

GPU TC Careers Strategy 2025/26

Creating the Workforce of Tomorrow

Vision Statement

To be an outstanding Science Technology Engineering and Maths (STEM) provision that bridges the skills gap between education and industry.

At GPU TC we do education differently ensuring every student has the opportunity to unlock their academic, social, and creative potential. By maximising meaningful opportunities to apply theoretical learning to real-world challenges through employer-led experiences, our students develop the confidence, technical ability, and professional behaviours to thrive in modern industry.

They leave GPU TC with clear goals, industry-relevant skills, and the communication strengths needed for success in apprenticeships, workplace or higher education.

Strategic Priorities & Alignment

Priority Area	Key Goals	Alignment Gatsby Benchmarks
1. Embed a Whole-School Careers Culture	Engage staff, parents, and business partners to be active in each student's journey.	1, 4, 8
2. Inspire Through Employer-Led Learning	Maximise employer partnerships via projects, mentoring, and competitions in line with the careers plan.	2, 5, 6
3. Personalise Student Pathways	All students set and revisit goals throughout their time at GPU TC to meet 0% NEET (Not in Education, Employment or Training).	3, 8
4. Cultivate Communication for Life	Develop high-quality verbal, written, visual, and digital communication for all students.	2, 4
5. Engage Families in Futures Thinking	All Parents/carers feel confident supporting choices and goals by supporting with the Meridian Pathways Programme and Unifrog.	1
6. Staff as Career Influencers	All staff connect learning to life beyond the classroom via their curriculum.	1, 4

Strategy in Action

Priority 1: Embed a Whole-School Careers Culture

Problem: Careers learning is not consistently embedded across curriculum and stakeholder groups.

Strategic Objective	Outcomes	Actions	Responsible	Timeline
Ensure all staff, parents, and business partners support students' career development	Whole-staff Professional Development completed, increased parent/carer participation	- Annual Professional Development for staff with Unifrog and careers guidance; 2x parent events; - stakeholder briefings via newsletters and social media	Careers Lead / SLT / PROFESSIONAL DEVELOPMENT Lead	Termly from Sept 2025

Priority 2: Inspire Through Employer-Led Learning

Problem: Students require meaningful and diverse industry encounters.

Strategic Objective	Outcomes	Actions	Responsible	Timeline
Maximise employer partnership delivery through projects and mentoring	1+ encounter per term, 80% student satisfaction	- Termly Industry Insight Days; - Launch Projects in Curriculum like F1 in Schools/Bridge the Gap; - Set up mentoring panels	Careers Lead / Employer Partners	Each Term from Sept 2025

Priority 3: Personalise Student Pathways

Problem: Students need structure and support to set and review personal goals.

Strategic Objective	Outcomes	Actions	Responsible	Timeline
All students set and track their own goals	Future Skills Questionnaire improvement; ≥90% of students with clear goals	- Unifrog & FSQ embedded in PSHE; - Goal-setting activities each term	Careers Lead / Tutors	Oct 2025; Ongoing each term

Priority 4: Cultivate Communication for Life

Problem: Students require stronger skills in presenting themselves professionally.

Strategic Objective	Outcomes	Actions	Responsible	Timeline
Develop verbal, written, digital and visual communication	Student portfolios; increased confidence	Cross-curricular task mapping; Showcase events; Teacher Professional Development on communication	Curriculum Leads / Careers Lead	Spring Term 2026

Priority 5: Engage Families in Futures Thinking

Problem: Parental engagement is inconsistent and varies across year groups.

Strategic Objective	Outcomes	Actions	Responsible	Timeline
Equip parents/carers to support conversations at home	75% confidence via surveys; workshop attendance	• Deliver 2x parent workshops on Unifrog and Meridian Pathways; • Termly newsletter • Weekly social media content	Careers Lead / Marketing	Autumn 1 and Spring 2

Priority 6: Staff as Career Influencers

Problem: Career relevance is not embedded consistently in lessons.

