

## Careers Programme Audit (updated July 2025)

NOTE: Future actions and/or areas for (continued) development are highlighted in RED.

| Benchmark   | Explanation   | Evidence   |
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| 1. A stable careers programme                         | Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.  | <ul style="list-style-type: none"> <li>• A detailed Careers Programme and Policy is published on the school website</li> <li>• Provider Access Policy statement is published on the school website</li> <li>• Annual Report and Action Plan evaluating the impact and success of careers programme (from each stakeholder) is published on the school website</li> <li>• All employers and parents complete feedback forms following any visit/activity relating to the careers programme. Feedback form is published on the school website. Spreadsheet detailing feedback from guest speakers is available in OFSTED folder</li> <li>• Career programme, policies and provisions audited and reviewed every year. All documents/action plan to be uploaded to school website at the end of the Summer Term</li> <li>• Student survey (KS5) sent out in Summer term. Will be sent out every two years</li> <li>• Parent survey (KS5) sent out in Summer term. Will be sent out every two years</li> <li>• Focus Group ran by Careers &amp; Enterprise Company (KS4)</li> </ul> <p style="color: red;">Student focus groups led by our Enterprise Adviser to be carried out.</p> |
| 2. Learning from career and labour market information | Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.           | <ul style="list-style-type: none"> <li>• Students and parents/carers are encouraged to use Unifrog to gain up-to-date career and labour market information. All students use Unifrog each year</li> <li>• Unifrog log in details for parents (and virtual demonstration) available on website</li> <li>• Unifrog demonstrated to parents at various parent evenings over the year</li> <li>• Virtual Employer Encounters webinars (Hertfordshire Local Enterprise Partnership) regularly advertised to Sixth Form students/parents to view via <a href="http://www.hopinto.co.uk">www.hopinto.co.uk</a>.</li> <li>• Working in Hertsmere posters (<a href="http://www.hopinto.co.uk">www.hopinto.co.uk</a>) circulated in Sixth Form Block and Business BTEC classrooms</li> </ul>   |
| 3. Addressing the needs of each pupil                 | Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout. | <p>Raising aspirations and challenging stereotypical thinking:</p> <ul style="list-style-type: none"> <li>• Yavneh is one of the top performing non-selective school (progress 8 scores) in the country</li> <li>• Year 12 students are given the opportunity for mentoring through the ORT JUMP UK mentoring programme. Approximately 40 Year 12 students participate in this event every year</li> <li>• Careers Fair (run every two years) included a diverse mix of employers, both male &amp; female and from STEM subjects. Over 75 parents from both Yavneh schools participated in the event.</li> <li>• Year 10 (most able) student visit to Balliol College, Oxford University</li> <li>• Year 11 and 12 virtual webinar with Balliol College, Oxford University, looking at advantages of studying at Oxbridge and the nature/rigours of the application process</li> </ul>   |

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|  |   | <ul style="list-style-type: none"> <li>• Year 12 (most able) student visit to Gonville &amp; Caius College, Cambridge University</li> <li>• Year 12 Royal Institution STEM Masterclass programme</li> <li>• Years 7-9 Cyber Cup Competition</li> <li>• Model United Nations programme (Sixth Form)</li> <li>• PSHE lessons (years 7-11) focusing on apprenticeship pathways (post 16 and post 18)</li> <li>• Eleven-Up Cambridge Programme (Year 11 virtual webinars, Gonville &amp; Caius College)</li> <li>• Unifrog allows each student to develop their own profile and search for careers, university/apprenticeship destinations according to their own needs, interests and criteria</li> <li>• Records of student's careers and enterprise activities are logged through Unifrog</li> <li>• Destination data (year 11 and year 13) is overseen by Sixth Form Secretary. This information is shared with Hertfordshire County Council</li> <li>• Guidance for EHCP students (years 9 and 11) given by HCC run through SENDCO</li> <li>• Vocational pathway at Sixth Form continues to grow each year</li> <li>• Year 11 Sixth Form one on one application consultations</li> <li>• Higher Education/UCAS programme</li> <li>• <i>Maths4Girls</i> speakers</li> <li>• Alumni visits to speak to students about different gap year opportunities in Israel with different Jewish youth organisations</li> <li>• Pathways assembly (year 8) detailing the different options/pathways at GCSE and post-16</li> <li>• Year 7 Careers Morning</li> <li>• Assembly (year 9) run by Sky Studios detailing the different opportunities/training for career progression</li> <li>• Assembly (year 11) run by <i>ASK (Apprenticeship Support &amp; Knowledge)</i> exploring and promoting apprenticeship pathways</li> <li>• Assembly (year 11) delivered by West Herts College detailing the different courses and opportunities on offer</li> <li>• Emphasis on promoting post 18 apprenticeship route for Sixth Form pupils alongside university preparation: Apprenticeship Evening, <i>ASK</i> workshops, <i>Investin</i>, apprenticeship workshops, alumni mock interviews, YC Hertfordshire careers interviews</li> </ul> <p style="color: red;">MK to look into greater use of the Future Skills Questionnaire (Compass+) to support Key Stage 5 Careers Programme</p> |
| <p>4. Linking curriculum learning to careers</p> | <p>All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p> | <ul style="list-style-type: none"> <li>• MK completed a skills audit for all subjects which is available on the school website</li> <li>• MK completed a curriculum audit for all subjects which is available in the OFSTED folder</li> <li>• Departments continue to develop careers displays, highlighting the careers that students could pursue in each subject area</li> </ul> <p style="color: red;">Alumni display to showcase successful career paths of our alumni students across different subjects</p>   |

