PARENTS & CARERS



HELPING YOUR CHILD BEGIN THEIR CAREER JOURNEY

2020

success at school .org
choose your next steps

J.P.Morgan

ABOUT SUCCESS AT SCHOOL

Success at School is a national careers website for students aged 11-19, as well as their teachers, careers advisors, parents and other influencers. Young people can learn about their future career options through no-nonsense careers advice related to their own experiences.

As well as covering topics such as career paths, industries, apprenticeships, university and employability skills, we connect schools and students to employers and universities through opportunities on our site and our interactive forums. Millions of young people and their influencers have visited our site for advice and information to help them plan for the future.

Go to **successatschool.org** for more information.

ABOUT OUR SPONSOR

J.P. Morgan is a global leader in financial services, offering solutions to the world's corporations, governments and institutions in more than 100 countries. We are recognised as one of the premier financial institutions in the United Kingdom and provide our clients with a range of integrated financial services. At J.P. Morgan we hire employees who help us do first-class business in a first-class way.

We recruit people who are passionate, motivated and who always look for ways to do better – and who else is more passionate than young students who are eager to learn something new? The youngest generations drive innovation, and for this reason J.P. Morgan start to engage with students as young as 15 years of age.

Whilst at school, you can join us for insight programmes such as Summer School or Work Experience and post A-level, students have the option to join the firm for our degree apprenticeships in Financial Services or Technology. University students can benefit from internships and graduate rotation programmes that last from a couple of months and up to 2 years.

J.P.Morgan



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contents

05 Choosing a career path
08 Pathways into work
12 T-levels
14 University
16 Apprenticeships
17 Supporting your child through an apprenticeship
18 Employability skills
20 The Great Gatsby Benchmarks
22 Subject journeys
36 University: Ensuring a great student experience in the age of Covid-19
50 Why you should encourage your daughters to choose engineering and technology
54 Work experience
56 Gap years
58 How to future-proof your child's career
59 Remember that recessions end
60 Diversity and inclusion in the workplace: A personal perspective
62 Young people and mental health
66 Your action plan

FOREWORD

As our children progress through school or collage and start looking ahead to a life after education, it can be difficult for parents and carers to know how to help them navigate the confusing world of career options. For many of us, the ultimate challenge is knowing how to offer support without projecting our own career aspirations onto our children. And with so much change – from new apprenticeship schemes, emerging technologies, political and environmental upheaval and the coronavirus crisis – parents can feel in need of a guiding hand themselves.

Here at Success at School, we've developed lots of resources to help careers advisors and teachers at schools and colleges. But according to research, parents have by far the biggest influence on young people's career choices. We've created this guide to help you take a positive role in your child's career journey. We cover all the basics – from university, apprenticeships and other pathways into work, to work experience and employability skills. We outline job roles linked to each major school subject as well as exploring the jobs of the future.

We have also made this guide practical so you can use it as a tool to help your child prepare for their future. You'll find a step-by-step guide to help them focus on career paths connected to their skills and interests. We've even included a worksheet you can complete together so that you have made tangible progress as a result of working through this guide.

If you like the guide, there's plenty more resources on our website, where every week we're adding new articles written especially for parents and carers. We also have an email newsletter for parents which you can register for to get tailored advice straight to your inbox.

We hope you find this guide useful and wish you and your child all the best in their future career journey.

success at school .org choose your next steps

Mitesh Bhimjiyani
Success at School, Founder and CEO





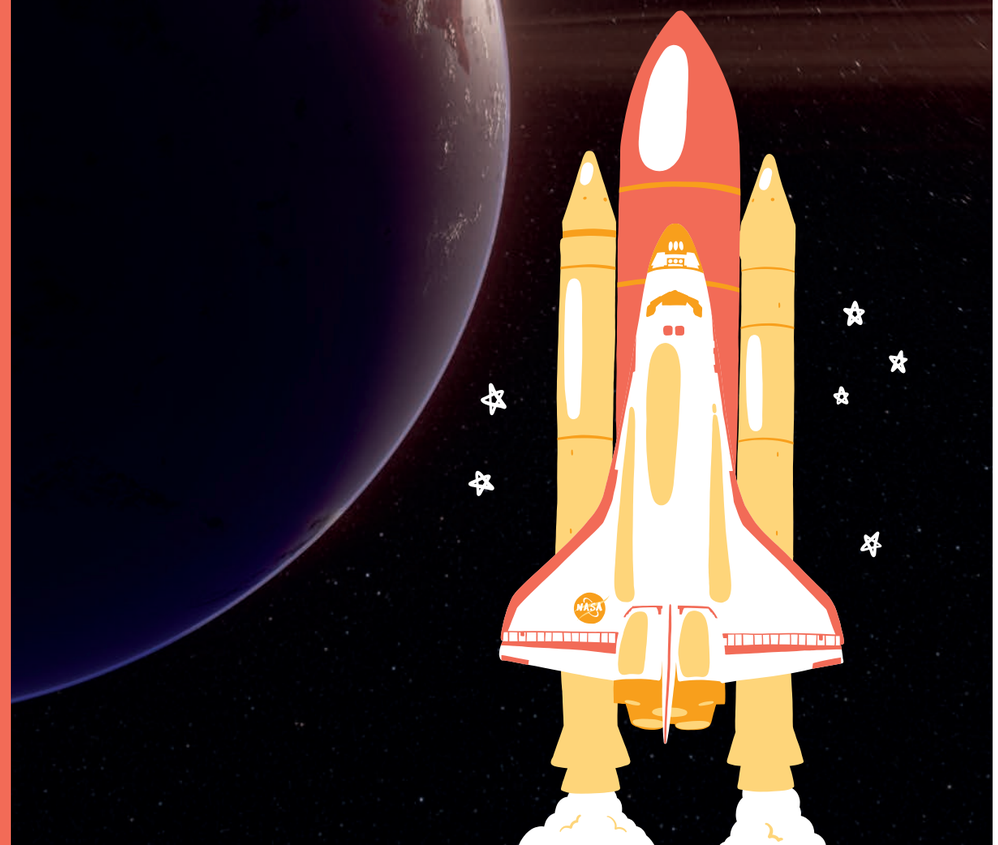
CHOOSING A CAREER PATH

There is a world of opportunity out there – but for many young people, narrowing down all the options can be a challenging task in itself.

We've created a step-by-step process you and your child can follow to help them focus on the careers that are right for them. It is designed to help you find that sweet spot where skills and interests overlap, before figuring out how this connects up with possible career paths.

ACTIVITY

Your child can complete this on their own or you can work on it together



1. WORK OUT YOUR CHILD'S SKILLS AND INTERESTS

Sit down together with 2 pieces of A3 paper and a Sharpie.

On one piece of paper, write down as many of your child's interests as you can think of together. Use these questions as prompts for your child:

- What hobbies do you have? What do you like to do in your spare time?
- What extracurricular activities do you do?
- If you could pick one thing to do right now, what would it be?
- What would you do on your ideal weekend?

On the second sheet, write down as many of your child's skills as you can think of, using these questions as prompts:

- What are your favourite school subjects?
- What are your personal qualities? E.g. are you a good listener? Do people come to you for advice?
- In your most recent school report, what did your teachers say you excelled at?
- What are your talents? What things can you "just do"? E.g. cooking, coming up with ideas, art.





2. LINK INDUSTRIES TO SKILLS AND INTERESTS

The next step is to find out about industries and the jobs within them.

Take another sheet of A3. Browse the Career Zones section of the Success at School website and write down those which catch you and your child's eye. Focus on the roles which appeal to their skills and interests.

When you have a "shortlist" of industries that fit in with your child's skills and interests, take a closer look. Write down jobs underneath the industry name and note the skills they involve and how they connect with your child's interests (e.g. VFX artist – design skills – movie buff).



Go to: successatschool.org/careerzones

3. IDENTIFY 3 FAVOURITE JOBS

Look through the list of jobs you have written down and pick 3 that really appeal to your child.

One way of doing this could be to go through all the roles and give them a rating out of 5, then pick those with the top rating and repeat the process to narrow them down to 3.

Once you have picked out your final 3, you can start looking in more detail at the different routes into these career paths.

4. PLAN OUT CAREER PATHS FOR THESE JOBS

Take a separate sheet of A3 for each job and write the job title at the top of the sheet.

Use the Success at School site and the internet to research the steps needed to pursue these career paths and also the different ways into them. Have a look at the **How to become...** articles on the Success at School website for detailed guides on entering a whole range of career paths.

Use these questions as prompts:

- What qualifications are needed? This includes the subject (e.g. English, maths) and level (e.g. GCSE, A-level, Bachelor's degree).
- What experience is required? Are there work experience programmes available through employers or will your child have to be proactive to get a placement?
- Are there apprenticeships available?
- Is there a university route into the profession?

Go to: successatschool.org/advice/how-to-become

5. WRITE OUT THE NEXT 3 STEPS YOUR CHILD WILL TAKE

Using step 4 to guide you, come up with some next steps your child can take to help them on their career journey (what they do next will depend on what stage of their education they're at).

For example, they might commit to contacting employers to find out whether they can visit on a work experience placement. Alternatively, they might decide to visit particular subject stalls at their school/college's GCSE or A-level choices event.

Once they have completed these next steps, you should have another discussion together to work out the next set of steps.





PATHWAYS INTO WORK

The first years of work are a confusing place for parents trying to help their children begin a successful career which fits their strengths and interests.

Opportunities for school and college leavers are changing. In the old days, the co-existence of polytechnic colleges alongside the universities meant that high-skilled vocational and more heady professions were accessible to many school/college leavers through multiple routes.

Then the government started focusing more on university education as the way to create a high-skilled workforce.

Now, this is changing. Apprenticeships have been developed as an exciting alternative route which offers added benefits to many school leavers. University is still a way into certain professions and is better suited to those of a more academic nature who want to study a certain discipline for the love of the subject.



UNIVERSITY

University is a good choice for your child if they:

Want the "uni experience"

Living semi-independently, making new friends with very different people, joining clubs and societies – these are all things that university can offer.

Love their subject

If your child wants to throw themselves into their studies because they love their chosen subject and want to know everything there is to know about it, university could be a good choice.

Want to go into a profession only accessible via university

There are many career paths which have been opened up to the apprenticeship route (see overleaf) but certain careers are currently only accessible via a university degree (or only widely accessible this way). This includes medicine, veterinary medicine, teaching and architecture.

A record 34.1% of 18-year-olds entered university in 2019

Over half of 18-30 year-olds have taken part in higher education



APPRENTICESHIPS

Apprenticeships are a job with pay, training and the chance to gain professionally relevant qualifications. After a revamp over the last few years, they are now a route into high-skilled professions such as civil engineering, law, science and nursing.

There are 4 types of apprenticeship:

- **Intermediate:** Equivalent to 4 GCSEs
- **Advanced:** Equivalent to 2 A-levels
- **Higher:** Equivalent to a foundation degree or higher
- **Degree:** Equivalent to a Bachelor's or Master's degree



VOCATIONAL QUALIFICATIONS

There are many other vocational options your child could pursue through a college course at age 16 or 18.

Different qualification "brands"

Including BTEC, NVQ, OCR Cambridge National or Diploma, each one with a slightly different slant.

Available at different levels

Qualification levels represent different standards of expertise. Level 3 qualifications (equivalent to A-levels) are typically taken at age 16 while level 4+ require a level 3 qualification so aren't usually taken before age 18.

