



# Careers Plan

2021/22

# Strategy + Ethos

LSA IS UNIQUE AND EXCITING; WE ARE REDEFINING WHAT CREATIVE EDUCATION MEANS THROUGH A COLLABORATIVE PARTNERSHIP BETWEEN OUR TEACHERS AND GLOBAL PROFESSIONALS WORKING WITHIN THE CREATIVE INDUSTRIES. EVERYTHING THAT LSA OFFERS IS PRACTICAL, RELEVANT AND PLUGGED INTO THE REAL WORLD, BUILDING A SOLID FOUNDATION FOR OUR STUDENTS' FUTURES.

AS A VOCATIONAL SIXTH FORM ACADEMY FOR THE CREATIVE INDUSTRIES, CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE (CEIAG) IS AT THE HEART OF LSA'S OFFER. THE LSA CAREERS PLAN IS INTEGRATED INTO EVERY ASPECT OF OUR CURRICULUM, FROM STUDENT PROJECT IDEATION + DEVELOPMENT, THROUGH WEEKLY MASTERCLASSES, TO AFTER SCHOOL CLUBS AND BESPOKE TRAINING EVENTS.

AT LSA WE ARE COMMITTED TO GIVING TALENTED YOUNG PEOPLE, NO MATTER THEIR BACKGROUND, THE OPPORTUNITIES TO ACHIEVE A SUCCESSFUL CAREER WITHIN THE CREATIVE INDUSTRIES AND BY DOING SO TO BUILD A MORE DIVERSE, SUSTAINABLE AND VALUABLE INDUSTRY THAT IS OPEN TO EVERYONE.

ATEST GOVERNMENT FIGURES CONFIRM THAT THE CREATIVE INDUSTRIES CONTRIBUTE £111.7 BILLION TO THE UK ECONOMY, EQUIVALENT TO £306 MILLION EVERY DAY, WHICH IS GREATER THAN THE AUTOMOTIVE, AEROSPACE, LIFE SCIENCES AND THE OIL + GAS INDUSTRIES COMBINED. GROWTH IN THE SECTOR IS MORE THAN FIVE TIMES LARGER THAN GROWTH ACROSS THE UK ECONOMY AS A WHOLE. THE CREATIVE INDUSTRIES EMPLOY OVER 2 MILLION PEOPLE AND MANY OF THESE ROLES ARE FUTURE PROOF AS 87% OF CREATIVE JOBS ARE AT LOW RISK OF AUTOMATION.

# Strategy + Ethos

THE LSA CAREERS OFFER IS DESIGNED TO MAXIMISE THE OPPORTUNITIES FOR STUDENTS TO ENGAGE WITH INDUSTRY PRACTITIONERS, TO DEVELOP STUDENTS' KNOWLEDGE, PROFESSIONALISM AND CONFIDENCE AND HELPS BREAK DOWN PERCEIVED BARRIERS TO ENTRY. ESTABLISHING STRONG SYMBIOTIC RELATIONSHIPS WITH INDUSTRY PARTNERS EDUCATES THE STUDENTS ABOUT AVAILABLE ROLES AND PROVIDES POTENTIAL EMPLOYERS WITH A SOURCE OF SKILLED NEW TALENT, WHICH IS VITAL IN A GROWING INDUSTRY CURRENTLY EXPERIENCING SKILLS SHORTAGES.

AT LSA, WE BELIEVE THAT OUR STUDENTS' TIME HERE IS NOT JUST ABOUT CLASSROOM LEARNING; IT'S ABOUT THEM GETTING HANDS-ON EXPERIENCE AND DEVELOPING THEIR PROFESSIONAL SKILLS ALONGSIDE ACADEMIC ONES. THROUGH OUR INDUSTRY ENGAGEMENT, PASTORAL, TUTORIAL AND ENRICHMENT PROGRAMMES, WE DEVELOP WELL ROUNDED YOUNG PEOPLE BOTH IN AND BEYOND THE CLASSROOM, SO THAT EVERY STUDENT LEAVES HERE WITH THE SKILLS, KNOWLEDGE AND BEHAVIOURS THAT THEY NEED TO SUCCEED IN THEIR NEXT STEPS, BE THAT INTO HIGHER EDUCATION, FURTHER TRAINING OR THE WORKPLACE.

