



Careers Programme 26/27 |

Careers Programme 26/27 | Year 7: Self-Awareness & Broad Horizons

Learning Outcomes

Respect: **Learn** to communicate positively in mock workplace scenarios and group-based projects.

Achievement: **Document** personal strengths and soft skills using structured reflection frameworks.

Aspiration: **Discover** a wide range of industry sectors to build an early sense of potential pathways.

Term 1	Term 2	Term 3	Term 4	Term 5	Term 6	Ongoing
Year 7 Info Evening An opportunity to meet new students and parent/carers, and speaking about the Careers Programme and extra curricular activities that will aid development and skillset. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career	Careers @ Westlands Assembly to introduce the Careers programme to the new starters. CDI Framework Learning Area: Create opportunities Introduction to Higher Education A virtual assembly from the University of Kent, delivered in school. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life	Apprenticeship Assembly Speaker/Organisation TBC CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. National Apprenticeship Week 2027 A collection of workshops and encounters from companies who offer apprenticeships. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career SEND Careers Workshops An interactive collection of workshops for our KS3 SEND students to have their aspirations raised. CDI Framework Learning Area: Explore opportunities.	National Careers Week 2027 A collection of workshops and encounters from a range of companies / organisations. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. SEND Careers Workshops An interactive collection of workshops for our KS3 SEND students to have their aspirations raised. CDI Framework Learning Area: Explore opportunities. Parent/Carer Forum Following the findings from the Millburn Review, there is a greater emphasis on the holistic side of Careers - wanting to involve parent/carers on the journey as much as possible - subjects to include: pathways, resilience, provision and a lot more.. CDI Framework Learning Area: Explore opportunities.	HPA Support Interactive sessions aimed at our HPA students - these may include university lked activities or sessions from Unifrog . CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Alumni Assembly A successful former Westlands pupil will be invited in to give a motivational and aspirational talk to our Year 7 students as they come towards the end of their first year. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.	More than One Direction Activity led by CCCU Outreach with a group of students, aimed at exploring their possible educational journey. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career. EKC Assembly The EKC Group will come and deliver a session all about college life, showcasing the variety of courses that you can study at their campuses across Kent. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.	Curriculum Learning A shift in learning/lesson style from Primary to Secondary, enables students to find out more about Careers and their favourite subjects . CDI Framework Learning Area: Explore opportunities. Key Stage 3 Drop In Every Tuesday after school until 4pm, open appointments can be made for students and/or parents/carers, re: Careers. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Unifrog Students are able to access their Unifrog account and all its valuable resources - Careers Library, Skills Tool, events and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Year 7 Careers Google Classroom A collection of resources (articles and videos) aimed at supporting students to have their aspirations raised and make them aware of opportunities/events. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: See the Big Picture Careers in Values/Community/Tutor Time A wide variety of careers sessions delivered during Values and Community/Tutor time, exploring career pathways, employability skills and so on.. CDI Framework Learning Area: See the Big Picture

Learning Outcomes

Achievement: **Complete** early micro-workplace encounters (e.g., virtual insights, guest speaker panels) and identify core skills utilised.

Diversity: **Understand** how inclusive workplaces thrive by valuing unique perspectives and varied backgrounds.

Aspiration: **Map out** how personal passions, extracurricular interests, and academic subjects link to emerging job fields.