Study through a college course

Can be taken via a full-time or part-time college course. Often, they are included as part of an apprenticeship programme, sometimes alongside other qualifications.

Study on-the-job

The option to study for vocational qualifications is often offered by employers to enable employees to improve their theoretical understanding of their work.



PATHWAYS INTO WORK

GAP YEAR

If your child is unsure of what they want to do, a gap year could be a good choice. A gap year can give your child the chance to think about what they want to do with their time – whether that be work, further study or a mixture of both.

What could a gap year involve?

- A job at home
- Work experience outside the UK
- A volunteering placement overseas
- An opportunity to travel
- A break from work or study

Why?

- A work-free gap year is a short respite from a life of work and study
- A chance to build life experience through travel and exposure to new cultures
- An opportunity to build up funds and money-management skills through work
- The chance to gain work experience and employability skills in a job
- Time to think about what they would like to do next



GET A JOB

Another option for your child is to apply for a job immediately upon leaving school/college.

Why?

One reason could be that your child hasn't made up their mind about what they would like to do next but would also like to gain experience and earn a wage while they think about what is best for them.

What are the benefits?

Starting an entry-level job can itself be the beginning of a young person's career path. If it is a job they care about – or develop an enthusiasm for – they could soon apply for a promotion and progress within the workplace.

Can they still progress?

They may have the chance to work towards relevant qualifications or could choose later to begin an apprenticeship related to the role.





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AUTUMN OPEN DAYS
ljmu.ac.uk/opendays



LIVERPOOL JOHN MOORES UNIVERSITY

T-LEVELS

What are T-levels?

The T-level is a new 2-year qualification which is being phased in as an alternative to A-levels over the next few years. T-levels combine classroom learning with "on-the-job" training through an industry placement. Like A-levels, they lead to UCAS points which can be taken into account in higher-education applications.



Currently, T-levels are only on offer at selected colleges across the UK, which you can view here: tinyurl.com/UK-T-levels However, they should be made more widely available as extra courses are launched. Although providers will set their own entry requirements, it is likely students will need grade 4+ in English and maths.

What T-levels can my child study?

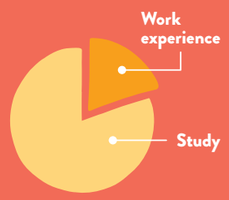
3 courses are currently on offer (as of 2020):

- Design, surveying and planning for construction
- Digital production, design and development
- Education and childcare

7 more T-levels will be launched in September 2021, 8 more in 2022 and a further 7 in 2023.

You can see a full list on our website at tinyurl.com/t-level-courses

What is a T-level qualification like and how is it different to an apprenticeship?



On a T-level, students spend about 315 hours (45 days) in the workplace, or just under a fifth of the academic year. Apprentices on the other hand spend about 80% of their time in the workplace. T-level placements could be undertaken in a block or on day release, or a mixture of the two. Although students are normally placed with one employer, placements can be shared across more than one employer.

Unlike apprenticeships, T-levels focus on an industry area rather than a specific job. This makes them ideal for students who are interested in a particular field of work but unsure what career path they'd like to pursue within it.

Can my child go to university if they study T-levels?

T-levels provide UCAS points, helping students qualify for a university place. However, some universities may continue to require A-levels as entry requirement so students should check whether T-levels are accepted at their preferred universities before applying. T-levels are also a stepping stone straight into a particular profession or to greater specialisation through an advanced, higher or degree apprenticeship.



What will my child learn on their T-level?

Below, we've outlined the course content your child can expect to cover in the 3 T-levels which are out this year. Each course includes fundamental core content as well as occupational specialisms which focus on particular fields of work within the industry.

DESIGN, SURVEYING AND PLANNING FOR CONSTRUCTION

CORE CONTENT
(Fundamental skills and knowledge spanning the qualification)

- Health and safety
- Science
- Measurement
- Building technology
- Information and data
- Digital technology
- Construction mathematical techniques
- Design
- Construction and the built environment industry
- Sustainability
- Relationship management
- Commercial business
- Project management
- Law

OCCUPATIONAL SPECIALISMS
(Focusing on specific fields of work)

- Surveying and design for construction and the built environment
- Civil engineering
- Building services design
- Hazardous materials analysis and surveying

JOBS YOU COULD GO ON TO DO

Architectural technician, civil engineering technician, construction design coordinator, digital engineering technician, rail engineering design technician, transport planning technician

DIGITAL PRODUCTION, DESIGN AND DEVELOPMENT

CORE CONTENT

- Problem solving
- Introduction to programming
- Emerging issues and impact of digital
- Legislation and regulatory requirements
- Business context
- Data
- Digital environments
- Security

OCCUPATIONAL SPECIALISMS

- Digital production, design and development

JOBS YOU COULD GO ON TO DO

Assistant programmer, junior application developer, junior games developer, junior software developer, junior web developer, software development technician

EDUCATION AND CHILDCARE

CORE CONTENT

- Wider context
- Child development
- Supporting education
- Safeguarding, health and safety and wellbeing
- Behaviour
- Observation and assessment
- Equality and diversity
- Special educational needs and disability
- English as an additional language
- Parents, families and carers
- Working with others
- Reflective practice

OCCUPATIONAL SPECIALISMS

- Early years education and childcare
- Assisting teaching
- Supporting and mentoring students in further and higher education

JOBS YOU COULD GO ON TO DO

Early years educator, education technician, learning and skills teacher, learning mentor, teacher, teaching assistant

The next level qualification



UNIVERSITY

University is the most popular next step for school and college leavers, and with so much attention focused on higher education, it can feel like it's the only route open to your child.

University is the best choice for many students. But it's important to understand who it is right for and why, so you can help your child make an informed decision.

Why go to university?

There are many good reasons for your child to go to university. But if you think it is an essential step on the path to career success, you'd be wrong. With more apprenticeships and school leaver programmes available than ever before, this simply isn't true anymore.

Likewise, if your child is drawn to university because "that's what everybody does", "because all my friends are going" or because "it looks like fun", encourage them to think again.

Here are some good reasons to go to university:

1. To gain essential qualifications

If your child needs a degree to follow their chosen career path, they're on the right track. Jobs such as teacher, lawyer and doctor generally require you to have a degree, so university is the logical choice for them.

If they haven't already, your child should investigate what kind of degree they need to enter that profession.

They should also look at whether they can gain a degree without going to university, through a higher or degree apprenticeship. That way, they can work towards a university degree while getting paid a salary and gaining work experience. This option is available for some professions, such as solicitor and software engineer.

2. To pursue their interests through further study

Some people go on to university because they're passionate about a certain subject and want to know everything there is to know about it. A love of learning is one of the best reasons to go to university.

This doesn't mean they can't plan for their career as well. Flick back to the chapter "Choosing a career path". Find other ways to give yourself a career boost through volunteering, doing a summer internship or another kind of work experience placement.

Shouldn't every student go to university?

No. University isn't for every student, and students do not need to feel that university is the only route to a high-skilled career.

For some students, an apprenticeship is better because it is more practical, allowing them to earn and gain work experience.

For others who want to study an academic qualification full time within an academic setting, or experience some of the other things university can offer, university may be the better option.





1. **Students can become experts in the subject they love** – through 3+ years of intense, focused study.
2. **University can prepare you for a specific career path –** although many higher/degree apprenticeships now offer training for graduate careers.
3. **Graduates earn more** – but they can graduate with a higher/degree apprenticeship and earn while they study.
4. **University gives students time to gain work experience** – during the long summer vacations.
5. **Students get a taste of independence** – by living away from home in student halls or rented accommodation.
6. **Students gain high-level transferable skills** – such as analysis, critical thinking, communication and problem-solving.
7. **It can broaden the mind** – by exposing students to new people, ideas and places.



1. **Students may not gain technical skills** – many courses are theoretical instead of practical.
2. **Students may not get employability skills** – although they can gain these on work experience during the vacations.
3. **Contact time is less than at school** – with more of a focus on independent, self-driven study.
4. **Students graduate with a lot of debt** – 2018 graduates left university with £36,000 of debt on average.
5. **Students commit 3+ years of their life** – so your child should consider whether three more years of education is for them.
6. **Students are not guaranteed a graduate job** – many graduates end up in temporary or entry-level jobs not graduate roles.
7. **Lifetime earnings can be higher with an apprenticeship** – those with a level 5+ apprenticeship typically earn more than traditional university graduates.



APPRENTICESHIPS

An apprenticeship is a job with training and the chance to gain qualifications. As with any job, an apprentice gets paid, but they also take part in formal on-the-job training and study for relevant qualifications linked to their role. Qualifications are paid for by the employer. Apprentices do not pay anything towards their qualifications.

INTERMEDIATE APPRENTICESHIPS

- Worth the same as 5 GCSEs graded 4+
- Functional skills in English and maths are needed (students with grade 4+ GCSEs have these)
- What qualifications can I get? Level 2 NVQ, National Diploma, National Certificate

ADVANCED APPRENTICESHIPS

- Worth the same as 2 A-levels
- 5 GCSEs grade 4+, including English and maths, are needed
- What qualifications can I get? Level 3 NVQ, National Certificate, BTEC

HIGHER APPRENTICESHIPS

- Equivalent to a level 4, 5 or 6 qualification
- 2 A-levels grade C+ are needed
- What qualifications can I get? Foundation degree, Bachelor's degree, Master's degree, Level 4-7 NVQ, Higher National Diploma

Facts and figures:

- Some higher apprentices earn as much as £500 per week
- 90% stay in work or training after their programme
- 65% remain with the same employer
- Typical course length: 1-6 years
- 30+ hours per week at work

Some of the areas apprentices can work in:

- Accountancy
- Construction
- Engineering
- Healthcare
- IT
- Law
- Management
- Manufacturing
- Childcare
- Marketing and communications
- Cyber security
- Software development
- Digital marketing
- Public relations

DEGREE APPRENTICESHIPS

- Equivalent to a level 6 or 7 qualification
- 2 A-levels grade C+ needed
- Foundation degree, Bachelor's degree, Master's degree, Level 4-7 NVQ, Higher National Diploma

Facts and figures:

- 90% stay in work or training after their programme
- 65% remain with the same employer
- Half of parents would encourage their child to start one
- 71% of parents believe they provide a better chance of getting a job
- Typical course length: 3-6 years

Degree apprentices gain skills employers really want:

- Problem-solving
- Creative thinking
- Communication
- Teamwork
- Leadership
- Project management
- Research and analysis

Some of the areas apprentices can work in:

- Finance
- Construction
- Engineering
- Law
- Management
- Software development
- Accountancy



Find apprenticeships by visiting the Jobs and Courses page on our website at successatschool.org

SUPPORTING YOUR CHILD THROUGH AN APPRENTICESHIP

WhiteHat's vision is to create an outstanding alternative to university through apprenticeships, to give people from all kinds of backgrounds the opportunity to have great careers at brilliant companies.

While apprenticeships are becoming increasingly popular, only 7% of school leavers undertake apprenticeships. However, apprenticeships provide that alternative to university that many young people are looking for. Parents play a significant role in this decision and career guidance in young people's lives.

Uzma is a WhiteHat alumna who now is an employee volunteerism associate at Salesforce. In this interview, her parents talk about how they supported her throughout her apprenticeship.

When Uzma informed you both that she had chosen to undertake an apprenticeship, what were your thoughts?

