

SEND CAREERS PROGRAMME OVERVIEW

ST PAUL'S WAY SCHOOL 2026-27



AWARENESS YEAR 7-8

- Recognise different jobs and roles in society
- Understand likes, dislikes, strengths, and interests
- Develop early aspirations
- Build confidence in talking about yourself
- Understand that work is part of adult life

- Accessible career-themed assemblies
- Introductory employer talks (in school)
- Employer visits/trips



EXPLORATION YEAR 8-9

- Explore a wider range of job roles and sectors
- Begin linking interests to possible careers
- Understand basic pathways after school (college, training, supported routes)
- Develop communication and teamwork skills in structured activities
- Start recognising skills needed for work (punctuality, listening, effort)

- Accessible career-themed assemblies
- Employer visits/trips



PREPARATION YEAR 9-10

- Identify personal strengths and preferred learning styles
- Understand post-16 options in more detail
- Begin to match interests to realistic pathways
- Develop independence in making simple decisions
- Gain awareness of work expectations

- Accessible career-themed assemblies
- College visits
- Employer visits/trips
- Careers interviews with a careers adviser (1:1 supported guidance)
- Option pathways evening (with parents/carers)
- Life skills and employability sessions
- Lifeskills e.g. residential



TRANSITION YEAR 10-11

- Make informed post-16 choices with support
- Understand post-16 application processes and begin transition planning
- Demonstrate awareness of employability skills
- Develop independence in travel, communication, and routines (where appropriate)

- College visits
- College application support sessions
- Careers interviews with a careers adviser (1:1 supported guidance)
- Transition and post-16 review meetings (with parent/carers)
- Mock interviews with employers
- Travel training (where appropriate)



PROGRESSION END OF YEAR 11

- Secure a confirmed post-16 destination (college, training, supported internship or employment pathway)
- Understand personal strengths, support needs and next steps
- Demonstrate readiness for post-16 transition
- Have a clear personalised transition plan
- Show increased independence and self-advocacy skills

- College transition days / induction sessions
- Supported handover to post-16 providers