Term 1	Term 2	Term 3	Term 4	Term 5	Term 6	Ongoing
National T-Level Week 2027 A collection of articles and videos will be uploaded to Message Monday and Google Classrooms, detailing the regional offer on T-;Levels, what they are and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career	Careers @ Westlands Assembly to re-introduce the Careers programme to the students and showcase what this year may look like for them. CDI Framework Learning Area: Create opportunities Introduction to Higher Education A virtual assembly from the University of Kent, delivered in school. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life	Apprenticeship Assembly Speaker/Organisation TBC CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. National Apprenticeship Week 2027 A collection of workshops and encounters from companies who offer apprenticeships. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Careers Fair 26/27 The annual school Careers Fair takes place, with over 24 exhibitors in attendance. All students are invited to interact with them and find out about job roles, pathways and much more. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career.	National Careers Week 2027 A collection of workshops and encounters from a range of companies / organisations. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career SEND Careers Workshops An interactive collection of workshops for our KS3 SEND students to have their aspirations raised. CDI Framework Learning Area: Explore opportunities. Parent/Carer Forum Following the findings from the Millburn Review, there is a greater emphasis on the holistic side of Careers - wanting to involve parent/carers on the journey as much as possible - subjects to include: pathways, resilience, provision and a lot more.. CDI Framework Learning Area: Explore opportunities.	Aspiration Info Evening As the changes in Modern Work Experience come in to force, we will be hosting an evening for students and parent/carers to come and find out more about Aspiration Day. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career.	Aspiration Day A drop-down day for the whole year group where students will either have obtained their own 1-day work experience or school will create an action packed day of work experiences.. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. Preparing for your Year 9 Options An interactive assembly aimed at raising aspirations of the students as they head in to Year 9.. CDI Framework Learning Area: See the Big Picture. CDI Framework Learning Area: Manage career.	Curriculum Learning Enables students to find out more about Careers in their favourite subjects . CDI Framework Learning Area: Explore opportunities. Key Stage 3 Drop In Every Tuesday after school until 4pm, open appointments can be made for students and/or parents/carers, re: Careers. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Unifrog Students are able to access their Unifrog account and all its valuable resources - Careers Library, Skills Tool, events and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Year 8 Careers Google Classroom A collection of resources (articles and videos) aimed at supporting students to have their aspirations raised and make them aware of opportunities/events. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: See the Big Picture Careers in Values/Community/Tutor Time A wide variety of careers sessions delivered during Values and Community/Tutor time, exploring career pathways, employability skills and so on.. CDI Framework Learning Area: See the Big Picture

Learning Outcomes

Achievement: **Accumulate** the first 2-3 days of non-traditional, meaningful hybrid or virtual career insights.

Aspiration: **Set actionable goals** for Key Stage 4 options, matching selections with future employment and training routes.

Resilience: **Navigate** changes or disappointments gracefully during GCSE/BTEC option allocations.

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National T-Level Week 2027 A collection of articles and videos will be uploaded to Message Monday and Google Classrooms, detailing the regional offer on T-Levels, what they are and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career	Careers @ Westlands Assembly to re-introduce the Careers programme to the students and showcase what this year may look like for them. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Create opportunities Introduction to Higher Education A virtual assembly from the University of Kent, delivered in school. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life	SEND Careers Workshops An interactive collection of workshops for our KS3 SEND students to have their aspirations raised. CDI Framework Learning Area: Manage career. Apprenticeship Assembly Speaker/Organisation TBC CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. National Apprenticeship Week 2025 A collection of workshops and encounters from companies who offer apprenticeships. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Careers Fair 26/27 The annual school Careers Fair takes place, with over 24 exhibitors in attendance. All students are invited to interact with them and find out about job roles, pathways and much more. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career.	National Careers Week 2027 A collection of workshops and encounters from a range of companies / organisations. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Year 9 Parents Evening Parent/carers can arrange an appointment with Careers in view of choices, as well as other information. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Year 9 Options Evening Careers will have a stand in the Library foyer to display job roles and pathways, to support students and parents with choices. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. Parent/Carer Forum Following the findings from the Millburn Review, there is a greater emphasis on the holistic side of Careers - wanting to involve parent/carers on the journey as much as possible - subjects to include: pathways, resilience, provision and a lot more.. CDI Framework Learning Area: Explore opportunities. SEND Careers Workshops An interactive collection of workshops for our KS3 SEND students to have their aspirations raised. CDI Framework Learning Area: Manage career. Year 9 Options Drop In Careers will host a variety of drop ins across the term, sometimes breakfast, sometimes Lunch; all with the aim of support students making well-informed decisions ahead of their options. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career.	What comes after school: the main learning pathways Unifrog session delivered in Values/Community Time. CDI Framework Learning Area: Explore opportunities.	Year 10 Work Experience Info Evening Open invite to parent/carers and students to understand the whole process of work experience. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. EHCP Annual Reviews Meeting with parent/carers and students who have an EHCP, with their SENCO to finalise next steps. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career. EKC Assembly The EKC Group will come and deliver a session all about college life, showcasing the variety of courses that you can study at their campuses across Kent. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.	Curriculum Learning Enables students to find out more about Careers in their favourite subjects . CDI Framework Learning Area: Explore opportunities. Key Stage 3 Drop In Every Tuesday after school until 4pm, open appointments can be made for students and/or parents/carers, re: Careers. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Unifrog Students are able to access their Unifrog account and all its valuable resources - Careers Library, Skills Tool, events and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Year 9 Careers Google Classroom A collection of resources (articles and videos) aimed at supporting students to have their aspirations raised and make them aware of opportunities/events. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: See the Big Picture Careers in Values/Community/Tutor Time A wide variety of careers sessions delivered during Values and Community/Tutor time, exploring career pathways, employability skills and so on.. CDI Framework Learning Area: See the Big Picture