Many of Uzma's teachers told us about their hopes of seeing Uzma at university. So when she did mention the possibility of undertaking an apprenticeship, we were concerned. But Uzma has always worked hard, so we trusted her to make the correct decision about her future.

Watching Uzma throughout her apprenticeship, what characteristics or qualities does a young person need to be a successful apprentice?

Punctuality is imperative! Being hardworking and honest about their experiences and challenges, and most importantly, something I have seen more and more in Uzma is determination.

She says yes and rises to challenges. She has always been very shy, so it's great to see how her confidence has grown throughout her apprenticeship.

What piece of advice would you give a prospective apprentice's parent/guardian?

It is essential to do your research to find out what is the best route for your child. As parents, we want to keep our children safe and want them to have a bright future, but we also need to trust them. Luckily for us, Uzma has regularly kept us up to date, even educating us on her sector and apprenticeships.

Please support your child to do whatever they are passionate about and don't disregard apprenticeships or any other option.

How secure does Uzma's future look now?

Very bright. She has secured a promotion, has recently got a distinction for her apprenticeship and has a job that allows her to make a positive difference in the community.



EMPLOYABILITY SKILLS

To succeed in the world of work, employers will expect your child to have certain basic employability skills (sometimes called "key skills").

These are skills which are needed in virtually every job, regardless of the industry or role – as well as in everyday life. There are plenty of ways your child can develop these skills at school or in their home life, even if they don't have a part-time job.

What are employability skills?

There is no authoritative list but there is a lot of overlap in what skills employers say they want as a bare minimum when taking on a new member of staff.

This is a list of key employability skills we recommend your child is able to demonstrate when they start applying for work:

SKILL	WHAT IS THE SKILL?	HELP YOUR CHILD DEVELOP THIS SKILL BY ENCOURAGING THEM TO:
Communication	Good communication is the ability to express yourself clearly verbally and in writing. It also includes the ability to listen to others and process information accurately.	• Get a Saturday/evening job • Write a blog on their favourite topic • Join a debating society or reading group
Teamwork	Teamwork is the ability to work together with others towards a common goal, making the most of the group's different strengths and abilities.	• Join a sports team or other club/society • Take on a creative project with their friends • Join an orchestra, band or ensemble
Initiative	Initiative is being proactive, taking responsibility and making decisions for yourself to get things done, rather than waiting to be told what to do. Initiative is gained by trying new things outside our comfort zone.	• Take a leading role in a club or society • Start a music, art or drama project with their friends
Problem-solving	Overcoming problems using creativity and logic is an absolute must for every employer. Problem-solving doesn't just feature in subjects such as maths – problems include conceptualising a design in art or interpreting a poem in English.	• Reflect on how different subjects involve problem-solving • Break down tasks into manageable chunks
Computer / IT skills	Young people have grown up surrounded by technology, but there are a whole host of apps and software that can aid our everyday work by automating tasks or helping us organise our workload. Students are quick learners when it comes to tech, but it's important that they know how to find new software to help them at work.	• Practise using Google to answer questions in their home or school life • Find new apps to help with everyday problems such as scheduling events or managing tasks • Become more familiar with IT hardware by asking them to set up new tech equipment for the household
Organisation	Good organisation means being able to plan ahead, using techniques to manage your own and others' work, ensuring that deadlines are met and making sure that plans turn out successfully with every detail catered for.	• Develop a revision plan for their next set of exams • Plan one family event per month • Save appointments to their phone calendar and set reminders
Leadership	Good leaders motivate others through an inspiring vision, by taking responsibility for decisions and taking ownership of problems. They also promote good teamwork, are effective communicators and reflect on themselves and others.	• Take on a leadership role within a school club or society • Ask others to share their opinions when carrying out group tasks in class
Hard work and dedication	Hard workers commit themselves to their work and keep going through tough problems. They know how to motivate themselves when they're at a low ebb.	• Set a work timetable for the evening • Take regular breaks during study periods • Reward themselves when they complete a set number of hours of study or revision
Creativity	Creativity skills, also known as creative thinking skills, essentially means being able to come up with something new. It means looking at things in a new way.	• Take on a small but unfamiliar creative task such as making birthday cards for the family or doing a craft project • Play creative games as a family, such as Pictionary and word games • Sit down to write 500 words... and see what comes out
Numeracy	Numeracy is confidence with numbers, enabling employees to analyse, interpret and use numerical information.	• Learn one new technique for adding and subtracting (they can find techniques by searching on Google) • Add up prices in their head instead of using a calculator • Create a budget for their pocket money/ wages
Reliability	Reliability means being dependable. Reliable workers turn up to work every day, deliver on deadlines, are trustworthy and keep their word.	• Commit to a certain amount of study time each night and reward them for sticking to it • Take on a Saturday/evening job with a set timetable



THE GREAT GATSBY BENCHMARKS:

How schools are helping your child choose their future



Carolyn Parry, RCDP is founder and lead coach at Career Alchemy and a project associate for the Career Development Institute

A rapidly changing world

"It's clear from the news that the world of work is changing more rapidly than ever before as new technologies change conventional ways of working, creating both job losses and new opportunities. What's also clear is the turbulence which Covid-19 is having on the economy and jobs overall, with some sectors thriving while others suffer severe impacts.

In this context, keeping up to date with the sheer volume of opportunities and change is hard. That's where ensuring your child has access to first-class careers education and guidance comes in.

To help schools and academies to develop suitable programmes for their students and pupils, the Gatsby Charitable Foundation was commissioned by the government to create a set of benchmarks to enable schools to improve their career provision.

Your child's rights to high quality, unbiased and informed school careers support

As a result, all young people in secondary schools and academies can now expect to get a programme of advice and guidance that is stable, structured, and delivered by individuals with the right skills and experience.

These benchmarks are known as Gatsby Benchmarks of Good Career Guidance and there are currently 8 of them. Your child's school will normally form part of a Careers Hub of 20 – 40 schools who can work together to provide specific services which are helpful to all schools in the hub and meet the benchmarks."



So what do these benchmarks look like for your child and what should your school's programme contain?

BENCHMARK	WHAT THIS MEANS
1. A stable careers programme	• A structured and embedded programme with senior school leaders' support, led by a named careers leader. • Programme and leader details on school website. • Pupil, parent, employer and teacher feedback as part of regular evaluation.
2. Learning from career and labour market information (LMI)	• Access for all learners to good-quality information on study options, career paths and labour market opportunities (e.g. how many scientist jobs are needed in Manchester over the next five years?) • Support from informed advisor and parents to support learners in decision making.
3. Addressing the needs of each pupil	• Raising aspirations, avoiding and challenging stereotyping. • Keeping records of advice given to learners and linking it to previous education records. • Collecting accurate data on learner outcomes in education, employment, and training.
4. Linking curriculum learning to careers	• Helping learners understand the relevance of subjects to a wide range of different careers. • Stressing the importance of STEM subjects as a gateway to many careers. • Highlighting what employers expect e.g. in maths and English in the workplace.
5. Encounters with employers and employees	• Facilitating at least two meaningful encounters with an employer every year for 11+ age students. • Providing speakers, mentoring and enterprise schemes for pupils. • Developing links and partnerships with local employers to support learning about work, employment and skills.
6. Experiences of workplaces	• Enabling work visits, work shadowing and/or work experience to support first-hand learning. • Expanding pupil networks.
7. Encounters with further and higher education	• Providing meaningful encounters for pupils by age 16 with providers of learning opportunities (sixth form, colleges, universities and apprenticeships). • Ensuring pupils considering applying for university have at least two visits by age 18 to meet staff and pupils.
8. Personal guidance	• Ensuring every pupil has at least one timely guidance interview with a level 6 qualified careers advisor. • Facilitating the opportunity of a further interview by age 18.

How you can best help your child

Make sure your child is aware of what's on offer and encourage them to take part in as many activities and as much research as possible. Get them thinking and talking about what they learnt and what this has taught them about themselves, their abilities, and interests.

This sort of preparatory work will help them to make the most of their careers interview with a qualified careers advisor when the time comes. Make sure your child gets to work with someone who is a member of the Career Development Institute (CDI), the professional body for the sector, and listed as a registered career development professional (RCDP) on the CDI's Professional Register.

Registered professionals are easy to identify because they can use "RCDP" after their names to show their professional standing. All those on the register must complete 25 hours of additional training every year to maintain their registration. This means you can be sure that your child is getting the best advice and guidance support available.

SUBJECT JOURNEYS

Art and Design

A background in art and design will equip your child for work in a wide range of industries, paving the way to careers in illustration, special effects design, gaming, fine art, graphic design or gallery curation.

JOB OF THE FUTURE

Augmented reality/virtual reality designer

Augmented reality is about overlaying fictional digital elements onto real environments – like in Pokémon Go – while virtual reality is an entirely computer-generated world. They are revolutionising not only the world of gaming but also tourism, medicine, education and many other areas of work and life. Combined with technical skills, art and design students could use their creativity in this role to imagine the worlds we will occupy in these new augmented realities.

EXAMPLE CAREER PATH

Public sector & government › Community arts worker

Salary: £16,000 – £30,000

Career: Community arts workers use their artistic skills to engage people in the local community, promoting artistic activities to groups and individuals in order to improve their quality of life. They tend to deal with social problems – for example, with young offenders or homeless people.

EDUCATION

At 14: GCSE Choose art and design
At 16: A-level / equivalent
Choose art and design A-level
At 18: Apply for an art-related degree or directly to a job – most employers consider experience and skills to be more important than formal qualifications.

OTHER SCHOOL SUBJECTS TO CONSIDER

English language, psychology

EMPLOYERS

Self-employment
Local government › councils, arts groups
Museums and galleries



5 skills art and design will give your child

1. Drawing
2. Research
3. Confidence
4. Independence
5. Creativity



Jobs directly linked to art and design:

- 3D artist

Common career paths for artists:

- Illustrator
- Commercial art gallery manager

Career paths you might not have thought of:

- Interior designer
- UX/UI designer

Biology

The study of biology provides a solid foundation for a wide range of careers, with key skills such as problem-solving, analysis and communication being very transferable.

JOB OF THE FUTURE

Antibiotic engineering

The widespread and sometimes reckless use of antibiotics to treat human and animal disease means that some bacteria are becoming resistant to the drugs we use to kill them. We need to create new antibiotics to replace the old ones to avoid a return to the pre-antibiotic days when routine infections could lead to death. Microbiologists create antibiotics by testing newly discovered chemical compounds to see if they can provide resistance to bacteria, so biology students' analytical and lab skills leave them well-placed to pursue a career in antibiotic engineering.

EXAMPLE CAREER PATH

Agriculture & environment › Ecologist

Salary: £17,000 – £29,000

Career: Ecologists study the relationship between living things and the environment they live in. This includes the way human activity impacts organisms. The study of biology provides all of the foundational knowledge needed to do this job, as well as many of the practical skills required to carry out research.

