

Ideas for annual careers programme for employer encounters by Year group (Gatsby benchmark 5)

Year Group	Date Term	Activity	Purpose	Gatsby Benchmark
7		Employer encounter (classroom-based): Career detectives	A fun and engaging introductory employer activity to open students' eyes to potential careers across a wide range of industries.	2, 3, 5
8		Employer encounter (classroom-based): Discovering the world of work	Employers set their personal career journey within the context of their industry sectors, relating what they do to wider opportunities and outlining different entry routes e.g. radio journalist/ TV producer (creative industry), physiotherapist (health), clinical trials manager (life sciences)	2, 3, 5, 7
9		Employer encounter (classroom-based): Exploring your options?	How might studying a curriculum subject start students down a particular career path? Why are some subjects useful for all jobs? Employers share their experiences of how certain subjects are related to their roles – and why literacy and numeracy are skills everyone needs. A pre-GCSE Options activity to help students choose what to study – and how their choice might influence their future.	2, 4, 5
10		Employer encounter (classroom-based): Developing soft skills	What are employers looking for in new recruits? From teamwork to leadership, negotiation to problem-solving, employability or 'soft' skills are something every applicant	2, 5

			needs to demonstrate. Employers talk about the skills they use in their everyday job – and how students themselves can develop them.	
10		Employer encounter (classroom-based or group assembly): My first CV	HR professional or senior employer helps students understand what makes a good CV and explains how to identify and develop a personal brand.	5
11		Employer encounter (classroom-based or group assembly): Preparing for interview	HR professional or senior employer helps students prepare for interview, from what to wear and body language, to researching the role and asking questions.	5, 7
11		Employer encounter (one-to-one in the library, hall or sixth form study area): Interview practice	Students gain confidence for interviews in the real world during 15-minute, one-to-one practice interviews with employers (10-minute questioning, 5-minute feedback). Students either answer pre-prepared generic questions or bring along a specific job they'd like to 'apply' for.	5
11		Employer encounter (school hall): Assembly programme		
12 and 13		Employer encounter (sixth from study area or hall): Business breakfast	A one-hour networking activity bringing together local employers and students at the start of the school day over tea, coffee and biscuits. Employers introduce themselves with a one-minute elevator pitch, then break out for informal discussions with small groups of students. The employers rotate groups after ten minutes and end	2, 5

			with a feedback session – and perhaps elevator pitches from the braver students! The aim is to develop employability skills and develop confidence through a gentle introduction to the real world of business.	
13	1	Employer encounter (assembly programme or lunchtime speaker series): All walks of life	<i>A sixth form speaker programme invites in motivational employers from all walks of life to enrich students' knowledge and understanding, raise aspirations and enthuse them about potential careers.</i>	2, 3, 5, 7