# Careers Leaders Details

OUR CAREERS TEAM IS AS FOLLOWS:

**FIONA MCGUIRE** ([FIONA.MCGUIRE@LSA.AC.UK](mailto:FIONA.MCGUIRE@LSA.AC.UK)) IS OUR INDUSTRY PARTNERSHIPS DIRECTOR, WITH OVERALL RESPONSIBILITY FOR ESTABLISHING AND MAINTAINING THE RELATIONSHIP BETWEEN LSA AND THE CREATIVE INDUSTRIES.

**LAURA BOSWELL** ([LAURA.BOSWELL@LSA.AC.UK](mailto:LAURA.BOSWELL@LSA.AC.UK)) IS OUR DIRECTOR OF CAREERS + ALUMNI, WHO LEADS ON ENSURING STUDENTS' FIND MEANINGFUL DESTINATIONS FOLLOWING THEIR GRADUATION FROM LSA.

**TOM HOLMES** ([TOM.HOLMES@LSA.AC.UK](mailto:TOM.HOLMES@LSA.AC.UK)) IS OUR INDUSTRY PROGRESSION MANAGER, RESPONSIBLE FOR SUPPORTING STUDENTS TO IDENTIFY ACHIEVABLE ASPIRATIONS BEYOND LSA.

**SAKHILE SHANN** ([SAKHILE.SHANN@LSA.AC.UK](mailto:SAKHILE.SHANN@LSA.AC.UK)) IS OUR INDUSTRY CURRICULUM MANAGER, WHO LEADS ON SECURING SUPPORT FROM THE CREATIVE INDUSTRIES TO ENHANCE THE LSA CURRICULUM OFFER.

LSA STUDENTS ALSO BENEFIT FROM A DEDICATED CAREERS TEACHER, TO WHOM THEY CAN BE REFERRED AT ANY TIME DURING YEARS 12 + 13 FOR TARGETED SUPPORT.



# LSA Careers Plan x Gatsby Benchmarks

LSA USES THE GATSBY BENCHMARKS AS A FRAMEWORK FOR DELIVERY OF AN EXCELLENT CAREERS PLAN, WHICH SEEKS TO EDUCATE AND INSPIRE STUDENTS TO IDENTIFY AND ACHIEVE THEIR CAREER ASPIRATIONS.

THE EIGHT GATSBY BENCHMARKS OF GOOD CAREER GUIDANCE:

1. *A STABLE CAREERS PROGRAMME*
2. *LEARNING FROM CAREER + LABOUR MARKET INFORMATION*
3. *ADDRESSING THE NEEDS OF EACH PUPIL*
4. *LINKING CURRICULUM LEARNING TO CAREERS*
5. *ENCOUNTERS WITH EMPLOYERS + EMPLOYEES*
6. *EXPERIENCES OF WORKPLACES*
7. *ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION*
8. *PERSONAL GUIDANCE*

# Evaluation + Development

AT LSA WE AIM TO ENSURE THAT OUR CAREERS PLAN SUPPORTS STUDENTS IN ACHIEVING THEIR CAREER ASPIRATIONS AND ADDRESSING THEIR EDUCATIONAL NEEDS. WE ACTIVELY SEEK STUDENTS' INPUT INTO THE DESIGN OF LSA'S VARIED CAREER PROGRAMMES, VIA IN PERSON FEEDBACK AND STUDENT QUESTIONNAIRES.

WE SEEK STUDENT FEEDBACK DURING THE DELIVERY OF CAREERS PROGRAMMES WHERE THERE IS SUFFICIENT TIME WITHIN THE PROGRAMME TO DO SO, AND WE MONITOR AND EVALUATE STUDENT ENGAGEMENT WITH THE CAREERS PROGRAMME OFFER.