EDUCATION

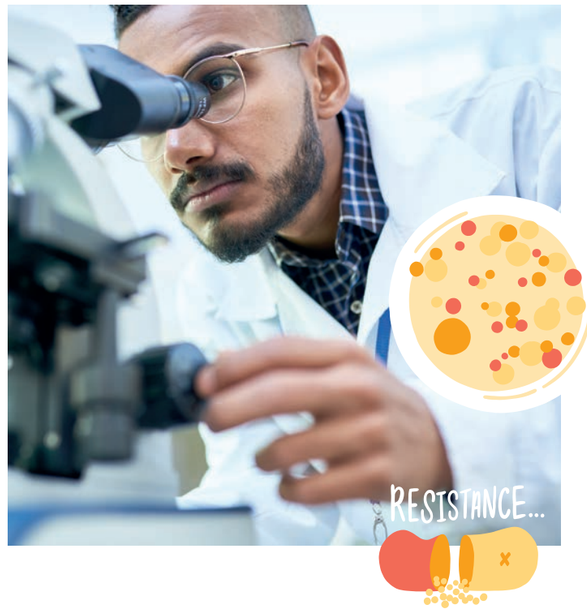
At 14: GCSE Single sciences
At 16: A-level / equivalent Biology
At 18: Degree in biology, ecology, environmental science, zoology etc.
After university: Graduate job in ecology / Postgraduate qualification in ecology

OTHER SCHOOL SUBJECTS TO CONSIDER

Chemistry, geography

EMPLOYERS

Charity & non-profit › Wildlife Trust, WWF, RSPB
Public sector & government › DEFRA, Natural England, Forestry Commission, Environment Agency



5 skills biology will give your child

1. Curiosity
2. Organisation
3. Analysis
4. Communication
5. Critical thinking



Jobs directly linked to biology

- Biomedical scientist

Common career paths for biologists:

- Plant scientist
- Environment officer

Career paths you might not have thought of:

- Epidemiologist
- Science policy advisor

Business

Studying business prepares students for many jobs, providing an understanding of leadership and people skills as well commercial awareness and problem-solving.

JOB OF THE FUTURE

Automation implementation specialist

Automation poses a number of issues for businesses. On the one hand, it can make them more efficient and therefore profitable; on the other, it's expected to lead to job losses. Managing the transition to greater automation will need specific skills. Businesses need to understand the new technology and how best to use it for their company. Automation implementation specialists need to manage people carefully, which might include retraining or upskilling workers who will lose existing jobs due to automation.

EXAMPLE CAREER PATH

Various industries › Business development manager

Salary: £25,000 – £60,000

Career: This role focuses on growing a business, which might be through attracting new customers, or encouraging existing customers to buy more. It also involves building relationships with suppliers and other partners. People skills are an asset and being able to think critically and strategically is a must as well.

EDUCATION

At 14: GCSE Choose GCSE business
At 16: A-level / equivalent Choose A-level business (or equivalent) or the BTEC National in business
At 18: Apply for a degree in business development or business management, or an apprenticeship as an improvement leader.

OTHER SCHOOL SUBJECTS TO CONSIDER

Maths, economics

EMPLOYERS

IT & technology › Google, Microsoft, Apple
Banking & finance › JP Morgan, NatWest, HSBC, Barclays



5 skills business will give your child

1. **Decision making**
2. **People skills**
3. **Critical thinking**
4. **Commercial awareness**
5. **Time management**



Jobs directly linked to business:

- Financial trader

Common career paths for business students:

- Data analyst
- Risk manager

Career paths you might not have thought of:

- Occupational psychologist
- Construction manager



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TESCO

Interview

NAME: Hannah
UNIVERSITY: Liverpool John Moores University
SUBJECT: Business Studies



What subjects did you study at school?

BTEC: Business studies
A-level: English language, geography, psychology

Why did you choose this course?

I wanted to choose a degree programme that gave me endless opportunities when it came to my career as a graduate. My friends and I all have completely different plans for our careers, covering many different sectors.

What do you enjoy about your course?

The diversity. I'll go from one seminar analysing a real-life profit and loss account to another debating which businesses are socially responsible in their practice. This highlights how complex businesses really are.

Why did you choose university over an apprenticeship or school-leaver programme?

At school, I didn't know what I wanted to do and I didn't want to get tied down to a career that I wasn't 100% sure was right. I went down the higher-education route so I had the ability to choose a degree programme that widened my prospects and gave me time to figure out what was right for me.

> "One third of your adult life is spent at work... do something you enjoy."

LIVERPOOL JOHN MOORES UNIVERSITY

What's your advice for someone wanting to study the same course?

Go for it! If you are passionate about business, you will love studying it at degree level due to the depth you will dive in to. Make sure you read into the detail of each course and pay close attention to the modules offered. Course titles are often misleading so it's important to research and choose the course that's the perfect fit for you and your career goals.

In your view, what is the best support parents and carers can give to young people as they prepare for their career?

Make sure you know all about your child's chosen career path and the steps they need to take to achieve it. Support your child in the career path they have chosen. Although you may have a preference of what career you want your child to pursue, it's important to let them make that decision themselves and choose a career they are passionate about.

What is the best piece of advice you got from your parents?

On average, one third of your adult life is spent at work so it's important to do something you enjoy. My parents would always reinforce that I should work towards a job that I want to get up for every day.

What would you like your parents/carers to have done differently?

It would have been great if they had carried out a bit more research into the higher education application process i.e. applications and student loans. I found these processes quite daunting to go through as a 17-year-old. There are many webpages aimed at parents to provide guidance with these, and higher education providers have many resources aimed specially for parents so they can fully support their children into higher education.

Chemistry

Chemists have the power to do a lot of good, from exploring new water treatment methods or searching for sustainable ways to generate energy to developing new treatments for illnesses such as cancer and malaria.

JOB OF THE FUTURE

Organometallic chemist
This is a field that's expected to grow within chemistry. It's the study of chemical compounds that have metal-carbon bonds, as well as their reactions. It's essential for many industrial processes. Research in this area could lead to new processes or products in sectors like energy production and pharmaceuticals.

EXAMPLE CAREER PATH

Police, security & emergencies › Forensic scientist
Salary: £20,000 – £45,000
Career: This job involves analysing traces of physical evidence from crime scenes and preparing this evidence for use in court. Forensic scientists use analytical skills and take a methodical approach, paying close attention to detail to ensure any evidence handled or prepared is admissible in court.

EDUCATION

At 14: GCSE Choose GCSE chemistry or combined science
At 16: A-level / equivalent A-level/equivalent › Choose A-level chemistry (or equivalent) or a BTEC National in forensic and criminal investigation
At 18: Choose a degree in chemistry, biology or forensic science

OTHER SCHOOL SUBJECTS TO CONSIDER

Biology, physics, maths

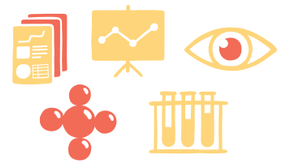
EMPLOYERS

Police & law enforcement › Scottish Police Authority Forensic Services, Metropolitan Police Specialist Crime and Operations
Science › Cellmark Forensic Services, SOCOTEC UK, Eurofins Forensic Services



5 skills chemistry will give your child

1. Collating
2. Presentation
3. Investigation
4. Analysis
5. Attention to detail



Jobs directly linked to chemistry:

- Pharmacologist

Common career paths for chemists:

- Nuclear engineer
- Biotechnologist

Career paths you might not have thought of:

- Environmental consultant
- Materials engineer

Computer Science

Computer science in the broadest sense relates to computing in our daily lives. Some of the skills your child will learn are technical, such as programming and database development. But there are plenty of transferable skills that set students up for a range of jobs. These include problem solving, creativity and computational thinking.

JOB OF THE FUTURE

AI engineers

AI is already playing a growing role in our world. We've got virtual assistants like Siri and Alexa in our homes. This is also the technology being used to develop self-driving cars. Computer scientists use their programming skills to work on new forms of transport or help maintain the automated systems that make everything from food to computers.

EXAMPLE CAREER PATH

IT & the internet › Software tester

Salary: £18,000 – £50,000

Career: Software testers test software and systems to find issues that need to be fixed before a product is launched. Understanding software and the various testing methods is vital and software testers also need communication skills to share their findings with other team members.

EDUCATION

At 14: GCSE Choose computer science and maths
At 16: A-level / equivalent Choose computer science and maths A-level, or equivalent, or a BTEC National Diploma in IT (software development)
At 18: A degree in computer science or IT prepares students well, but degrees in maths, physics, electrical engineering and chemistry can also lead to this job. Students can also apply for an apprenticeship as a software tester.

OTHER SCHOOL SUBJECTS TO CONSIDER

Electronics

EMPLOYERS

IT › IBM, Microsoft, Cisco
Media & marketing › mobile app developers, BBC, Netflix



5 skills computer science will give your child

1. Problem solving
2. Mathematical skills
3. Data analysis
4. Creativity
5. Logical thinking



Jobs directly linked to computer science:

- VFX artist

Common career paths for computer scientists:

- Robotics engineer
- PPC specialist

Career paths you might not have thought of:

- User researcher
- Supply chain manager

Interview

NAME: Chloe
EMPLOYER: JP Morgan
JOB TITLE: Software Engineer
APPRENTICESHIP TITLE: Digital & Technology Solutions BSc (Hons) Level 6



What does your role involve?

Working with clients and company requirements to develop computer software for payment platforms. Typically, we analyse requirements, design, develop, test, to then deploy and maintain software.

What do you do on a day-to-day basis?

No day is the same and day-to-day tasks vary depending on requirements. However, the day starts with a standup meeting with the team. From there, the majority of the day is spent coding new functionality and features for various applications. There is also a meeting where requirements are analysed as a team and architecture and designs are reviewed.

Why did you choose to do an apprenticeship?

I wasn't sure university was the right type of learning environment for me. I was specifically looking for a scheme where I could gain qualifications and work experience at the same time, which apprenticeships facilitate. I also like the fact I could apply what I was learning directly to my role and workspace.

How did you find out about your apprenticeship?

JP Morgan was actually at my college careers fair advertising their apprenticeship. This was the first I heard about apprenticeships. 6 months later I applied for their apprenticeship scheme and started the interview process!

What challenges did you face when adjusting to the working environment?

Sometimes balancing work and university can be tricky and I found it's best to keep on top of all work. A trick to managing this is to create a to-do list of the day's tasks and rank them by priority.

What is the most important transferable skill you use in your role?

Problem-solving is a critical transferable skill for software development. A majority of the development process is problem-solving, by breaking down the problem into smaller manageable components. This helps when facing large new projects to defect bug fixing.

In your view, what is the best support parents and carers can give to young people as they prepare for their career?

Have a realistic talk about careers and suggest steps to achieve career goals. Also, mention that not going to university is OK and that there are a lot of great alternatives out there that provide qualifications too. I think there is a lot of pressure on young people to go to university.

What is the best piece of advice you got from your parents and carers?

To stay open-minded about careers. I only went to my college's careers fair, where I learnt about the JP Morgan apprenticeship because my parents wanted to go with me.

What would you like your parents or carers to have done differently?

To have introduced me to the idea of apprenticeships as a viable career option at an earlier stage.

> "Not going to university is OK."

J.P.Morgan

Design and Technology

Design and technology teaches students about every element of the design process. Specialist knowledge of the design, prototyping and manufacturing process is essential for those wanting to go into design professions.

JOB OF THE FUTURE

Robot designer

According to the latest Future of Jobs report from the World Economic Forum, up to 37% of companies plan to invest in robots by 2022. These vary from humanoid robots to stationary robots, and aerial or underwater robots. Businesses in the oil and gas sector are investing in the development of aerial and underwater robots, which will need to be designed for a variety of tasks. Organisations in financial services are exploring the introduction of humanoid robots. Design and technology students could use their design skills to develop robots people enjoy interacting with.

