enrol for a T'level at CC if they do not have grade 4 in English or Maths. Instead, they will need to study CC's 1 year Transition Programme that amongst other things allows for Maths and English GCSE retakes. This will mean they will do 3 years at Cirencester.

Hartpury / Gloucester / SGS have their own arrangements, which in effect also means that students who want to end up with a L3 qualification but do not get Maths and English first time round will spend 3 years at college rather than 2 years.

Apprenticeships – for many (but not all) Maths and English grade 3 or 4 or above are essential qualifications. If a student achieves low GCSE grades and wants to enter the world of work rather than move on to a college at the age of 16 then they may need to start off on a Traineeship

The biggest differences between a traineeship and an apprenticeship is the pay and the length of time they take to complete.

- Traineeships take between eight weeks to six months, unpaid with no guarantee of a job at the end.
- Apprenticeships take a minimum of one year, and up to six years to complete. You will be paid and may be offered a job upon completion.

It is best to think of a traineeship as preparation for the working world. They are usually shorter courses that help a student build vital skills which they can use towards getting a job or apprenticeship afterwards. Individuals will spend time learning on the job and some additional time studying Maths and English. Local providers of Traineeships include the Hitz programme, Prospect Training Services Impress Programme and the National Star College's Steps into Work.

Personally, when talking to students who cannot see the point to studying Maths or English I like to use the anecdote of an SVS student who went through their time at SVS thinking they did not need GCSE Maths or English because they were going to join their family's building company. Sure enough, the student in question left SVS without gaining Maths or English and did join the family firm. However, a year later I did a home visit and was surprised to see the ex-student at home on a weekday and asked why he wasn't at work. I was then told "Today is quotes day and he is of no use as he can't work out the measurements, can't work out quantities of materials that will need to be used and can't write a quote for customers and so his dad leaves him at home on quote days."

Gatsby Benchmark No.8 - One-to-One Careers Advice



Career guidance requirements state: “Every school **must** ensure that students are provided with independent careers guidance from Year 8 to 13. Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.”

Independent and unbiased careers guidance is provided by Mrs Georgie Blackburn, a professional careers advisor who visits the school once a week during term-time to meet with students individually and to give group talks. We try to arrange at least one appointment during KS4 for every Severn Vale student.

Careers appointments are booked via Ryan - rjordansteele@severnvaeschool.com

Georgie also attends the Y9 Option Evening, she runs a workshop during the Y10 FLD and delivers a Y10 & Y11 Parent Webinar giving tips to parents on how they can help their child with post-16 choices.

Careers programme for Years 9 – Years 11 - Gatsby Benchmark No1

Careers guidance requires - Every school **must** publish a summary of their careers programme that can be accessed by students, parents, teachers and employers and should include the following information: Delivery of independent careers guidance; how they are working towards achieving the eight Gatsby benchmarks; aims, objectives and activities provided for each year group. Please find below a summary of the careers activities that take place via the careers department – this is in addition to the great work that is done in Futures classes and in individual subject areas.



Year 9

- Access to Unifrog (from home or at school)
- Employer talks in assembly to inspire and inform about a variety of careers
- Post-16 provider talks in assembly around options open post-16
- Individual 1:1 career guidance meetings by request or referral.
- Options Evening with our independent careers advisor in attendance
- Activities during National Careers Week in March
- Year 9 Young Enterprise Event in May

Year 10

- Access to Unifrog (from home or at school)
- Employer talks in assembly to inspire and inform about a variety of careers
- Post-16 provider talks in assembly around options open post-16
- All students given at least one careers meeting with the Careers Advisor in KS4.
- Flexi Learning Day with Careers Carousel. Whole day of employability focused activities including Application Form and CV writing, personal presentation, skill profiling and a mock interview.
- Activities during National Careers Week in March
- One week of work experience with preparation, workbook and review.

