

Rosstulla School
Together Towards Tomorrow
Careers/Employability Policy

Agreed by Governing Body, January 2016. To be reviewed 2016

Careers Education and Guidance Programmes make a significant contribution to preparing young people for the opportunities, responsibilities and experience of life. In particular they help young people make decisions and manage transitions from learners to workers. It is vital that all 11 – 17 year olds have the knowledge and skills they need to make informed choices.

Rationale

The rationale for the provision of impartial careers information, advice and guidance for all stages has been clearly established in the European Union Resolution (May 2004) This resolution proposes that all European citizens should have access to high quality guidance provision at all stages of their lives to enable them to manage their learning and work pathways.

This is recognised in the Department of Education Entitlement Framework Circular 2005/18, which states that young people and their parents are provided with high quality CEAIG to inform their decisions, and this is further developed in the draft document “Preparing for Success”; which makes policy proposals for the future development of CEAIG. The centrality of CEAIG is also recognised in the introduction of the Entitlement Framework and it also identifies the relationship between CEAIG and Learning for Life and Work stating that *“Career Management will be embedded as a key concept in Learning for Life and Work through the contributory strand of Employability at Key stage 3 and 4, schools need to augment this provision to meet fully all the aims and objectives of a high quality CEIAG programme.”*

It is fundamental that the provision of education and training is such that all young people in Rosstulla School will develop the skills and confidence to make the most of their life choices and follow the career path which suits them best. A young person’s career path is the progress they make in learning and employment. All young people need a planned programme of activities to help them choose 11 – 17 pathways, and in particular at key transition points in Year 10, Year 12 and Year 13, - pathways that are right for them to be able to manage their careers and sustain employability throughout their lives.

Commitment

Rosstulla School is committed to providing a planned programme of careers education and information, advice and guidance for all students in years 8 – 13.

Rosstulla School endeavours to follow the framework for CEAIG from the Department of Education (DE) and CSNI (Careers Service Northern Ireland), and any other advice or guidance which may appear from any other interested agencies.

Staffing

All staff will contribute to CEAIG through their roles as class teachers and subject teachers. Specialist sessions are offered through Learning for Life and Work (LLW). Specialist Careers Information and Guidance is provided in collaboration with Careers Advisers from DEL

Purpose :

Our commitment to developing a comprehensive Careers/Employability programme will:

- provide our young people with a comprehensive range of careers education, information, advice and guidance which is appropriate to all levels of ability.
- enable students to be actively engaged in their own career planning processes.
- increase students' knowledge and understanding of occupational opportunities and their relevant training routes.
- inform students' decision-making in relation to their final career choices.
- develop collaborative partnerships between Rosstulla and employers /training organisations in the local community.
- provide opportunities for our young people to enhance their employability skills.
- increase students' motivation to learn collaboratively across the NI Curriculum, and provide relevance to their learning from school to working life.

Guidelines

- The design and delivery of Careers/Employability is planned within the context of Rosstulla's vision, mission and aims, and takes into account the guidelines of the NI Curriculum.
- The delivery of Careers/Employability extends through K.S.3,4 and 5 and is an integral part of the LLW programme
- The programme will be delivered through a range of Learning & Teaching strategies/experiences e.g. use of IT, work-related learning opportunities
- Students will have access to Careers guidance & information, personal careers planning, Careers education (through timetabled lessons & cross-curricular provision) and experiences of work in the local community.
- The programme will be delivered in partnership with employers in the local community and through collaborative experiences with external agencies.
- Students will avail of a range of work-related learning activities.
- Financial and other appropriate resources will be allocated in line with current demands and developments (as identified annually by audit and review).

These guidelines are translated into action through other policies and procedures for example:

- Staff development policy
- Learning & Teaching policy

(Monienne McCann 2016)