EXAMPLE CAREER PATH

Fashion & beauty › Textile designer

Salary: £15,000 – £40,000

Career: This job is all about creating designs for fabrics. Textile designers typically work on products for the home, such as sofas, cushions and other soft furnishings. Textile designers use their creativity as well as the knowledge they've developed about textiles and their properties.

EDUCATION

At 14: GCSE Choose GCSE design and technology and specialise in fashion and textiles if that's an option
At 16: A-level / equivalent Choose A-level design and technology and specialise in fashion and textiles
At 18: Choose a degree in art and design, fashion or textiles, or look for an apprenticeship as a fashion and textiles product technologist.

OTHER SCHOOL SUBJECTS TO CONSIDER

Art and design

EMPLOYERS

Fashion › Asos, Arcadia Group, River Island
Interior design › Tetrad, Ikea, Autumn Down



5 skills design and technology will give your child

1. Problem solving
2. Methodical thinking
3. Creativity
4. IT
5. Collaboration



Jobs directly linked to design and technology:

- Exhibition designer

Common career paths for design and technology students:

- Graphic designer
- Design engineer

Career paths you might not have thought of:

- Purchasing manager
- Automotive engineer

Interview

NAME: Jack
EMPLOYER: Defence Science and Technology Laboratory (Dstl)
JOB TITLE: Software Development Apprentice
APPRENTICESHIP TITLE: Level 6 Digital & Technical Solutions Degree Apprenticeship

What does your role involve?

Creating software solutions to complex problems. Plus, working as part of a development team to work collaboratively and effectively to ensure the solution will be delivered on time in a good condition.

What do you do on a day-to-day basis?

Every morning I check my email. On Mondays and Wednesdays I work on a software project with a large team of people, and each morning we all have a 10-15-minute meeting describing what our plans are for the day. On Tuesdays I go to university for my digital and technical solutions degree. On Thursdays and Fridays I code solo on a much smaller software project, but still have a non-development team to discuss any ideas and problems with.

What subjects did you study at school?

At college I studied mathematics, computer science and an extended certificate in engineering.

Why did you choose to do an apprenticeship?

Being able to work in industry whilst working towards a degree on the side, and getting paid seemed like a great deal to me, much better than going to university and being in debt. It will probably make you more desirable to other employers as well since you've been working whilst getting your degree, which is very useful.

> **"Working towards a degree on the side and getting paid seemed like great deal to me."**

How did you find out about your apprenticeship?

Gov.uk apprenticeship website.

Do you have any tips on working in a team?

Development team communication is vital in my role, so you must never shy away from challenging or showing support for another team member's ideas, or expressing your own.

What advice do you have for someone who wants to do your role?

Having previous experience of coding is vital. If you haven't taken computer science as an option, spend some time looking at online coding courses, particularly for the most-used coding languages (C#, Python, JavaScript). If you have the opportunity, get some work experience in either the defence or STEM sectors.

In your view, what is the best support parents and carers can give to young people as they prepare for their career?

Ask them what they are interested in, try to find college and university courses or apprenticeships and jobs that offer a route into that path. Discuss these options with them.

What is the best piece of advice you got from your parents/carers?

Apply for as many opportunities as possible. It is always better to decline 5 offers, than have none to accept.

[dstl]

Drama

Studying drama at school doesn't just pave the way to a career in acting. From makeup and wardrobe to lighting, set design and production – these are all careers that can begin in drama class.

JOB OF THE FUTURE

Voice actor

Video games are growing in popularity. The introduction of augmented reality (AR) and virtual reality (VR) will see this industry evolve in the coming years. The characters that appear in these video games need voices. Players want to believe they're interacting with a real person. Businesses also need real people to provide the voices for their virtual assistants. Drama students develop voice acting skills, providing opportunities to move away from traditional theatre.

EXAMPLE CAREER PATH

Performing arts › Theatre stage manager
Salary: £18,000 – £45,000
Career: Theatre stage managers ensure everything is ready for a performance, managing rehearsals, costume fittings, props, actors, technicians and front-of-house staff. They need excellent communication skills and a good all-round understanding of theatrical performances.

EDUCATION

At 14: GCSE Choose GCSE drama
At 16: A-level / equivalent Choose A-level drama and theatre (or equivalent) or take a BTEC National in performing arts
At 18: Apply for a degree in performing arts production, theatre practice, stage management or technical theatre.

OTHER SCHOOL SUBJECTS TO CONSIDER

English literature, design and technology, music

EMPLOYERS

Theatres › National Theatre, The Old Vic, Royal Exchange Theatre, Crucible Theatre

Theatre companies › The Original Theatre Company, Mischief Theatre, Aesop's Touring Theatre Company



5 skills drama will give your child

1. **Presentation**
2. **Teamwork**
3. **Creativity**
4. **Decision making**
5. **Communication**



Jobs directly linked to drama:

- Actor

Common career paths for drama students:

- Set designer
- Wardrobe supervisor

Career paths you might not have thought of:

- Community arts worker
- Broadcast presenter

Economics

Economists work in many sectors, but are particularly sought after in business, finance and government. They use their analytical skills and expert knowledge to predict trends in national economies, financial markets and business sectors.

JOB OF THE FUTURE

Process automation specialist

This is an emerging role named in the World Economic Forum's latest Future of Jobs report. Economics students' knowledge of business processes and systems mean they're well-placed to work in this area. Their communication skills will also be invaluable to explain workplace changes. They may need to help staff adapt as more tasks become automated.

EXAMPLE CAREER PATH

Various › Financial risk analyst
Salary: £21,000 – £74,000
Career: Financial risk analysts assess the potential financial risks facing a business. They work in the industrial, commercial and public sectors. As well as predicting internal risks, they use their economics knowledge to identify future trends. Analytical and critical thinking skills are essential.

EDUCATION

At 14: GCSE Choose GCSE economics
At 16: A-level / equivalent Choose A-level economics (or equivalent)
At 18: Choose a degree in economics, risk management, accountancy, finance or mathematics

OTHER SCHOOL SUBJECTS TO CONSIDER

Business, maths, statistics

EMPLOYERS

Insurance › Aviva, Ageas, Hiscox UK



5 skills economics will give your child

1. **Numeracy**
2. **Communication**
3. **Problem solving**
4. **Decision making**
5. **Data analysis**



Jobs directly linked to economics:

- Investment analyst

Common career paths for economists:

- Statistician
- Insurance underwriter

Career paths you might not have thought of:

- Policy officer
- Pension scheme manager

Interview

NAME: Tia

UNIVERSITY: Bournemouth University

DEGREE SUBJECT:
BA (Hons) Communication & Media



Why did you choose this course?

I wanted to work in the media, more specifically in fashion or music communications, since I was in Year 9, but wasn't sure in what area of communications. I chose my course because it covers such a broad range of different areas.

What do you enjoy about your course?

I love how broad and different it is. One unit could be on the different styles and application of the English language, then the next could be on marketing or media and society.

Why did you choose university over an apprenticeship or school-leaver programme?

I always wanted to go to university. Not just for the degree, but for the experience. I also felt it was the best option for my career and Bournemouth University offered placements and career guidance as part of my course.

What do you hope to do after university?

I hope to go travelling after university as I never did a gap year, to see the world and learn more about different cultures. Then, I want to work in fashion or music doing something along the lines of marketing, advertising, or PR, whichever I find the most enjoyable.

What is the best piece of advice you got from your parents/carers?

Do what you love and what you're going to enjoy. For me, this was the best advice as I was encouraged to pursue...

... my passion and my chosen career path. I didn't want to regret my decision and do something people expected me to do, rather than what I really wanted to do.

What would you like your parents or carers to have done differently?

Taken me to more open days or higher education exhibitions so I could speak to more staff and students and see all the amazing opportunities and courses out there. This would have helped settle my nerves about whether the course and university I chose was the best fit for me.

In your view, what is the best support parents and carers can give to young people as they prepare for their career?

Be there to answer questions, but don't tell them what they should do. Encourage them to explore their interests and the opportunities this could give them. Also, encourage your son or daughter to keep learning as many new things as possible, as this will help with their CV and portfolio.

What should parents and carers avoid doing when it comes to careers education?

Pushing their children to explore your interests rather than their own. There are many routes available, it's best to explore these alongside your son or daughter rather than telling them what they should do. This has worked for me and my parents learnt a lot about what was possible in terms of career support and training.

> **"Encourage them to explore their interests."**

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UNIVERSITY:

Ensuring a great student experience in the age of Covid-19



Dr Lois Farquharson is an Executive Dean at Bournemouth University. She has worked with Bournemouth University for 5 years, and is passionate about working with staff to deliver the best possible student experience.

"UK universities face an unprecedented challenge this year – providing high-quality teaching and a full university experience to students coming from all over the world amid a global pandemic. From seminars, lectures and supervisions to accommodation, sports and social activities, institutions have looked carefully at how they can make all aspects of university life Covid-safe.

Here at Bournemouth University (BU), our focus has always been the safety and wellbeing of our staff and students. During the pandemic, we're helped by our strong ties with Bournemouth & Poole Council and our local NHS trust (many of our student nurses stepped up to staff hospitals during the initial stages of the outbreak).

Those relationships mean we've been involved in the outbreak management plan for the region, so we will be well-prepared to react quickly should the situation change.

While it's impossible to know exactly what the situation will be during the new academic year, we're hoping to offer all our courses on campus with face-to-face delivery. However, we are well prepared for all eventualities. We've already shown that we can quickly move courses to be delivered in an engaging way online, and we've introduced safety measures on campus including new layouts for lecture theatres, seminar rooms and specialist facilities, physical distancing measures such as one-way systems, signage, screens where needed and hand-sanitisation stations.

If circumstances mean we have to limit the number of students on campus, we'll focus on those who need specialist facilities – our computer labs, for example, or our simulated hospital wards – while continuing to deliver high-quality online teaching and support for all students.

We understand that for many, university is also about making those first steps into independence – making new friends, taking up new hobbies, representing sports teams and more.

At BU, we're determined to make this as easy for new students as ever. We've worked closely with the Students' Union at BU (SUBU) and ResLifeBU to make sure their usual activities can be delivered either online or by observing physical-distancing measures.

These include SUBU societies in areas as diverse as ballroom and Latin dance, eSports and K-Pop, while ResLifeBU also has a packed induction programme including quiz nights, yoga classes and awareness campaigns. All of these can be enjoyed online if needed, while physical-distancing guidelines will be observed during on-campus activity. The same applies for our Arrivals Week activities that help students make new friends and feel part of their new community. SportBU aims to run sports clubs and fitness options as usual, observing physical-distancing requirements and meeting all government guidelines.

Our full range of support services will also be available and can be delivered face-to-face or online as required. These include Student Wellbeing, Faith & Reflection, IT Support, Additional Learning Support, and Careers & Employability.

When it comes to accommodation, we'll continue to follow the latest government advice. We're currently moving students into accommodation over longer periods to reduce numbers and providing international students with accommodation in which they can isolate on arrival.

This is what we are doing at BU, while universities around the UK are making similar decisions about how to preserve the student experience for their new intake. We may not know exactly what September 2021 will look like, but here at BU we do know that we are ready for it. We are looking forward to a great year despite the turbulent times we are living through."







English

English is how we communicate. We all speak, read and write it every day, whatever our job. Good written and spoken English is one of the top skills employers in every industry look for.