Careers Programme 26/27 | Year 10: Industry Deep Dives & Work Preparation

Learning Outcomes

Respect: ***Craft** high-quality CVs and professional digital profiles that demonstrate clear self-respect and target employer preferences.*

Achievement: ***Plan, experience, and document** a structured block of modern work experience to expand direct sector awareness.*

Diversity: ***Investigate** how local businesses promote inclusion, equity, and social mobility.*

Term 1	Term 2	Term 3	Term 4	Term 5	Term 6	Ongoing
Year 10 Work Experience Info Evening <i>Open invite to parents/carers and students to understand the whole process of work experience. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.</i> National T-Level Week 2027 <i>A collection of articles and videos will be uploaded to Message Monday and Google Classrooms, detailing the regional offer on T-;Levels, what they are and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career</i>	Careers @ Westlands <i>Assembly to re-introduce the Careers programme to the students and showcase what this year may look like for them. CDI Framework Learning Area: Create opportunities</i> Introduction to Higher Education <i>A virtual assembly from the University of Kent, delivered in school. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life</i> Year 10 Work Experience Workshops <i>A variety of workshops will be hosted throughout the term, to support students making IWEX and SWEX placements. These will take place at break and lunchtimes. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.</i>	Careers Fair 26/27 <i>The annual school Careers Fair takes place, with over 24 exhibitors in attendance. All students are invited to interact with them and find out about job roles, pathways and much more. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career</i> National Apprenticeship Week 2026 <i>A collection of workshops and encounters from companies who offer inspirational apprenticeships. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career</i> PAL Encounter Assembly <i>KNAUF pathways assembly inc. Q&A. (TBC) CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career</i> Year 10 Work Experience Workshops <i>A variety of workshops will be hosted throughout the term, to support students making IWEX and SWEX placements. These will take place at break and lunchtimes. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.</i> Apprenticeship Assembly <i>Speaker/Organisation TBC CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.</i>	National Careers Week 2027 <i>A collection of workshops and encounters from a range of companies / organisations. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career</i> Parent/Carer Forum <i>Following the findings from the Millburn Review, there is a greater emphasis on the holistic side of Careers - wanting to involve parent/carers on the journey as much as possible - subjects to include: pathways, resilience, provision and a lot more.. CDI Framework Learning Area: Explore opportunities.</i> Year 10 Work Experience Workshops <i>A variety of workshops will be hosted throughout the term, to support students making IWEX and SWEX placements. These will take place at break and lunchtimes. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.</i>	Work Experience <i>Students head out for a one week self-placement or EBP sourced experience. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career</i> Year 10 Parents Evening <i>Parent/carers can arrange an appointment with Careers in view of choices, as well as other information. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career</i> EKC Assembly <i>The EKC Group will come and deliver a session all about college life, showcasing the variety of courses that you can study at their campuses across Kent. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.</i>	New Year 11 Evening <i>Parent/carers and students are invited to a presentation that will inform them of what is to come in the lead up to post-16 choices. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career.</i> EHCP Next Steps <i>Meeting with parent/carers and students who have an EHCP, with their SENCO to discuss next steps.. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career.</i> Success '28 <i>A drop down day for the whole year group, based on the aim of preparing students well for the rigor of Year 11 - motivational talks, revision techniques, higher education, apprenticeship providers and so much more. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.</i>	Curriculum Learning <i>Enables students to find out more about Careers in their favourite subjects . CDI Framework Learning Area: Explore opportunities.</i> Key Stage 4 Drop In <i>Every Thursday afterschool until 4pm, open appointments can be made for students and/or parent/carers, re: Careers. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities</i> Careers Leader guidance / support <i>Students are able to drop in during break, lunchtime or afterschool as they source and prepare to go on to work experience. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities</i> Unifrog <i>Students are able to access their Unifrog account and all its valuable resources - Careers Library, Skills Tool, events and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities</i> Year 10 Careers Google Classroom <i>A collection of resources (articles and videos) aimed at supporting students to have their aspirations raised and make them aware of opportunities/events. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: See the Big Picture</i> Careers in Values/Community/Tutor Time <i>A wide variety of careers sessions delivered during Values and Community/Tutor time, exploring career pathways, employability skills and so on.. CDI Framework Learning Area: See the Big Picture</i>