IT IS CRUCIAL THAT THE LSA CAREERS PROGRAMME PROVIDES STUDENTS WITH UP TO DATE INFORMATION REGARDING THE CREATIVE INDUSTRIES AND THE OFFER, WE THEREFORE REGULARLY CONSULT WITH INDUSTRY PROFESSIONALS AND THE PROVIDERS TO ENSURE THAT THE CAREERS PROGRAMME REFLECTS THE REQUIREMENTS OF THE REAL WORLD.

PRIOR TO GRADUATION, OUR YR 13 STUDENTS ARE INVITED TO COMPLETE A QUESTIONNAIRE REFLECTING ON THEIR EXPERIENCES AS STUDENTS AT LSA AND TO INFORM US OF THEIR INTENDED NEXT STEPS. THIS VITAL INFORMATION PROVIDES VALUABLE FEEDBACK ON THE STUDENT EXPERIENCE, BUT ALSO INFORMS THE SUPPORT NEEDS OF THE LSA ALUMNI.

# Learning Outcomes for Careers Provision

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## YEARGROUP

## LEARNING OUTCOMES

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YEAR 12

TO DEVELOP AN UNDERSTANDING OF THE CREATIVE INDUSTRIES AND THE SCOPE OF AVAILABLE ROLES. TO ACQUIRE BASELINE SKILLS WITHIN STUDENTS' CHOSEN PATHWAY AND TO LEARN TO COLLABORATE WITH PEERS BOTH WITHIN AND OUTSIDE OF CHOSEN PATHWAY.

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YEAR 13

TO GAIN A DEEPER UNDERSTANDING OF CHOSEN CAREER PATHWAY THROUGH STUDY OF ONE CHOSEN SPECIALISM. TO DEVELOP A GREATER DEGREE OF TECHNICAL SKILL WITHIN THE CHOSEN SPECIALISM AND TO APPLY THOSE SKILLS TO COMPLETE MORE ADVANCED PROJECTS.

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YEAR 14

TO UTILISE AND DEMONSTRATE STUDENTS' LEARNED SPECIALIST SKILLS BY COLLABORATING ON THE DEVELOPMENT, CREATION AND DELIVERY OF AN ACCOMPLISHED SHORT FILM.

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AT LSA WE INSPIRE STUDENTS TO DISCOVER THEIR PASSION FOR A CAREER WITHIN THE CREATIVE INDUSTRIES, EDUCATE OUR STUDENTS TO DEVELOP THE NECESSARY SKILLS TO PURSUE THEIR CHOSEN CAREER AND PROVIDE SUFFICIENT EXTERNAL ENGAGEMENT WITH INDUSTRY, TRAINING AND HE PROVIDERS TO SUPPORT STUDENTS' JOURNEYS BEYOND LSA.