JOB OF THE FUTURE

UX and human-machine interaction designers

Every machine needs an interface. Working out the best way for people to communicate with and operate new technology is a specialist job. These professionals work with people as well as new technology to test ideas. Listening to and collecting feedback from end users and then explaining the changes that need to be made to designers is all part of the process.

EXAMPLE CAREER PATH

Advertising, marketing & public relations › PR and communications officer

Salary: £18,000 – £90,000

Career: PR is all about making businesses and people look and sound good. Students manage and maintain the reputation of their clients. Communication skills are essential for sharing and tailoring key messages to specific audiences. PR officers keep an eye on what's being said in the media and on social media and come up with appropriate responses.

EDUCATION

At 14: GCSE Choose English/English literature and English language
At 16: A-level / equivalent Choose English literature or English language A-level (or both)
At 18: Degrees in marketing, communication and media studies, English, politics and social sciences are some of the best options to get into PR. Students can also find an apprenticeship as as a PR and communications assistant.

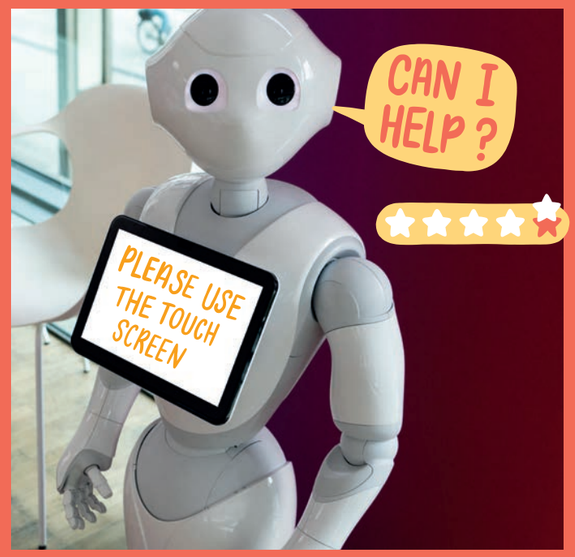
OTHER SCHOOL SUBJECTS TO CONSIDER

Media studies, languages

EMPLOYERS

PR & marketing › Weber Shandwick, Octopus Group, Citizen Relations

Public sector & government › Universities, government departments, Police Federation of England and Wales



5 skills English will give your child

1. **Communication**
2. **Creativity**
3. **Critical thinking**
4. **Textual analysis**
5. **Essay writing**



Jobs directly linked to English:

- Social media manager

Common career paths for English students:

- Primary school teacher
- Broadcast production assistant

Career paths you might not have thought of:

- Paralegal
- Speech and language therapist (SLT)

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Geography

Geography dictates where we build our homes and how we protect them from things like flooding and earthquakes. It can be used to predict the spread of diseases. It's how we find natural resources and energy sources.

JOB OF THE FUTURE

Aerial or underwater robot operator

There's exciting new technology for carrying out surveys, including remote-operated aerial drones, which can be used to assess disaster zones. Remote-operated underwater vehicles can be sent to survey the deepest parts of the ocean and help us learn more about this fascinating environment.

EXAMPLE CAREER PATH

Science & research › Climate scientist

Salary: £27,000 – £55,0000

Career: Climate scientists study the Earth's climate over time and look at what influences changes in its climate. They consider how these changes will affect us in the future, using data collecting and analysis skills from geography. They also look for solutions to potential problems.

EDUCATION

At 14: GCSE Choose GCSE geography
At 16: A-level / equivalent Choose A-level geography (or equivalent)
At 18: Choose a degree in geography, environmental science or meteorology and climate science.

OTHER SCHOOL SUBJECTS TO CONSIDER

Maths, physics

EMPLOYERS

Research › Environmental Change Institute, Tyndall Centre for Climate Change Research, Climatic Research Unit
Public sector & government › Organisation for Economic Co-operation and Development (OECD), Committee on Climate Change



5 skills geography will give your child

1. Data analysis
2. Critical thinking
3. IT
4. Research
5. Teamwork



Jobs directly linked to geography:

- Environmental consultant

Common career paths for geography students:

- Cartographer
- Market researcher

Career paths you might not have thought of:

- International aid/development worker
- Tourism officer

History

Historians carry out research using lots of different sources. Piecing information together to create a complete picture of an event, society or era requires analytical, creative and critical thinking skills.

JOB OF THE FUTURE

Futurist

A futurist works in the field of futurology. It's becoming more difficult to predict what's going to happen and governments are looking for people who can provide reassurance on the best way to move forward. History students' critical thinking skills prepare them well for this role. They will communicate how the world is changing to the general public and explain how this might affect the global population.

EXAMPLE CAREER PATH

Education & teaching › Museum education officer

Salary: £17,000 – £40,000

Career: This job ensures the collections in a museum are educational. Museum education officers look for ways to make the exhibits engaging for visitors of all ages, and run events to encourage people to visit. Historical knowledge is crucial. They also use communication and presentation skills.

EDUCATION

At 14: GCSE Choose GCSE history
At 16: A-level / equivalent Choose A-level history (or equivalent)
At 18: Choose a degree in an area such as history, cultural studies, community education or archive and museum studies.

OTHER SCHOOL SUBJECTS TO CONSIDER

English literature, art and design

EMPLOYERS

Charity & not-for-profit › National Maritime Museum, People's History Museum in Manchester, National Museum Wales

Education › University museums and galleries



5 skills history will give your child

1. **Critical thinking**
2. **Time management**
3. **Communication**
4. **Research**
5. **Debating**



Jobs directly linked to history:

- Archaeologist

Common career paths for historians:

- Secondary school teacher
- Conservator/conservation officer

Career paths you might not have thought of:

- Broadcast journalist
- Human resources officer

Languages

Languages are how we communicate but they are also part of our cultural identity. Speaking a foreign language is particularly useful in areas such as journalism, politics and international business.

JOB OF THE FUTURE

Translation app developer

The need to communicate across borders is growing. Linguists can use their language knowledge and skills to develop translation apps. They can also help programmers think about user experience and cultural differences when creating apps to help support global communication.

EXAMPLE CAREER PATH

Various industries › Simultaneous interpreter

Salary: Variable

Career: A simultaneous interpreter immediately translates what's being said in one language into another language. Usually, listeners will hear the interpretation through an earpiece while the speaker is still talking. Having excellent language skills is essential for this job.

EDUCATION

At 14: GCSE Choose a GCSE in modern languages
At 16: A-level / equivalent Choose an A-level in modern languages (or equivalent)
At 18: Choose a degree in modern languages that specialises in interpreting.

OTHER SCHOOL SUBJECTS TO CONSIDER

English language, English literature, business

EMPLOYERS

Politics › European Union, United Nations

Police, security & emergency services › police forces, prison service



5 skills economics will give your child

1. **Communication**
2. **Critical thinking**
3. **Independence**
4. **Problem solving**
5. **Adaptability**



Jobs directly linked to languages:

- Secondary school teacher

Common career paths for linguists:

- International aid/development worker
- Sales executive/representative

Career paths you might not have thought of:

- Diplomatic service officer
- Investment analyst

Maths

Mathematicians can be found in organisations of all kinds and sizes. Accountants and financial managers are some obvious options – but maths students can even pursue a more creative profession, such as a game designer or architect.

JOB OF THE FUTURE

Blockchain specialists

Blockchain is a system that works with cryptocurrencies, which are a form of digital money. Bitcoin is the best-known cryptocurrency, but there are many others. With more businesses and individuals starting to use cryptocurrencies, there's a need for people with mathematical and computing skills who can make this new financial system run smoothly.

EXAMPLE CAREER PATH

Banking & finance/Insurance & pensions › Actuary

Salary: £29,000 – £200,000

Career: Actuaries are problem solvers and strategic thinkers who use their skills to help measure the probability and risk of future events. Actuaries make sure governments, businesses and organisations can look to the future, analyse risk and take the steps they need to succeed in a fast-changing world.

EDUCATION

At 14: GCSE Choose maths
At 16: A-level / equivalent Choose maths A-level
At 18: Choose a specialist degree in actuarial science, or a more general degree in maths or statistics. A 2:1 or above is required. An alternative is an apprenticeship as an actuary.

OTHER SCHOOL SUBJECTS TO CONSIDER

Economics, engineering, science, computing

EMPLOYERS

Banking & finance and insurance & pensions › Deloitte, PwC, Aon, Aviva

Public sector & government › Government Actuary's Department

Consultancy › APR, KPMG, Willis Towers Watson



5 skills maths will give your child

1. Problem solving
2. Numeracy
3. Data analysis
4. Presentation
5. Statistical sampling



Jobs directly linked to maths:

- Tax advisor

Common career paths for mathematicians:

- Forensic computer analyst
- Quantity surveyor

Career paths you might not have thought of:

- Meteorologist
- Acoustics consultant

Interview

NAME: Mahmoda
EMPLOYER: PwC
JOB TITLE: Audit Senior Associate
DEGREE SUBJECT: ACA Exam Qualification (Higher Apprenticeships Scheme)



What does your role involve?

I look at financial data and perform testing to assess whether the financial information for a company or client is true and fair.

What do you do on a day-to-day basis?

My day is very varied – I'm regularly involved in meetings with the internal teams and clients. I work on a lot of audits for our Pensions team – these include a lot of different parties, therefore project and stakeholder management are very important. I also spend time coaching some of the more junior members of the team.

What subjects did you study at school?

Maths, further maths and biology at A-level.

Why did you choose to do an apprenticeship?

I saw an opportunity to enter my desired field without needing a degree which appealed to me.

Do you have any tips on staying organised, time-management and working in a team?

Set reasonable expectations – people will be mindful that you're new to working life so don't worry about taking time to learn new skills. Don't over promise – as long as you manage expectations, people will understand that you're working and studying at the same time.

What are the two most important transferable skill you use in your role?

Project management, in terms of juggling multiple commitments at the same time, including colleagues and the client stakeholders.

What advice do you have for someone who wants to do your role?

Learn more about the role and what interests you the most. Audit work can be challenging at times, however the skills learnt from working in an organisation like PwC are very beneficial in both my professional and personal life.

In your view, what is the best support parents and carers can give to young people as they prepare for their career?

Explore where their interests lie and ensure they understand that this may change over time. It's fine to change career paths in the future using your transferable skills.

What is the best form of support you got from your parents?

My parents spoke to me as an adult about to start my career. That support helped me to feel confident to talk to them about anything and any fears or concerns I may be feeling which in turn helped me feel less daunted during the first few months.

What would you like your parents to have done differently?

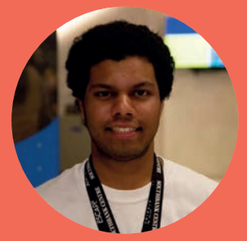
To have taken more time to understand the route I've chosen and explore school and college leaver opportunities as viable alternatives to university.

> **"Explore school and college leaver opportunities as viable alternatives to university."**

pwc

Interview
Interview
Interview
Interview

NAME: Craig
UNIVERSITY: Pearson College London
DEGREE SUBJECT: Business Management



What subjects did you study at school?

Business, history, geography, philosophy and ethics.

Why did you choose this course?

I chose to do the business management course without specialisms for the flexibility to choose modules I was interested in. I didn't want to be confined to choosing modules related to just marketing, law, finance etc.

What did you find challenging?

I didn't have much experience with presenting and found this challenging at first, but during my course I developed this skill and also got the opportunity to present during various industry days.