Learning Outcomes

Diversity: **Evaluate** how different post-16 training environments champion diversity and cater to various learner needs.

Aspiration: **Critically evaluate** post-16 pathways (A-levels, T-levels, Apprenticeships) to form an ambitious, well-grounded "Plan A and Plan B".

Resilience: **Maintain** a balanced, focused approach during high-stakes exam periods by protecting physical and mental well-being.

Term 1	Term 2	Term 3	Term 4	Term 5	Term 6	Ongoing
Careers @ Westlands Assembly to re-introduce the Careers programme to the students and showcase what this year may look like for them. CDI Framework Learning Area: Create opportunities CXK CEIAG 1-2-1 / ADG Group Sessions CXK advisors will meet with targeted students on a 1-2-1 basis and Mr Gregory will be meeting with students in groups based on subject/career preference. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Create opportunities National T-Level Week 2027 A collection of articles and videos will be uploaded to Message Monday and Google Classrooms, detailing the regional offer on T;-Levels, what they are and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career	CXK CEIAG 1-2-1 / ADG Group Sessions CXK advisors will meet with targeted students on a 1-2-1 basis and Mr Gregory will be meeting with students in groups based on subject/career preference. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Create opportunities Sixth Form Open Evening Westlands launches their sixth form offer with an evening of talks and subject exhibitions. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Explore opportunities. Futures Day 26/27 A Year 11 drop-down day, where half of the year group attend sixth-form / A-level lessons and the other half attend workshops based on the following. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Explore opportunities. Year 11 Parents Evening Opportunity to meet with students and parents, giving advice and answering questions regarding post-16 options. CDI Framework Learning Area: Grow throughout life.	CXK CEIAG 1-2-1 / ADG Group Sessions CXK advisors will meet with targeted students on a 1-2-1 basis and Mr Gregory will be meeting with students in groups based on subject/career preference. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Create opportunities National Apprenticeship Week 2026 A collection of workshops and encounters from companies who offer inspirational apprenticeships. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Careers Fair 26/27 The annual school Careers Fair takes place, with over 24 exhibitors in attendance. All students are invited to interact with them and find out about job roles, pathways and much more. CDI Framework Learning Area: Create opportunities. CDI Framework Learning Area: Manage career. Apprenticeship Assembly Speaker/Organisation TBC CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.	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Parent/Carer Forum Following the findings from the Millburn Review, there is a greater emphasis on the holistic side of Careers - wanting to involve parent/carers on the journey as much as possible - subjects to include: pathways, resilience, provision and a lot more.. CDI Framework Learning Area: Explore opportunities.			Curriculum Learning Enables students to find out more about Careers in their favourite subjects . CDI Framework Learning Area: Explore opportunities. Key Stage 4 Drop In Every Thursday afterschool until 4pm, open appointments can be made for students and/or parent/carers, re: Careers. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Unifrog Students are able to access their Unifrog account and all its valuable resources - Careers Library, Skills Tool, events and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Careers Leader guidance / support Students are able to drop in during break, lunchtime or afterschool as they source and prepare to go on to work experience. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Year 11 Careers Google Classroom A collection of resources (articles and videos) aimed at supporting students to have their aspirations raised and make them aware of opportunities/events. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: See the Big Picture Careers in Values/Community/Tutor Time A wide variety of careers sessions delivered during Values and Community/Tutor time, exploring career pathways, employability skills and so on.. CDI Framework Learning Area: See the Big Picture

Learning Outcomes

Achievement: **Lead** a real project or complete an immersive workplace placement, actively gathering formal performance feedback from an employer.

