Our **My Future Careers** programme follows a progressive pathway document below which outlines the progressive development of employability skills across the curriculum, aligned to CEIAG and Preparation for Adulthood. This progression demonstrates how careers education moves from **early communication, independence and community awareness**, through to **workplace understanding, employability skills, work-related learning and preparation for adulthood**, creating a clear pathway for students from age 4 to 19.

Early Years	KS1	KS2	KS3	KS4	P16
• Communication and oracy • Early independence and self-care • Turn-taking and sharing • Curiosity and exploration • Emotional awareness and regulation • Engagement in play (teamwork foundation)	• Communication (spoken and early written) • Following instructions and routines • Basic problem solving • Cooperation and teamwork • Developing independence • Awareness of jobs and roles • Confidence and participation	• Functional communication and vocabulary • Collaboration and teamwork • Increasing independence • Problem solving and reasoning • Responsibility and resilience • Understanding community roles • Early decision making	• Effective communication and discussion • Critical thinking and reasoning • Teamwork and social interaction • Self-awareness and identity • Understanding rights and responsibilities • Problem-solving in real-life contexts • Preparation for future pathways	• Independence in daily life • Understanding the world of work • Employability awareness • Financial awareness • Self-management and organisation • Decision making for future pathways • Communication in real-life contexts	• Work readiness skills • Independent living skills • Communication for employment • Time management and responsibility • Problem solving in real-world settings • Community participation • Career planning and transition

Careers and Employability Progression Overview

Key Stage	Employability Skills Developed	My Future Employment Readiness Activities	Link to Gatsby Benchmarks (See key below)
Early Years	**Communication, listening, making choices, turn-taking, following routines, self-awareness, independence, exploring the world, early understanding of community roles**	• Classroom helper jobs • Snack preparation and serving • Sorting and matching activities • Role-play shops, cafés and farms • Visits from community workers (firefighters, vets, postal workers, police community support officers each term)	Classroom helper jobs GB1, GB3, GB4 Snack preparation and serving GB4, GB6 Sorting and organising resources GB4 Role-play café, shop, farm or post office GB4, GB5 Visits from community workers GB5
Key Stage 1	**Teamwork, confidence, problem solving, following instructions, understanding people who help us,**	• Class monitor responsibilities • Role-play occupations linked to themes • Planting and caring for class garden and forest school areas • Enterprise activities such as making and selling for a charity event (cake stall) • Community walks identifying local businesses	Class monitor and helper roles GB1, GB3, GB4 Dressing up and role-playing occupations GB4, GB5 Community walks identifying workplaces GB2, GB4, GB6

	curiosity about jobs and the community, personal responsibility	• Dressing up as different occupations	Growing plants and caring for school areas GB4, GB6 Small enterprise activities (e.g. selling crafts) GB4, GB6 Meeting people who help us GB5
Key Stage 2	**Communication, resilience, creativity, money awareness, responsibility, understanding diversity, community participation, environmental awareness, decision making**	Running a small class enterprise project • Budgeting for events and activities • Interviewing visitors about their jobs • Environmental projects and recycling teams (eco school advocates) • Planning and hosting celebrations (parents afternoons) • Charity fundraising activities • Creating information displays for others	Interviewing visitors about their careers GB5 Class enterprise projects GB4, GB5, GB6 Fundraising and charity events GB4, GB6 Budgeting for class activities GB2, GB4 Community projects and volunteering GB4, GB6 Researching famous figures and careers linked to topics

			GB2, GB4 Meeting local businesses GB5, GB6
Key Stage 3	**Leadership, citizenship, self-advocacy, problem solving, teamwork, respect, understanding rights and responsibilities, community awareness, independent travel and participation**	Student leadership roles • Careers assemblies and employer encounters • Workplace Behaviour activities/discussions • Enterprise challenges • Travel training activities • Job research projects • Community volunteering opportunities • Team project presentations	Student leadership roles GB1, GB3 Enterprise challenge projects GB4, GB5, GB6 Careers assemblies and employer talks GB5 Workplace Behaviour Activities GB4, GB5 Travel training programmes GB3, GB6 Job and industry research projects GB2, GB4 Community volunteering GB5, GB6 Presentations about future aspirations

			GB8
Key Stage 4	**Workplace awareness, safety, independence, money management, self-care, employability behaviours, social skills, preparation for adulthood, understanding career pathways**	Work experience placements • Mock interviews • CV and profile creation • Workplace visits • Customer service activities • Enterprise projects with real budgets • Independent travel practice • Job applications and online careers research • Workplace communication activities • ASDAN Employability Skills Certificate for Semi-formal learner pathway *Additional Needs Pathway Advisor visits in preparation for transitioning to further education. (Termly)	Work experience placements GB5, GB6 Mock interviews GB5, GB8 CV building and personal profiles GB3, GB8 Employer encounters and workplace visits GB5, GB6 Independent travel training GB3, GB6 Customer service projects GB4, GB6 Running enterprise ventures GB4, GB5, GB6 College and training provider visits

			GB7 GB7 ANPA and Careers adviser meetings GB8
Key Stage 5	**Employment readiness, workplace communication, independence, travel training, budgeting, self-advocacy, managing responsibilities, community engagement, transition to adulthood and employment**	• Work Experience • Vocational placements • Managing personal budgets • Independent travel to placements • Running on-site enterprises • Job coaching activities • Preparing for college, training or employment interviews • Workplace problem-solving scenarios • Employment PfA strand Lifeskills Challenges Accreditations	Work experience and Employer mentoring GB5, GB6 Running school-based enterprises GB4, GB5, GB6 Budgeting and independent living programmes GB4 Travel independently to work placements GB6 College and training provider visits GB7 Applications and interview preparation GB5, GB8

			Transition planning meetings GB3, GB7, GB8

Gatsby Benchmark Key

Benchmark	Description
GB1	A Stable Careers Programme
GB2	Learning from Career & Labour Market Information
GB3	Addressing the Needs of Each Pupil
GB4	Linking Curriculum Learning to Careers
GB5	Encounters with Employers and Employees
GB6	Experiences of Workplaces
GB7	Encounters with Further and Higher Education
GB8	Personal Guidance

Summary of Careers Progression

Stage	Careers Focus
Early Years	"I can explore and make choices."
KS1	"I can learn about people and jobs in my community."
KS2	"I can develop skills and understand how I contribute to the world around me."
KS3	"I can understand myself, my strengths and my future opportunities."
KS4	"I can explore work, independence and adulthood."
KS5	"I can prepare for employment, further education and independent living."