What did you do after university?

Immediately after graduating, I got a short-term job role as a supervisor in the Pearson Marking Centre and had already secured a role on a fixed-term contract within the Teaching Support Department for Pearson Qualification Services. However, I am now working in the School Liaison Team at Pearson College London.

What's your advice for someone wanting to study the same course?

I would say to try and learn things that you don't normally explore. When people choose their modules at university, they often choose ones they know about, believing that they will enjoy it more and perform better. I say to try and learn an area that you wouldn't otherwise think...

...about and also go out and try and practise the skills you have learnt. Also, speak to people who work in that area as it will definitely allow your creativity to flow.

In your view, what is the best support parents and carers can give to young people as they prepare for their career?

The best support a parent can give to their child is to encourage them to be open to new challenges instead of setting themselves on one career path.

What is the best piece of advice you got from your parents?

The best piece of advice from my parents was "don't be too disheartened if you don't get the grades you want". Whilst many parents/carers will want their children to get the best grades possible, it's important to let them try their best and not push them too much. The more pressure on you, the more demotivated you'll feel if you don't achieve the grades you wanted.

What would you like your parents/carers to have done differently?

My advice for parents and carers is to help your child research an institution. This could be by looking at courses, attending an open day or phoning up universities. Support them – but remember it's your child who will be studying there, so they need to make the final decision.

> **"Don't be too disheartened if you don't get the grades you want."**

PEARSON BUSINESS SCHOOL

Music

Many musicians go on to an artistic career, but the study of music also nurtures numeracy, logic, analysis and problem solving, social and historic understanding and the ability to master advanced technical skills.

JOB OF THE FUTURE

Video game composer

As the universes and plotlines of video games become richer and more vivid, their soundtracks are increasingly taking on the character of film scores and the great orchestral works of the past. Composers use their vast creativity and imagination, as well as their technical ability, to craft memorable and well-matched musical scores to complement the worlds evoked in video games.

EXAMPLE CAREER PATH

Performing arts › Music journalist
Salary: £16,000 – £40,000
Career: Music journalists report on music news, interview musicians and review albums and concerts. They cover genres from rock, hip hop and metal to baroque, folk and world. Music journalists combine research, communication, writing and creativity skills with knowledge of the music industry. It's important to be aware that music journalism is extremely difficult to break into, and very hard to make a living from. There now are a very limited number of music magazines; most publishers are online.

EDUCATION

At 14: GCSE Choose music GCSE
At 16: A-level / equivalent Choose music A-level
At 18: Music or any degree / journalism apprenticeship

OTHER SCHOOL SUBJECTS TO CONSIDER

English

EMPLOYERS

Publishing and online media › Vice, Pitchfork, NME, Q Magazine
Self-employment



5 skills music will give your child

1. Creativity and imagination
2. Composition
3. Technical skills
4. Teamwork
5. Critical thinking



Jobs directly linked to music:

- Music therapist

Common career paths for musicians:

- Musician
- Sound engineer

Career paths you might not have thought of:

- Software engineer
- Jingle writer

PE

PE focuses on fitness, movement and skills development. But it also explores the science behind playing sport. It teaches us how our bodies work when we exercise.

JOB OF THE FUTURE

Health data analyst
With more and more data being collected about patients, it's essential to have people who can interpret this. Perhaps surprisingly, students learn data analysis skills when they study PE. This helps students interpret the information that's collected and allows them to make inferences from it.

EXAMPLE CAREER PATH

Sport & fitness › Personal trainer (PT)
Salary: £14,000 – £22,000
Career: PTs help people to achieve their exercise goals and become fitter and healthier. Their knowledge of how the body responds to exercise will be useful here. They also need excellent communication skills to interact with clients and explain training regimes.

EDUCATION

At 14: GCSE Choose GCSE PE
At 16: A-level / equivalent Choose A-level PE (or equivalent), or take the BTEC National in sport
At 18: Choose a degree in sports science, personal training or health, fitness and exercise science. Or apply for an apprenticeship as a personal trainer.

OTHER SCHOOL SUBJECTS TO CONSIDER

Biology, maths

EMPLOYERS

Fitness centres › Fitness First, PureGym, Anytime Fitness
Self-employed › Many personal trainers work on a freelance basis



5 skills PE will give your child

1. Communication
2. Leadership
3. Teamwork
4. Strategic thinking
5. Time management



Jobs directly linked to PE:

- Sports development officer

Common career paths for PE students:

- Sports therapist
- Fitness/leisure centre manager

Career paths you might not have thought of:

- Outdoor activities/education manager
- Physiotherapist

Physics

Physicists study matter and energy, fundamental to every scientific discipline. Physics is also useful for jobs in engineering, computing, construction and many other industries.

JOB OF THE FUTURE

Satellite developer
The UK's space sector is one of the fastest-growing areas of our economy. We rely on satellites for everything from our mobile phone networks to data about climate change. Knowledge of physics principles is essential to developing working satellites. Physicists use practical skills to test their ideas and communication skills to explain their findings to colleagues, partners and clients.

EXAMPLE CAREER PATH

Science & research › Nanotechnologist
Salary: £25,000 – £60,000
Career: Nanotechnologists work with nanoscale particles and interactions to design and build devices. They conduct experiments and analyse the findings to see how they can be applied in a practical way. Knowledge of physics, as well as analytical thinking skills, are crucial in this job.

EDUCATION

At 14: GCSE Choose GCSE physics or combined science
At 16: A-level / equivalent Choose A-level physics
At 18: Apply for a degree in physics, biology, chemistry, engineering or another related subject. Consider a Master's or PhD to progress further.

OTHER SCHOOL SUBJECTS TO CONSIDER

Chemistry, biology, maths, computer science

EMPLOYERS

Research › University of Cambridge, Newcastle University
Public sector › Dstl, GO-Science



5 skills physics will give your child

1. Problem solving
2. Data analysis
3. Research
4. Critical thinking
5. Communication skills



Jobs directly linked to physics:

- Geophysicist

Common career paths for physics students:

- Software engineer
- Operational researcher

Career paths you might not have thought of:

- Patent attorney
- Radiographer

WHY YOU SHOULD ENCOURAGE

your daughters to choose engineering and technology



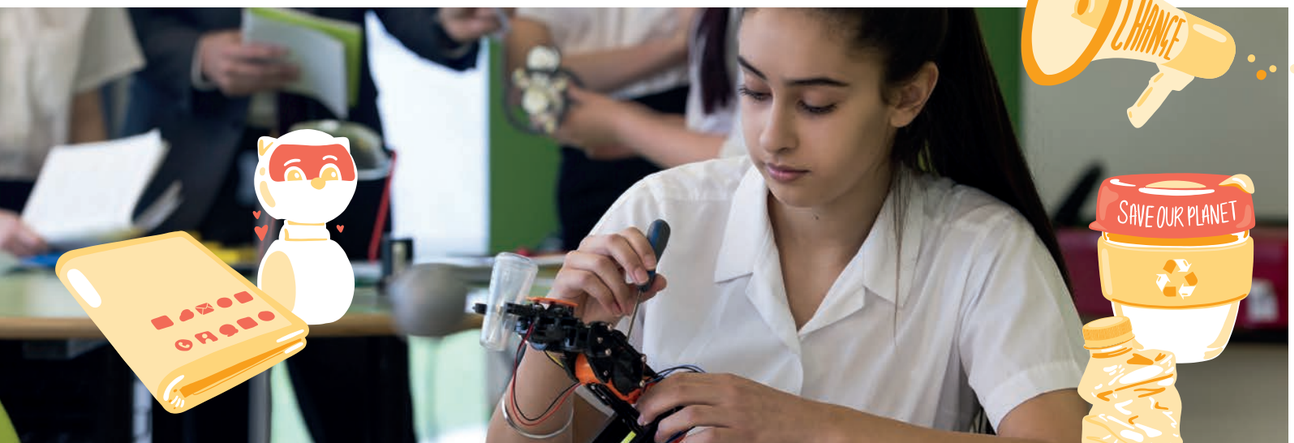
Dawn Bonfield MBE is Royal Academy of Engineering visiting professor of inclusive engineering at Aston University and director of engineering equality, diversity and inclusion at Aston University. She is founder and director of Towards Vision, a company which aims to improve diversity and inclusion in engineering, and the former president and chief executive of the Women's Engineering Society.

"Parents have a formidable task when it comes to helping their children choose careers, with implicit and explicit messages steering these fragile but crucial choices in certain directions. For many parents this involves steering their daughters away from a career in engineering and technology.

I saw it myself last year on a tube train in London. The ubiquitous announcement came over the tannoy, saying something like "there will be no access to Victoria station due to engineering works". This was followed by a question posed by a young girl to her mother: "Mum, what's engineering?" Her mother replied: "Oh, it's fixing the escalators", accompanied by an off-hand gesture. There it was – the point in time when this little girl decided that engineering is probably not the career for her. We often do it without knowing, but equally we do it because we don't want our daughters to go into a dirty, male-dominated industry where they will be the odd ones out. Or that's how we sometimes see it.

But engineering and technology is so different to the dirty, hard-hat image these days. These maintenance engineering roles are as real and as vital as ever. However, they represent only a small part of a vast field that encompasses so many other forms of engineering and technology. These days, the majority of these are done from behind a desk.

In fact, I wouldn't start with trying to define engineering and technology at all – I would skip that entirely and look at the world we live in. Our children are much more likely to care about issues such as climate change, plastic pollution in the oceans, the ethics of artificial intelligence and machine learning, inequality, famine and poverty than we did at their age. The solutions to these challenges will be found by our children – and the way that these complex problems will be solved will be through multi-disciplinary teams working with the best, most diverse and most creative thinkers.



These are engineers, scientists and technologists, as well as anthropologists, data scientists, sociologists and behavioural scientists – a whole range of skilled professionals working together with a range of diverse skills. Engineering and technology are a means to an end. That end is a world where we have less pollution, less inequality, less climate change, clean energy and happier, healthier lives.

It's true that the engineering and technology industries are still largely male dominated – and this is exactly why we need our daughters to be involved. The future is for everybody. We all need to have a say in what it looks like, how it feels, what is important. We need these diverse voices and brains adding their perspective to the discussion.

We can't continue to hope that only half the population will represent the needs and views of the other half. Whilst in the UK we have a much more equitable society than many, this is certainly not true in other parts of the world where women are still suffering huge inequality due to lack of access to finance, independence, information and opportunities. Women are needed in engineering and technology because they are women – as well, of course, as the fact that they make fabulous engineers and technologists!

So if, as a parent, you catch yourself wondering whether engineering or technology is the right career for your daughter, remember that the future world needs the input of our daughters, just as much as our sons, to create a society in which we all live equally."



Psychology

Psychology is the study of human behaviour. It explores the causes of human behaviour in biological, behavioural, social and cognitive terms, helping us make sense of how we perceive the world and why we behave the way we do.

JOB OF THE FUTURE

Human-machine interaction designer

As we use machines for more and more tasks, people will need to interact with them more often. Understanding how people like to interact with machines will be crucial when designing new interfaces. The technology needs to be accessible and easy to use, in order to encourage people to adopt it.

EXAMPLE CAREER PATH

Education & teaching › Educational psychologist

Salary: £22,955 – £66,276

Career: At the core of this job is helping children and young people improve their learning. They work with young people who are experiencing a range of difficulties to improve their wellbeing. They also need a strong knowledge of psychological theory, and excellent communication skills.