Aspiration: **Align** current advanced qualifications with competitive university courses, degree apprenticeships, or direct employment pipelines.

Resilience: **Balance** advanced academic coursework with professional placements, managing deadlines and workplace challenges independently.

Term 1	Term 2	Term 3	Term 4	Term 5	Term 6	Ongoing
Year 12 Welcome Evening Opportunity to meet with students and parents, presenting opportunities available during sixth form and what we plan to do as a team to prepare students for their next steps. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career New Starters Support Opportunity to meet with students from local Trust schools and engage with 3 sessions based on time management, wellbeing and revision skills - building skills for life after 6th form. CDI Framework Learning Area: Grow throughout life.	L2 Pathway What next? Meeting with Level 2 Pathway students to have a joint discussion about their plans for next academic year. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career	Sixth Form Parents Evening Opportunity to meet with parent/carers and students. CDI Framework Learning Area: Grow throughout life. Year 12 Level 2 Pathway Work Experience Due to finishing their studies early, Level 2 Pathway to go out on work experience during Term 3. CDI Framework Learning Area: Manage career National Apprenticeship Week 2027 A collection of workshops and encounters from companies who offer inspirational apprenticeships. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Careers Fair 26/27 The annual school Careers Fair takes place, with over 24 exhibitors in attendance. All students are invited to interact with them and find out about job roles, pathways and much more. CDI Framework Learning Area: Create opportunities. CDI Framework Learning Area: Manage career. Apprenticeship Assembly Speaker/Organisation TBC CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life.	National Careers Week 2027 A collection of workshops and encounters from a range of companies / organisations. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career	Post 18 - Choices, Choices A Unifrog session taking place in Values/Tutor time. CDI Framework Learning Area: Explore opportunities.	UCAS Discovery Tour 2027 Year 12 students sign-up for the event at Kent Event Centre, with over 130 HE institutions. A brilliant opportunity to meet with establishments to get questions answered and much more. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Explore opportunities. Higher Education Evening An information evening to support students with the upcoming UCAS process and alternative destinations. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Explore opportunities. Year 12 Work Experience Students go out on placement on the penultimate week of the academic year. CDI Framework Learning Area: Manage career Post-18 Pathways Day A drop-down day for the whole year group where students will be able to attend workshops, have mock interviews, speak with Alumni, as well as liaise with universities and apprenticeship providers.. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career.	Careers Leader guidance / support Ongoing support to help with WEX. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Unifrog Students are able to access their Unifrog account and all its valuable resources - Careers Library, Skills Tool, events and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Year 12 Careers Google Classroom A collection of resources (articles and videos) aimed at supporting students to have their aspirations raised and make them aware of opportunities/events. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: See the Big Picture Careers in Values/Community/Tutor Time A wide variety of careers sessions delivered during Values and Community/Tutor time, exploring career pathways, employability skills and so on.. CDI Framework Learning Area: See the Big Picture

Careers Programme 26/27 | Year 13 (inc. 14): Employment Mastery & Destination Execution

Learning Outcomes

Respect: **Support and mentor** younger peers (Key Stage 3) as they begin their own career and value journeys.

Achievement: **Develop** a comprehensive portfolio of practical accomplishments, examples of using soft skills, as well as application tracking and to avoid having no end destination.

Aspiration: **Finalise and execute** high-quality transition applications, displaying explicit readiness for the modern economy.

