



# OLCHFA

## Careers and work-related experiences (CWRE) Policy

Approved by: GB

Date: 02/24

Last reviewed on: 02/24

Next review due by: 02/25



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## Context

The Olchfa careers and work-related experiences policy supports the broader vision for curriculum at Olchfa. The policy has been produced in line with the Welsh Government [statutory guidance](#) for careers and work-related experiences and Welsh Government guidance on [cross-cutting themes for designing your curriculum](#), of which careers and work-related experiences is one.

## Rationale

Providing pupils with the skills, knowledge and experiences to lead healthy, successful lives after their time with us is a core function of our school. We want to ensure that our pupils develop in the ways described by the Four Purposes, and providing them with rich, authentic opportunities for careers and work-related experiences (CWRE) is integral to achieving this. As a cross-cutting theme, CWRE is embedded within our curriculum:

### Our vision for curriculum at Olchfa

*Our curriculum is the lived experience of all pupils during their time in Olchfa. Our curriculum provides the knowledge, skills and experiences that our pupils need to take advantage of the opportunities and responsibilities of later life. We work to enable all pupils to maximise their potential as ambitious, creative, ethical and confident learners. The values of respect and tolerance are embedded in our inclusive curriculum and underpinned by a relentless commitment to being 'ready, respectful, safe'.*

Careers and work-related experiences are wide-ranging and relevant to all year groups in different ways. They include opportunities for pupils to develop better insight into the labour market and training pathways, develop their own skills of decision making and financial planning, and participate in experiences such as work-place visits or volunteering. Careers and work-related experiences should also address the barriers to employability and life-long learning that some pupils face, broaden horizons by exposing pupils to the changing nature of future careers and pathways and ensure pupils are better prepared to respond to challenges, choice and responsibility of work and life.

## Benefits of CWRE

High quality CWRE makes a significant contribution to learners' development of the Four Purposes.

It also contributes to the seven wellbeing goals outlined in the Well-being of Future Generations report (2020), helping to equip learners with the knowledge, skills and experiences to shape their own futures and in doing so, make a positive contribution to their community and society as a whole.

CWRE allows learners to develop skills for work and life, forging a positive relationship between their learning and their future. Adept problem solving, resilience and creativity are skills developed that will benefit learners in adapting to the opportunities and challenges of a changing economy. CWRE provides opportunities for learners to gain knowledge of the range of opportunities and variety of career pathways available to them, improving their ability to make informed decisions, widening their horizons and raising aspirations. The experiences gained through authentic CWRE, such as work-place visits or volunteering are crucial in allowing learners to explore different careers and to generate inspiration and aspiration.

## Roles and responsibilities

At Olchfa, careers and work-related experiences are coordinated by our iDevelop Lead. They work with Learning Managers to embed opportunities for authentic CWRE within Learning Areas. Within each Learning Area, School Development Leads work to identify and implement opportunities to enhance the curriculum experiences of pupils. Additionally, Learning Leaders support the delivery of iDevelop and Taith. These sessions occur during form time and extended sessions and provide additional time for some CWRE to take place.

Careers and work-related experiences are supported by our partnership with Careers Wales:

- Careers Adviser - Heidi
- Business Engagement Adviser - Andrea John
- Careers and work-related experiences Curriculum Coordinator - Julie-Ann Clifton

## Methods of delivering CWRE

Careers and work-related experiences form an integral part of our iDevelop provision. The iDevelop programme of study covers a range of topics relevant to supporting pupils to learn about decision-making, the work place and reflect on their strengths and ambitions. The 9 iDevelop 'Taith' sessions throughout the year provide an extended opportunity for pupils to gain this knowledge, develop skills and have CWRE experiences. In years 10 and 11 timetabled lessons take place to support pupils at a time when learning about future career pathways and making decisions about next educational steps is particularly important.

As a cross-cutting theme, careers and work-related experiences are also embedded within the curriculum of each Learning Area. In Health and Well-being, 'decision making' is one of four key threads of progression derived from the Statements of What Matter and is therefore an integral part to the learning that takes place within that Learning Area.



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CWRE is not just for the last years of schooling, but is addressed in all years, 7 through to 13. CWRE concepts and content are chosen that are age and developmentally appropriate and are revisited so that over time learners develop a deeper and greater breadth of understanding.

## **Monitoring and Reviewing**

CWRE provision will be evaluated yearly and a strategic plan for the continued refinement of CWRE provision will be agreed between the SLT link and the iDevelop Lead, with specific priorities identified.

This policy will be reviewed by the governing body every year.