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| <p>5. Encounters with employers and employees</p> | <p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p> | <p>There are already a range of opportunities for students to experience at least one employer encounter each year they are in school.</p> <ul style="list-style-type: none"> <li>- Year 7 careers assembly: Herts Cyber Project</li> <li>- Year 7 PSHE session with Kisharon Langdon (Jewish Learning Disability and Autism Community)</li> <li>- Year 7 Careers Morning</li> <li>- Year 7 and 8 visit from an author for World Book Day</li> <li>- Year 8 CyberFirst challenge is a nationwide competition, where girls navigate through challenges spanning cryptography, logic, artificial intelligence, and networking</li> <li>- Year 8 Faraday Challenge: Real-life engineering problem solving activities from the Healthcare Engineering and Estate Management (IHEEM)</li> <li>- Year 8 and 9 careers assembly run by Sky Studios detailing all the different (local) career opportunities available.</li> <li>- Year 9 YCIT (three week visit to Israel) includes a range of visits/encounters with employees including agriculture, factories, army bases and the charity sector.</li> <li>- Year 10 Interview workshops run by <i>Communities 1<sup>st</sup></i></li> <li>- Year 10 "Sky up" trip to Sky Studios Elstree</li> <li>- Year 10 Social Young Enterprise Competition</li> <li>- Year 10 Employability Skills Challenge (ORT UK)</li> <li>- Jewish Book Week: Years 11-13 encounter with a published author (Spring)</li> <li>- <i>Generation Hertsmere</i> Careers Fair (x50 students Year 10/Year 11)</li> <li>- Year 7-13 "I am Scientist" webinars</li> <li>- Years 7-10 "Power of Events" career assemblies (virtual)</li> <li>- Year 11-13 "Power of Events" careers talk (virtual)</li> <li>- Year 12/13 access to a series of post 18/careers webinars in partnership with ORT JUMP and <i>Yashar</i></li> <li>- Year 12 ORT JUMP mentoring programme (over 40 students participate every year).</li> <li>- Year 12 Israel Challenge (ORT UK)</li> <li>- Year 12 TFL <i>Innovate</i> Challenge</li> <li>- Year 12 <i>Learn2Rescue</i> programme</li> <li>- Year 12 trip to Parliament</li> <li>- Year 12 "Talk the Talk" day</li> <li>- Year 12 ORT JUMP Working Skills afternoon</li> <li>- Year 12 Volenteers Fair</li> <li>- Year 12/13 Apprenticeship Evening (including Alumni students)</li> <li>- Year 12/13 Young Enterprise programme</li> <li>- Year 12/13 promotion of extra-curricular/speaker events/opportunities outside of school</li> </ul> |
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|   |   | <ul style="list-style-type: none"> <li>- Years 10-13 careers talk by <i>Sky Studios</i></li> <li>- “<i>Lives not Knives</i>” assemblies for all year groups (Hertfordshire Police) and VR workshop (Year 7)</li> <li>- Informal Jewish Education charity work (all year groups)</li> <li>- Visiting speakers (range of year groups) run through departments, LRC, societies and clubs</li> <li>- Mock interview practice (applying for jobs/apprenticeships) run by Yavneh alumni currently embarking on an apprenticeship</li> <li>- School Careers Fair (2019, 2021, 2023, 2025)</li> </ul> <p>The challenge with this benchmark is to provide employer encounters for younger year groups, especially at KS3. MK working with EA to develop a programme for Key Stage 3.</p>  |
| 6. Experiences of workplaces                    | Every pupil should have first-hand experiences* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks. | <ul style="list-style-type: none"> <li>• Year 12 complete a week’s work experience during the very last week of the summer term. They complete preparation for this in the winter term, which includes CV building and writing letters of application. Students complete follow up work in the first week of year 13.</li> <li>• Over ten work experience placements offered to year 12 through ORT UK</li> <li>• Year 10 two-day work experience placement at Communities 1<sup>st</sup> (St Albans)</li> <li>• Year 10 “Sky up” programme at Sky Studios (Elstree)</li> <li>• Year 10 Employability Programme (ORT UK)</li> <li>• Year 13 vocational students complete an additional week’s work experience immediately following their examinations in year 13. Preparation and reflection work will take place during Business lessons in so far as it may specifically relate to their course.</li> <li>• <i>ORT JUMP</i> mentoring programme includes work place visit(s)</li> <li>• <i>Investin</i> programmes: Online multi-day work experience with successful professionals in a live, interactive environment for students ages 12-18</li> <li>• One week (August) work experience placement at Alstom (Engineering and Transport) for a small group of Year 12 STEM students</li> <li>• STEM GSK Work Experience programme for Year 12 students</li> <li>• <i>Experience (Speakers for schools)</i> virtual work experience opportunities run through the <i>Experience Portal</i> ages 14-19</li> <li>• <i>Springpod</i> virtual work experience programmes for students ages 14-18</li> <li>• <i>HOP</i> virtual work experience programmes for students ages 14-18</li> <li>• <i>NHS Healthcare Careers</i> virtual work experience programmes for students ages 14-18</li> </ul> <p>Year 10 work experience to expand to a 5 day programme in July 2026<br/>MK to look Key Stage 3 opportunities across the curriculum</p> |
| 7. Encounters with further and higher education | All pupils should understand the full range of learning opportunities that are available to them. This includes   | <ul style="list-style-type: none"> <li>• Provider access policy is published on the school website</li> <li>• Guide to “pathways” at KS4 and KS5 published on school website for students and parents</li> <li>• Year 8 Options Evening</li> </ul>   |