# LSA Careers Programme

ACTIVITY	YEAR GROUP	WHEN	GATSBY	EXTERNAL PROVIDER
<p><b>INDUSTRY MASTERCLASSES</b> - WEEKLY TALKS AND Q+AS FROM A DIVERSE RANGE OF INDUSTRY PRACTITIONERS COVERING THE FOUR LSA CURRICULUM PATHWAYS (CRAFT, TECH, POST, P+D). THE MASTERCLASSES ARE MODERATED BY TWO STUDENTS WHO ARE SELECTED BASED ON CAREER ASPIRATION AND WHO RESEARCH THE SPEAKERS AND POSE THEIR QUESTIONS AND THOSE OF THEIR PEERS.</p>	12 + 13	ALL YEAR	1/2/4/5	PRACTITIONERS FROM THE CREATIVE INDUSTRIES
<p><b>INDUSTRY CLASSROOM DROP-INS</b> - BESPOKE INDUSTRY PRACTITIONER TALKS DELIVERED WITHIN THE CLASSROOM, OFTEN IN THE FORM OF PRACTICAL WORKSHOPS, CURATED TO ALIGN WITH AND SUPPORT CURRICULUM CONTENT.</p>	12 + 13	ALL YEAR	1/2/4/5	PRACTITIONERS FROM THE CREATIVE INDUSTRIES
<p><b>STUDENT PROJECT IDEATION + DEVELOPMENT</b> - INDUSTRY PROFESSIONALS COLLABORATE WITH LSA TEACHERS AND STUDENTS TO CREATE PRACTICAL 'INDUSTRY RELEVANT' PROJECTS, WHICH ENABLE STUDENTS TO DEVELOP THE ENTRY LEVEL SKILLS, KNOWLEDGE AND BEHAVIOURS WHICH ARE CRUCIAL TO OBTAINING WORK WITHIN THE CREATIVE INDUSTRIES</p>	12 + 13	ONCE PER TERM	1/3/4/5	PRACTITIONERS FROM THE CREATIVE INDUSTRIES
<p><b>PRACTITIONER SURGERIES 1-1S</b> - INDUSTRY PRACTITIONER SUPPORT OFFERED TO STUDENTS AS EITHER 1-1 OR SMALL GROUP MEETINGS TO PROVIDE INDUSTRY PERSPECTIVE AND GUIDANCE ON CURRICULUM WORK, INCLUDING FINAL MAJOR PROJECTS</p>	12 + 13	SPRING TERM	1/2/3/4 /5/8	PRACTITIONERS FROM THE CREATIVE INDUSTRIES



ACTIVITY	YEAR GROUP	WHEN	GATSBY	EXTERNAL PROVIDER
<b>LSA FOUNDERS 1-1S</b> - INDUSTRY SUPPORT OFFERED BY LSA FOUNDERS, ALL OF WHOM ARE EXTREMELY INFLUENTIAL IN THE CREATIVE INDUSTRIES. FOUNDER MEETINGS CAN BE SET UP FOR INDIVIDUALS OR SMALL GROUPS OF STUDENTS, AND ENABLE STUDENTS TO OBTAIN BESPOKE ADVICE ON A RANGE OF SUBJECTS FROM CAREER ASPIRATIONS, LSA AND INDEPENDENT PROJECTS, PROFESSIONAL BEHAVIOURS AND MENTAL HEALTH.	13	ALL YEAR	1/3/4/5/8	EACH OF THE SIX LSA FOUNDERS
<b>INDUSTRY MENTORING (GROUP AND 1-1)</b> - 104 CURRENT LSA STUDENTS ARE SUPPORTED BY AN INDUSTRY PROFESSIONAL FOR A 6 MONTH PERIOD WITHIN YR 13. THE MONTHLY MEETINGS PROVIDE STUDENTS WITH THE OPPORTUNITY TO DEVELOP A PROFESSIONAL RELATIONSHIP WITH AN INDUSTRY PROFESSIONAL, TO OBTAIN BESPOKE CAREERS AND PROJECT ADVICE AND TO FURTHER THEIR UNDERSTANDING OF THE SCOPE OF ROLES AND WORK WITHIN THE CREATIVE INDUSTRIES. MEETINGS CAN BE ONLINE OR IN PERSON AT EITHER LSA OR THE MENTORS' WORKPLACE. ALL PROFESSIONAL MENTORS ARE DBS CHECKED IN LINE WITH LSA'S SAFEGUARDING POLICY.	13	WINTER + SUMMER TERMS	1/2/3/4 /5/6/8	PRACTITIONERS FROM THE CREATIVE INDUSTRIES
<b>INDUSTRY WORK EXPERIENCE</b> - OPPORTUNITIES FOR YR 13 STUDENTS TO WORK IN A PROFESSIONAL SETTING WITHIN THE CREATIVE INDUSTRIES.	13	ALL YEAR	1/2/3/5 /6	A VARIETY OF ORGANISATIONS FROM THE CREATIVE INDUSTRIES
<b>INDUSTRY SUPERVISED WORKPLACE VISITS</b> - TRIPS TO A VARIETY OF WORKPLACE ENVIRONMENTS FOR YR 12 STUDENTS, SUPERVISED BY LSA STAFF, TO PROVIDE INSIGHTS INTO WORKPLACE CULTURES AND PROTOCOLS	12	ALL YEAR	1/2/5/6 /8	A VARIETY OF ORGANISATIONS FROM THE CREATIVE INDUSTRIES