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UCAS Hub Launch During Tutor, students will have the opportunity to begin the UCAS process and start completing their details in the hub. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career	UCAS & Personal Statement Assembly In-house assembly aimed at students who are applying for University. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career	Sixth Form Parents Evening Opportunity to meet with parent/carers and students. CDI Framework Learning Area: Grow throughout life. National Apprenticeship Week 2027 A collection of workshops and encounters from companies who offer inspirational apprenticeships. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Student Finance An interactive assembly for the whole year group, introducing students to the concept of university. CDI Framework Learning Area: Balance life and work. Degree Apprenticeships An assembly delivered by a university and provider to find out more information about these types of apprenticeships. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Careers Fair 26/27 The annual school Careers Fair takes place, with over 24 exhibitors in attendance. All students are invited to interact with them and find out about job roles, pathways and much more. CDI Framework Learning Area: Create opportunities. CDI Framework Learning Area: Manage career.	National Careers Week 2026 A collection of workshops and encounters from a range of companies / organisations. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Confidently managing transitions A Unifrog session taking place in Tutor, looking at supporting students as they prepare to leave Westlands. CDI Framework Learning Area: Manage career	UCAS Support As exams kick in, the Sixth Form Team and Careers Leader to be on hand for support with applications and logistical queries. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: Manage career		Careers in Values/Community/Tutor Time A wide variety of careers sessions delivered during Values and Community/Tutor time, exploring career pathways, employability skills and so on.. CDI Framework Learning Area: See the Big Picture Careers Leader guidance / support To support with post-18 options.. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career Unifrog Students are able to access their Unifrog account and all its valuable resources - Careers Library, Skills Tool, events and so on. CDI Framework Learning Area: Grow throughout life. CDI Framework Learning Area: Manage career. CDI Framework Learning Area: Create opportunities Year 12 Careers Google Classroom A collection of resources (articles and videos) aimed at supporting students to have their aspirations raised and make them aware of opportunities/events. CDI Framework Learning Area: Explore opportunities. CDI Framework Learning Area: See the Big Picture

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Animal Care						Kent Show 2027 Young Farmers Club students attend show, as well as approach companies / organisations as part of a Careers / Animal Care initiative.	
Art & Design							
Business							
CIC (Children in Care)	No Limits A regional event held at Kent Event Centre, showcasing the different further education and training providers in the county.						
Dance							
Design Technology							
Drama							
Engineering							
English				World Book Day The English department will be inviting authors both physically and virtual to talk to students about their work, as well as a number of other workshops taking place.			
Finance, Accounting & Economics							
Food Technology							
Geography							
Health & Social Care, and Child Development		Christmas Fair Health & Social Care students host an event for residents from 3 local care homes, serving festive treats and talking with residents. Students also have careers talk from the home's staff.					
History							
IT & Computing							
Maths							
Media & Film Studies							
MFL (Modern Foreign Languages)							
Music							
PE (Physical Education) & Sport							
Science				Science Week As well as a number of activities taking place, Careers will be inviting others in to deliver sessions to students.			
Social Sciences							
Values & Community Time							

We are supported by and use a number of organisations/charities, as well as using key websites in order to support our students. Please see below...



We are also incredibly grateful for the following universities and employers who continue to contribute towards our careers programme (plus many more)...



Our new Careers Programme is not only aligned with the **Equalex Framework** (please see the three sets of framework at the end of this document), but for each year group, we look to gain the learning outcomes by having objectives aligned to our **RADAR values**, as well as being underpinned by the findings of the recently published **Millburn Review**.

Following successful presentations at both the last Subject Leader Meeting of the last academic year, as well as the recent Staff Development Day, this academic year promises to be the most dynamic yet, as Careers at Westlands is not just a one-department vehicle, but is something that is taken on by all subjects across the curriculum. This will enable students to have a greater understanding and an increased insight into the development of their own careers journey, enabling them to make well informed decisions about their future.