Strategic Objective	Outcomes	Actions	Responsible	Timeline
All staff connect learning to careers in every subject	100% Professional Development complete; 75% schemes of learning with careers	Professional Development sessions; Faculty-level Careers Champions; Resource bank created	Professional Development Lead / Careers Leader	Sept – Dec 2025

Key Objectives, Actions & Success Measures

Deliver a Dynamic, Structured Careers Curriculum

Objective: *A progressive careers programme for Years 7–13 delivered in PSHE Lessons and beyond throughout the Academic Year.*

- Design and implement year-grouped plans.
- Include technical skills development and employer-facing experiences.
- Develop careers lesson content mapped to the Future Skills Questionnaire (FSQ).
- Ensuring Pupil Premium Charter is met

Success Measures:

- 100% students complete careers hours.
- Future Skills Questionnaire will provide a baseline and opportunity to illustrate progress year-on-year.
- 90% of students able to articulate short- and long-term career goals.

Continue to increase Employer Engagement in Curriculum & Events

Objective: *Engage Business Partners in co-delivering activities that raise awareness and aspirations*

- Targeted termly “Industry Insight Days.”
- Launch and grow participation in FI in Schools, Bridge the Gap, and similar STEM (Science, Technology and Maths) challenges across our provision.
- Year 10–13 access to employer mentoring and mock interviews in line with the career plan.

Success Measures:

- 1+ employer activity per term for all students.
- 80% student satisfaction with employer sessions.
- 50% students per term involved with at least one meaningful employer interaction.

Support High-Quality Work Experience

Objective: *All students have purposeful, goal-aligned Work Experience.*

- Year 10 Work Experience prep and review workshops.
- Year 12: Turing Scheme overseas experiences.
- Virtual placements or tasters mapped via Unifrog.

Success Measures:

- 100% participation in Work Experience for Year 10 and 12.
- 75%+ alignment with career interests.
- 100% complete reflective debriefs.

Enhance Parental Engagement

Objective: *Parents/carers are informed and confident.*

- Host two annual parent workshops.
- Continue termly careers newsletters.
- Weekly school wide social updates (Facebook, LinkedIn).

Success Measures:

- 75%+ parent attendance at workshops.
- 75% parental confidence in career discussions (survey).
- 40+ monthly social interactions.

Elevate Transitions to T Levels & Apprenticeships

Objective: *Ensure informed, confident post-GCSE/18 choices.*

- Apprenticeship awareness campaigns and events in alignment with the career plan.
- Create sector-specific technical career roadmaps visible in the career hub.
- 1:1 interviews for students Yr 8 – 13.

Success Measures:

- 100% leavers have a documented pathway from Unifrog.
- 100% of students receive guidance by Year 11.
- +15% annual increase in apprenticeship applications.

Build Culture of Communication & Personal Branding

Objective: *Students develop communication mastery for modern work.*

- Explicit focus on writing, presenting, design, and digital literacy through curriculum.
- Showcase student portfolios during employer events/social media.
- Use cross-curricular assessments to measure progress from academic mentoring.

Success Measures:

- Student work rated “Work-Ready” by employers via feedback from the mock interview programme.
- Year-on-year improvement in student presentation confidence (survey).
- ≥75% students report confidence in workplace communication (Partner Survey).

Equip Staff as Career Champions

Objective: *Staff see themselves as key influencers.*

- Annual Professional Development on careers integration in the curriculum.
- Introduce “Careers Champions” across faculties.
- Career-linked content and employer interactions via curriculum planning.

Success Measures:

- 100% staff complete careers Professional Development.
- 100% subjects include career references.
- Students link classroom learning to future roles (student feedback survey).

Track, Celebrate & Share Success

Objective: *Use data and stories to inspire and shape future work.*

- Launch a monthly “Career Spotlight” post on Social Media.
- Create alumni stories and short videos.
- Use destination tracking to adapt offers.

Success Measures:

- 1+ post per month.
- 90% destination data tracked and shared.
- Positive destination rate ≥95%+.