Year 11

- Access to Unifrog (from home or at school).
- Ask the Professional in October
- All students given at least one careers meeting with the Careers Advisor in KS4
- Flexi Learning Day to visit a Post-16 placement of choice for the day.
- Students in danger of becoming NEET (Not in education, employment or training) are placed on the It Could Be You NEET programme.
- Activities during National Careers Week in March
- Destination Data is analysed throughout the year to ensure no NEET students



Careers guidance requires every student, and their parents, to have access to good quality information about future study options and labour market opportunities. They will also need the support of an informed adviser to make best use of available information. To support our commitment to provide students with outstanding careers guidance and tailored support when choosing their GCSE options and next steps after school, we are fortunate to have Unifrog (an award-winning, online careers platform) as our main careers' information tool.

Each student (Years 7-11) has their own personal account that provides a wide range of information related to their interests and aspirations. We have also set up a parent login so that they can use Unifrog, allowing them to support their child with their careers choices throughout their time at Severn Vale. All SVS staff also have access to Unifrog - [Sign In - Unifrog](#)

What does Labour Market Information (LMI) mean and why is it useful? It is a useful tool to help research future jobs in the local area, understand the skills needed for certain roles and the demand for future employment. Via Unifrog you are able to search by favourite school subject or by job and Unifrog will give you more information around careers and the qualifications needed to succeed, together with LMI information – see below.

Health visitor

[UK >](#)

[UK >](#)

Labour Market Information (LMI)

UK Current Jobs

Caring personal services (SOC3)

UK jobs: 1,387,919

Gloucestershire jobs: 15,609 (20th of 214 UK LEAs)

Top 5 LEAs: Kent (35,610), Lancashire (34,290), Essex (32,422), Hampshire (31,508), Birmingham (27,100)

UK Salary

Care workers and home carers (SOC4)

UK annual median: £21,523

Caring personal services (SOC3)

UK annual median: £22,663

South West annual median: £22,358

Top 3 regions: London (£25,823), Scotland (£25,152), Wales (£23,074)

UK Prospects

Caring personal service occupations (SOC2)

UK growth: +18.5% from 2017 to 2027, creating 478,062 jobs

South West growth: +18.2% from 2017 to 2027, creating 44,285 jobs

What is SOC?

Standard Occupational Classification (SOC) codes are the UK government's official method of sorting jobs into categories.

SOC4 sorts all jobs into 370 different categories, SOC3 has 90 categories, and SOC2 has 25.

Here's an example of how it works. The Unifrog careers profile 'Classical musician' goes into the SOC4 category 'Musicians', which goes into the SOC3 category 'Artistic, literary and media occupations', which in turn goes into the SOC2 category 'Culture, Media and Sports occupations'.

While Severn Vale School's Y10 Work Experience takes place in the 1st week of July (3rd -7th July 2023) work experience is not limited to this one week in July, nor is it limited to just Y10s. We encourage students from Y9, Y10 and Y11 to also keep an eye on this page of the monthly careers newsletter as it has information not only on work experience weeks in term-time but also on placements in the summer holidays, as well as weekend 'insight into industry' days that are offered by local companies and the GROWS network.

NHS Insight Events open to Year 9

A must for anybody interested in working in the Health Care.



Gloucestershire Hospitals
NHS Foundation Trust

**FIND OUT MORE ABOUT
BUSINESS CAREERS IN THE NHS!**

**Business
Q & A
Session**

MONDAY 17TH APRIL 2023
17:30 - 18:30
VIA MS TEAMS



Have you ever wondered what it's like to work in a Business role within the NHS?

A great opportunity to hear from professionals on how a career like [this one](#) can be for you.