Equalex Framework

Key Stage 3 (Years 7 - 9) Core Theme: Introduce & Inspire	
Learning Outcome	Learning Objectives
Increased Opportunity Awareness Learners have a broad knowledge of a range of career opportunities which enables informed decision making.	Learners understand that there are different types of workplaces such as, offices, warehouses and home working, and that there are different types of employment such as, self-employment, freelancing, and full-time employment.
	Learners can recall a range of different sectors and jobs, and describe the characteristics of the workplaces these jobs might take place in.
	Learners can identify links between the curriculum and essential skills needed within the workplace and can give examples of careers linked to subject areas.
Improved Self-Awareness Learners are aware of their passions, skills and work preferences and understand how these could inform their career choices.	Learners are aware of essential workplace skills and are able to self-assess their current skill level, aligned to the Skills Builder Universal Framework.
	Learners can identify their passions, interests and skills and consider how they might inform potential jobs or career pathways
	Learners can describe their work style and ideal working environment and can give examples of workplaces that would and would not suit their preferences
Inspiration Learners are inspired and motivated by careers opportunities which they may not have otherwise considered.	Learners can recognise and challenge stereotypes about career pathways and understand that their career aspirations should not be limited by them.
	Learners can identify career role models and articulate their early career aspirations.

Key Stage 4 (Years 10 - 11) Core Theme: Investigate & Inspire	
Learning Outcome	Learning Objectives
Career Readiness Learners have developed essential skills which will support them to transition to the workplace.	Learners can evidence the essential workplace skills they have developed, aligned to the Skills Builder Universal Framework
	Learners can demonstrate essential skills applicable to different workplaces, including skills required when working in a remote environment.
	Learners can create, develop or design something based upon a brief set by an employer, and identify the essential skills they used.
Exploration of roles and responsibilities Learners have a deeper level of knowledge and understanding about the role responsibilities, and pathways of careers in areas of interest.	Learners understand the different routes into employment and understand the differences between pathways.
	Using real life examples, learners can describe the roles of different people within an organisation and talk about what they do.
	Learners can create, develop or design something based upon a brief set by an employer, and relate the essential skills they used to a potential career pathway
Understanding of growth sectors and the changing economy Learners understand how the local and national labour market is changing and what this might mean for their career choices.	Learners can identify growth sectors within their local area and talk about the types of jobs within these sectors.

Key Stage 5 (Years 12 - 13) Core Theme: Apply & Demonstrate	
Learning Outcome	Learning Objectives
Applying Knowledge and Skills in the workplace Learners can evidence when they have applied their knowledge and skills within the workplace, can articulate	Learners can evidence when they have applied careers knowledge, essential skills and behaviour within a workplace environment, and have received employer feedback on their work.

this to potential employers, and can use their experiences to make informed career decisions.	Learners can demonstrate what they have learnt as a result of their experience of the workplace and articulate how this will inform their future decision making.
	Learners can evidence when they have applied careers knowledge, skills and behaviour within recruitment processes, such as mock interviews or mock assessment centres.
	Learners can compare their experiences of different workplaces and evaluate the impact each has had on their career readiness and decision making.
	Learners can critically assess how their experiences of the workplace have challenged stereotypes and raised their aspirations

Westlands RADAR Values



Respect: The Foundation of Our Community
At Westlands, we have consistent, high expectations for behaviour built on a foundation of mutual respect. This protects the learning environment and creates a culture of kindness and empathy. We celebrate positive behaviour and empower our students to make good choices.

Achievement: Unlocking Potential
Achievement is our core purpose. Our high-quality curriculum is designed to help all students succeed, no matter what their starting point. We believe attendance is crucial and that hard work and dedication lead to success, both inside and outside the classroom.

Diversity: Our Community, Our Strength
We are proud that our school community is made up of students and staff from different backgrounds. We believe that this diversity makes our school a more interesting and inspiring place. We cultivate a culture of belonging where every child knows they have a voice and feels included, respected, and valued.

Aspiration: Aiming Higher Together
Our motto is to 'Expect More,' and we challenge all our students to aim high. We are committed to developing the skills and character needed for a life of learning. We encourage students to set ambitious goals for themselves, ensuring they have the ambition to succeed in whatever path they choose.

Resilience: Building Mental Toughness for the Future
We value effort and determination to keep trying when things go wrong or are difficult. We provide a supportive environment, both physically and emotionally, with a dedicated pastoral team on hand to help students build strong relationships and develop the skills to grow and thrive in a changing world.