both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

- Year 8 Options assemblies run by Heads of Department looking at advantages of all “option” subjects at GCSE such as Humanities, MFL, Technology, Drama
- Year 8 assembly introducing students to the different Key Stage 4 pathways including GCSEs, BTECS and UTCs
- \*Year 8 assembly run by *Sky Studios* exploring the range of post 16 and post 18 courses/training available to students
- \*Year 9 assembly run by *ESA* exploring the range of post 16 and post 18 courses/training available to students
- Year 10 (Balliol College) and Year 12 (Gonville and Caius) visits to Oxbridge.
- \*Year 11 assembly run by *ASK College* regarding the various post 16 courses/pathways/opportunities available to students
- \*Year 11 assemblies run by *West Herts College* regarding the various post 16 courses/pathways/opportunities available to students
- Yavneh Sixth Form Open Evening.
- Year 11 A level Taster Day
- Year 11 one on one Sixth Form consultations for all students applying to Yavneh College Sixth Form
- “Eleven-Up” Cambridge Programme (Year 11 virtual webinars, Gonville & Caius College)
- UCAS programme includes a morning off timetable for Year 12 students and speaker from University of Birmingham
- Year 12/13 Medicine programme
- Year 12/13 Oxbridge programme
- Year 12 Royal Institution STEM Masterclass programme
- Higher Education Fair (Alumni students)
- Apprenticeship Evening
- EPQ study skills (academic research) sessions run by University of Leeds
- Oxbridge and Medicine Programme including mock interviews run by alumni students.
- Mock interview practice (applying for jobs/apprenticeships) run by Yavneh alumni currently embarking on an apprenticeship
- \*ASK: Application and registration workshop for students (year 12) looking into applying for an apprenticeship
- \*ASK: Mock interview workshop for those students (year 13) in the process of applying for an apprenticeship
- \*Careers Talk for Years 10-13 students run by *Sky Studios* exploring the range of post 16 and post 18 courses/training available to students

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|                      |  | <p>Look into the possibility of organising additional meaningful encounters with independent training providers. Careers &amp; Enterprise Company have sent out a list of contact details of several potential companies including <i>KEITS</i>, <i>Skillnet</i> and <i>I Sales Academy</i></p> <p>MK to also contact alumni who may work with ITPs to investigate whether they would be willing to present an assembly</p> <p>MK to look into possibility of organising a small group trip of (targeted) Year 11 students to view local colleges (West Herts)</p>   |
| 8. Personal guidance | <p>Every pupil should have opportunities for guidance interviews with a careers 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 pupils but should be timed to meet their individual needs</p> | <ul style="list-style-type: none"> <li>• Yavneh College currently does not offer (all) students IAG from a qualified careers advisor.</li> <li>• YC Hertfordshire (SFYP) run a six day programme for 72 students (24 in each year group) across Year 11-13, offering a thirty minute one to one interview/consultation for each student</li> <li>• Unifrog “Personality Test” to completed by all students (and revisited in future years). A unique profile is then created for each student based on their responses and results published on the different types of careers/subjects which relate to personality types/traits</li> </ul> <p>Look into the possibility of expanding this programme in the future</p> <p>Look into possibility of “in-house” training of a member of staff to qualify as a career’s advisor (level 6 qualification)</p> |

\*Provider Access Legislation January 2023:

*The provider access legislation is new guidance that came into force in January 2023, which builds on Benchmark 7 and adds new specific requirements for schools. It is a key mechanism to further help learners understand and take-up, not just apprenticeships, but wider technical education options such as T-Levels and Higher Technical Qualifications.*

*The updated provider access legislation (PAL) specifies schools must provide at least six encounters for all their students:*

- *Two encounters for pupils during the ‘first key phase’ (year 8 or 9) that are mandatory for all pupils to attend*
- *Two encounters for pupils during the ‘second key phase’ (year 10 or 11) that are mandatory for all pupils to attend*
- *Two encounters for pupils during the ‘third key phase’ (year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend*

See Benchmark 7