ACTIVITY	YEAR GROUP	WHEN	GATSBY	EXTERNAL PROVIDER
<b>CAREERS WEEK</b> - A WEEK OF INDUSTRY SEMINARS AND Q+A'S PROVIDED BY PROFESSIONALS FROM A WIDE RANGE OF SECTORS WITHIN THE CREATIVE INDUSTRIES, TO PROVIDE CURRENT AND UP-TO-DATE INFORMATION ON ENTRY LEVEL FREELANCE AND STAFF ROLE OPPORTUNITIES. TRAINING ON THE ESSENTIAL PROFESSIONAL SKILLS NEEDED TO SUCCEED WITHIN THE WORKPLACE IS ALSO PROVIDED DURING CAREERS WEEK.	12 + 13	SPRING TERM	1/2/3/5/7/8	A VARIETY OF ORGANISATIONS AND PRACTITIONERS FROM THE CREATIVE INDUSTRIES, IN ADDITION TO TRAINING PROVIDERS
<b>INDUSTRY TRAINING WEEK</b> - A WEEK OF PRACTICAL WORKSHOPS, SEMINARS AND SCREENINGS AIMED AT YEAR 12 TO IMPROVE THEIR ENTRY-LEVEL PROFESSIONAL SKILLS AND INDUSTRY KNOWLEDGE.	12	SUMMER TERM	1/2/3/5/6	A VARIETY OF ORGANISATIONS AND PRACTITIONERS FROM THE CREATIVE INDUSTRIES, IN ADDITION TO TRAINING PROVIDERS
<b>UCAS/HIGHER EDUCATION SUPPORT</b> - SUPPORT FOR STUDENTS IN BOTH YEAR GROUPS IN RESEARCHING SUITABLE COURSES AND COMPLETION OF UNIVERSITY APPLICATIONS.	13	ALL YEAR	1/3/7/8	(LSA INDUSTRY PROGRESSION MANAGER + YR 13 HEAD OF YEAR)
<b>PROGRESSION DAYS</b> - TWO DAYS OF TALKS FROM UNIVERSITIES FOR YR 12 STUDENTS REGARDING THE RANGE OF LEARNING OPPORTUNITIES AVAILABLE BEYOND LSA, IN ADDITION TO THE PROVISION OF ESSENTIAL INFORMATION ABOUT UNIVERSITY LIFE.	12	SPRING TERM	1/3/7	VARIOUS UNIVERSITIES OFFERING DEGREE COURSES OR VOCATIONAL TRAINING COURSES AIMED AT THOSE SEEKING CAREERS IN THE CREATIVE INDUSTRIES
<b>STUDENT FINANCE TALK</b> - INFORMATION FOR YR 13 STUDENTS TO PROVIDE AN OVERVIEW OF THE STUDENT FINANCE APPLICATION PROCESS, AND GUIDANCE ON BUDGETING APPROPRIATELY THROUGHOUT THEIR UNIVERSITY CAREERS.	13	SPRING TERM	1/7	MIDDLESEX UNIVERSITY