NEWS & UPCOMING EVENTS	What's planned?
<p>'Save the Date'</p> <p>Healthcare Science Event</p> <p>Saturday 11th March 2023</p> <p>University of Gloucestershire, Oxstalls Campus, Business School Oxstalls Lane, Longlevens, GL2 9HW</p> <p>Tickets are now Live</p> <p>Please ask your students to book their place by using the Eventbrite link. We recommend they use Chrome to open up the link.</p> <p>https://HCS2023.eventbrite.com</p> <p>Follow us on Twitter: @GH_Apprentices and Instagram: @ghft_apprenticeships</p>	<p>We will be holding a one day live event for our Healthcare Science Event at Gloucestershire University Business School.</p> <p>You will get to see our amazing Healthcare Science Workforce & our Allied Health Professionals showcasing the different roles available and why it's so important that science and technology is vital in patient care and thus changing lives for the better!</p> <p>You will also have the opportunity to speak to our Scientists & Allied Health Professionals about the different pathways and careers available, including the opportunity to have a go at using some of their amazing equipment.</p> <p>Targeted from Year 9 and above, but all ages welcome!</p>
<p>'Save the Date'</p> <p>Business Q&A Career Awareness Session</p> <p>Monday 17th April 2023, 17:30 – 18:30, Microsoft Teams</p> <p>Tickets are now live</p> <p>Please use Chrome to open up the link, the event will be via Microsoft Teams</p> <p>https://www.eventbrite.co.uk/e/493796969027</p> <p>Follow us on Twitter: @GH_Apprentices and Instagram: @ghft_apprenticeships</p>	<p>Are you an organised person who wants to help others? The Business Admin Q&A is an exciting opportunity to find out more information about some of the career opportunities in Business roles within the NHS. This event is open to students Year 9 plus, Parents, Carers, Teachers & Career Advisors.</p>

Post-16 Timeline

I have had some requests from parents & students for a suggested timeline around Post-16 applications for current Year 10s – please find a guide below for **Current Year 10s**:-

July -September 2023 - There are lots of school Sixth Forms and Colleges in Gloucestershire and so using the summer holidays to whittle them down to a shortlist may well be a sensible first step in deciding where to go after Severn Vale School. Why not begin researching via Unifrog or 6th Form / Colleges own websites. Aim to compile a short-list of Post-16 choices by the end of September, having checked first that your GCSE estimated grades are on target to meet the course requirements. Following this you need to apply to attend a selection of open-days / open evenings (**Top tip** - If applicable - remember to research what student bursaries are available for you to apply for e.g. travel bursaries).

Sept - November 2023 - Attend at least two College or Sixth Form open-days (these may be in-person or virtual open-days). Most colleges only have a couple of open days a year, while some Sixth Forms only have one a year and so you do need to get organised early. Please note you will find many of the popular colleges open-days get full early. (**Top tip** - Severn Vale School will be issuing all students with a list of open-days at the start of September but some are already being advertised (see Colleges & Sixth Form pages of Newsletter for more information)).

FLD 23th November 2023 - Severn Vale School will be taking all of Year 11 off timetable for the day to allow them to visit a Post-16 destination of their choice. Transport will be provided by Severn Vale School, however as students are only able to visit one venue, it is important that students choose carefully. As well as getting to see the facilities, an open day is a great opportunity to find out more about the different courses on offer from those who teach and study it - current students and academic staff. (**Top tip** - For many students choosing a college or sixth form is a bit like buying a house - and so you may well find that you end up going with your gut feeling and choosing the college or sixth form that feels like it could be your home for the next 2 years. Remember what is right for your friends might not be right for you).

November – December 2023 - January 2024 - Submit applications to College / Sixth Forms (**Top tip** - you can submit multiple applications and can also accept courses at more than one provider, and you do not need to decide on where you are going until GCSE Results Day in August 2023)

December 2023 – Complete, via Unifrog, your Post-16 destination form, remembering to include a Plan A and a Plan B – this information will allow us to be able to review all of Year 11s applications and do a check on suitability and ensure all of Year 11 have the balance right between aspirational and attainable.

January - February 2024 - If appropriate - apply to local grammar schools - please see their website for the application window (normally only a few weeks).

February - May 2024 - If appropriate - apply for apprenticeships via either Unifrog or Find and Apprenticeship website [Find an apprenticeship \(findanapprenticeship.service.gov.uk\)](https://findanapprenticeship.service.gov.uk)

August 2024- GCSE results day - decide on which Post-16 place you are going to enrol at.