**Sample Careers Programme: annual employer encounters by Year group (Gatsby benchmark 5)**

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| **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 needs to demonstrate. Employers talk about the skills they use in their everyday job – and how students themselves can develop them. | 2, 5 |
| 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 with a feedback session – and perhaps elevator pitches from the braver students! The aim is to develop employability skills and develop confidence though a gentle introduction to the real world of business. | 2, 5 |
| 13 | 1 | Employer encounter (assembly programme or lunchtime speaker series):  **All walks of life** | 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. | 2, 3, 5, 7 |