ACTIVITY	YEAR GROUP	WHEN	GATSBY	EXTERNAL PROVIDER
<b>NUMBER CRUNCHERS CLUB (STEM)</b> - AN AFTER SCHOOL PROVISION WHICH SEEKS TO INFORM STUDENTS ABOUT THE PRACTICALITIES OF BUDGETING PROJECTS WITHIN THE CREATIVE INDUSTRIES, AND APPLYING THIS PRACTICAL SKILL TO THE GCSE AND A-LEVEL MATHS CURRICULUM.	13	SPRING/ SUMMER TERM	1/4	(LSA INDUSTRY PARTNERSHIPS DIRECTOR)
<b>LSA TRAINEESHIPS</b> - THE CREATION OF BESPOKE ENTRY-LEVEL ROLES WITH A WIDE RANGE OF EMPLOYERS WITHIN THE CREATIVE INDUSTRIES, EXCLUSIVE TO LSA ALUMNI AND DESIGNED FOR A RANGE OF STUDENT ABILITIES AND CAREER ASPIRATIONS.	ALUMNI	ALL YEAR	1/3/5/6 /8	A VARIETY OF ORGANISATIONS FROM THE CREATIVE INDUSTRIES
<b>ALUMNI SUPPORT</b> - A PROGRAMME OF SUPPORT FOR LSA GRADUATES, PROVIDING CPD, CAREERS ADVICE AND INFORMATION REGARDING SUITABLE ROLES CURRENTLY AVAILABLE WITHIN THE CREATIVE INDUSTRIES.	ALUMNI	ALL YEAR	1/2/3/8	(LSA DIRECTOR OF CAREERS + ALUMNI)
<b>STUDENT OPPORTUNITIES PORTAL</b> - AN ONLINE JOBS BOARD, ACTIVELY UPDATED WITH CURRENT JOB OPPORTUNITIES FOR CURRENT LSA STUDENTS AND GRADUATES. THE PORTAL ALSO PROVIDES A DIRECTORY TO FACILITATE STUDENT COLLABORATION ON THEIR INDEPENDENT PROJECTS.	12 + 13	ALL YEAR	1/3	LSA INDUSTRY DEPT, LSA TECHNICAL DEPT., IN ADDITION TO TALENT AND HR MANAGERS FROM WITHIN THE CREATIVE INDUSTRIES
<b>LSA INDUSTRY TEAM GUIDANCE SESSIONS</b> - SUPPORT FROM A TEAM OF IN-HOUSE INDUSTRY PROFESSIONALS WHO PROVIDE STUDENTS WITH A RANGE OF ADVICE ABOUT CAREERS, PROJECTS AND INDUSTRY RESOURCES.	12 + 13	ALL YEAR	1/3/8	(LSA INDUSTRY DEPARTMENT)

ACTIVITY	YEAR GROUP	WHEN	GATSBY	EXTERNAL PROVIDER
<b>SUMMER INDUSTRY ENGAGEMENT PROGRAMME</b> - INDUSTRY RELATED ACTIVITIES PROVIDED TO STUDENTS TO FACILITATE ADDITIONAL LEARNING OPPORTUNITIES DURING THE SUMMER BREAK, THESE INCLUDE INDUSTRY MASTERCLASSES, EVENTS + PODCASTS	12 + 13	SUMMER TERM	1/3/7/8	(LSA INDUSTRY DEPT.)
<b>STUDENT AND PARENT/CARER BULLETINS</b> - CURRENT INFORMATION IS SHARED AND COMMUNICATED EFFECTIVELY TO ENSURE IT'S ACCESSIBLE TO THE ENTIRE LSA COMMUNITY	12 + 13	ALL YEAR	1/2/3	(LSA ASSISTANT PRINCIPAL + DIRECTOR FOR STORYTELLING)
<b>BLUEBIRD PICTURES MENTORING</b> - A MENTORING GROUP PROVIDED FOR VULNERABLE STUDENTS. SESSIONS INCLUDE INDIVIDUAL AND GROUP MEETINGS AND WORKSHOPS. STUDENTS ALSO BENEFIT FROM WEEKLY NEWSLETTERS SIGNPOSTING WORK + TRAINING OPPORTUNITIES	13	ALL YEAR	2/3/4/8	BLUEBIRD PICTURES
<b>TECHNICAL TRAINING</b> - AD HOC PRACTICAL WORKSHOPS PROVIDING STUDENTS WITH INDUSTRY-RELEVANT SKILLS EG. SONY CAMERA, DA VINCI RESOLVE.	12 + 13	ALL YEAR	4/5	A VARIETY OF ORGANISATIONS AND PRACTITIONERS FROM THE CREATIVE INDUSTRIES, IN ADDITION TO TRAINING PROVIDERS