EDUCATION

At 14: GCSE Choose GCSE psychology
At 16: A-level / equivalent Choose A-level psychology (or equivalent), or the BTEC in applied psychology
At 18: Choose a degree in psychology. Make sure it's a Graduate Basis for Chartered Membership (GBC) qualifying course.

OTHER SCHOOL SUBJECTS TO CONSIDER

English language, maths

EMPLOYERS

Public sector › local authority children's services, NHS

Charities & not-for-profit › Barnardos, the National Autistic Society



5 skills psychology will give your child

1. Teamwork
2. Reasoning
3. Critical thinking
4. Research
5. Data analysis



Jobs directly linked to psychology:

- Sport and exercise psychologist

Common career paths for psychology students:

- Counsellor
- Youth worker

Career paths you might not have thought of:

- Mediator
- UX researcher

Sociology

Sociology is the study of society, how it affects people's behaviours and how they experience everyday life within it. It is a wide-ranging subject, combining elements of the humanities with aspects of science, equipping students with skills useful in lots of very different career paths.

JOB OF THE FUTURE

Climate change and sustainability researcher

As societies are forced to adapt quickly to the threats from climate change, someone is going to need to plan our way through the big social upheavals that will ensue, and help people adapt to very different ways of living. Climate change and sustainability researchers will think about what the radically different societies of the future will look like and how we get from here to there as smoothly as possible. They will carry out quantitative and qualitative research through interviews, surveys and data analysis.

EXAMPLE CAREER PATH

Science & research › Social researcher

Salary: £20,000 – £70,000

Career: Social researchers are professional social scientists who plan, conduct and report on research studies, usually on commission from the government, a political party, a policy institute, charity or NGO. They use advanced research skills and work independently or with other researchers.

EDUCATION

At 14: GCSE Choose sociology GCSE if available
At 16: A-level / equivalent Choose sociology A-level
At 18: Apply for a degree such as economics, maths, policy, or sociology. Employers prefer degrees with a strong research or analytical element.

OTHER SCHOOL SUBJECTS TO CONSIDER

Maths, economics

EMPLOYERS

Public sector & government › Local government, Civil Service, NHS

Science & research › University, think tank



5 skills sociology will give your child

1. Research
2. Communication
3. Analysis
4. Teamwork
5. Cross-cultural understanding



Jobs directly linked to sociology:

- Advocacy officer

Common career paths for sociology students:

- Probation officer
- Housing officer

Career paths you might not have thought of:

- Radiographer
- Data analyst

WORK EXPERIENCE

The skills and experience students pick up during work experience give your child an edge when it comes to applying for jobs, showing employers they have practical expertise related to the role they're applying for.

They will gain a host of transferable skills they can apply across a range of professional fields as well as technical skills which are specifically relevant to the role.

The Covid-19 pandemic means that some employers are replacing in-person work experience with virtual placements, and we cover this as well.



What are the main benefits?

Gain knowledge and practical skills

Having relevant qualifications is only half of the equation. Applicants with the knowledge and practical skills to fulfil their role have an advantage over those who only know the theory.

Provides a taste of the industry

Work experience students are not committing themselves to working for an employer long term, giving them an opportunity to see whether they like a particular industry or job.

Meet influential people

Work experience gives students the opportunity to build up a network of contacts who may be able to help them secure a job in the near future.

Potentially get an offer of work

In some cases, the placement will also lead to a job offer – if there's a position available with that company.

How to make the most of work experience

During short work placements, it's important that your child seizes any opportunities that come their way. They should be prepared to get stuck into anything and proactively seek out opportunities to develop their skills and gain new ones. Together, research the organisation they'll be working for so they know what to expect and can focus on areas of interest or importance to them.

Encourage your child to get to know their team as this network could make it easier to find job opportunities, internships or apprenticeships in future. Encourage them to ask for feedback on their work so they can continually improve.



Virtual work experience

Covid-19 means that it may not be possible for your child to attend in-person work experience this year. Many employers are launching virtual work experience as an alternative.

Research shows that increasing numbers of workers – especially younger people – want to spend more time working from home than before the lockdown. Employers too recognise that home-working will become more commonplace in the future.

So what is virtual work experience like? CapGemini's scheme is more task-orientated than traditional programmes. Students check in with their manager at the beginning of the day and work on projects with other students before coming together again in the afternoon. During the placement, students compile a portfolio of work to show prospective employers.



BAE Systems say that their virtual work experience programme opens up opportunities which would previously have been off limits to students because of security considerations at their sites. It also means that all of their locations are now accessible to students across the country. They will also loan portable devices to students without internet access so that they can connect from public places.



How to find a placement

To find a work experience placement, your child should:

1. Follow their passions

Whatever it is that gets your child out of bed on Saturday mornings, this could be the very thing that they'd love to do on a work experience placement. If they're a music fan, maybe their perfect work experience placement would be in a music shop? If they're an animal lover, they could contact a local farm, zoo or stables for opportunities.

2. Know where to find out about work experience opportunities

Start your search by looking for companies in your local area that do the kind of work your child would like to try. A general Google search should give you enough information to get them started. Your child should also proactively approach employers who don't advertise placements in case they can be accommodated. Your child's careers advisors may also have a list of contacts of relevant local employers which they can provide.

3. Apply to work experience programmes

Look out for companies that run formal work experience programmes. A lot of the larger companies in the UK offer structured work experience placements to school students. Most of these placements require applicants to complete an application form, so work with your child on this and check their application for spelling or grammar issues.

4. Focus on popular industries for work experience

Look at some of the most common industries for school students to do work experience in. These include:

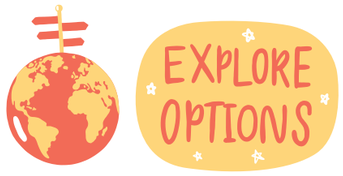
- Professional and financial services
- Teaching
- Marketing and public relations (PR)
- Media
- Fashion
- Art and design



GAP YEARS

What's a gap year all about?

Gap years are often associated with travelling, but there's so much more your child can do. Gaining work experience can be really valuable. Students can do this by volunteering on projects overseas, or finding internships and paid jobs closer to home. If your child isn't sure whether to go on to university or go straight into work after school, a gap year can be a good chance for them to explore their options.



Why should your child consider taking a gap year?

A gap year isn't just a chance to take some time off and explore the globe. It can be an important opportunity to gain work experience, whether that's as a volunteer working on projects abroad or finding internships and paid jobs at home. Your child may not be sure whether to go on to university or go straight into work after school, so a gap year can be a good chance for them to explore their options.



Who can help your child plan their gap year?

There are a range of gap year providers which offer organised travel, work and volunteering programmes, as well as useful planning tools. Frontier, Real Gap and Gap Year Association are just some of the sites to look at. We've also got loads of helpful guidance in the **Gap year** section of Success at School, covering everything from what your child should take with them to how they can plan their travels.



How long does a gap year last?

Gap year work and study programmes can last anywhere from 2 weeks to 12 months, so your child can choose a period of time to suit them. If they want to take a break between school and university, they'll need to wait until the following September to join the next intake of students. However, they may be able to enrol in a summer school before their course starts.

Your child can find out about these direct from your local university or the university they're heading to. If they're going into work or training your child can probably be more flexible, but make sure they confirm their start date before they head off anywhere!



So what can your child do on their gap year?

It's key that they use their time well and make a plan to give the year structure. Travelling is a popular choice, but there are lots of other options. Gap Year Association is a good website to explore to find out what's on offer. Some even allow students to travel and gain valuable experience: win-win!

It's also worth bearing in mind that there are plenty of green options that don't involve flying – an Interrail pass is a cost-effective way for a young person to travel all over Europe.

Volunteering

Volunteering opportunities come in all shapes and sizes. If your child is looking for voluntary work in the UK, websites like Do-it and the National Council for Voluntary Organisations are good places to start the search. Your child can find opportunities where they can use the skills they've developed by studying English to make a difference.

There are also plenty of volunteering opportunities overseas. Gap year providers like Real Gap, Travellers Abroad and Frontier are good places to look at what's available. Whatever voluntary work your child is doing, it's also a good idea to set up a personal blog. It's simple to create a blog using the likes of WordPress, Wix, Tumblr or Blogger. This way your child can showcase their written communication skills.

Paid work

There are lots of places your child can find paid work during a gap year. If they want to travel, teaching English as a foreign language is a great option. To get paid for this, they'll need to take a short TEFL qualification first. If they don't want to teach, they should take a look at the overseas internships available through Go Overseas. They'll find jobs in areas such as marketing, communications, journalism, digital media and public relations. This will allow them to travel to and work in countries including Australia, South Africa and Spain.

If your child would rather have an internship or summer job in the UK, they should sign up to a website like StudentJob. For students and graduates at UK universities, websites like e4s and RateMyPlacement are also useful. Many top companies advertise paid placements, internships and graduate schemes on these platforms.

Study

Travelling and studying is also an option. Forum Nexus is one provider that offers a summer programme of studying and travelling. Students can visit various European cities on its Ultimate Summer in Europe programme and study at top universities along the way. There are financial aid and scholarship options too.

Go Overseas also lists various study abroad opportunities, with courses in everything from journalism to marketing on offer. In the UK, the Sutton Trust runs summer schools in various subjects through 13 UK universities. They're designed for students who are aged 17 or 18, and are free, provided they meet the eligibility criteria.



HOW TO FUTURE-PROOF YOUR CHILD'S CAREER

We've entered the Fourth Industrial Revolution, which according to the World Economic Forum means "both huge promise and potential peril". Automation and artificial intelligence (AI) will lead to the disappearance of some jobs while creating many more in the tech sphere.

Bus drivers, builders and even accountants could be replaced by computers and robots, while new roles such as AI engineer, human-machine interaction designer and process automation specialist will all emerge. Whatever implications changing technology has for the world of work, most experts agree that this new revolution shows all the signs of being even more dramatic than the first three.

Humanity also faces the unprecedented challenge of the climate and ecological emergency. Although this presents a huge threat, it will also create all sorts of jobs across every area of society. Fields to look out for include renewables and energy, housing, agriculture, health and transport. Our response to climate change will also create jobs across the Civil Service and local government.







REMEMBER THAT RECESSIONS END

Institute of Student Employers ise.

The Institute of Student Employers (ISE) is an independent, not-for-profit member organisation. As the UK's leading independent voice for student employers, their vision is that the success of every business is maximised by full access to student talent. They achieve this by bringing together employers, the education sector and supplier partners, providing leadership and support in all aspects of student recruitment and development. Visit their website at www.ise.org.uk

"With dire economic forecasts and large-scale redundancies dominating the headlines, as a parent you are right to be concerned about how the coronavirus crisis could affect the career choices facing your children.

2020 has seen a reduction in the number of graduate and apprentice-level jobs. Some industries have been hit very hard, particularly non-food retail, construction and travel sectors. But whilst many employers have cut back, others are recruiting, often using new online tools. Visit the government's own Find An Apprenticeship website or any student jobs board and you will see employers advertising jobs.

Student employers who invest in development programmes are thinking about their long-term talent needs. Yes, businesses may be facing a tough time at the moment, but the economy will recover and many have learnt from previous recessions that cutting back on recruitment too severely in a downturn means they won't have enough trained people to take advantage of the upturn when it comes.

This is why many ISE members have switched to video interviews and virtual assessment centres so they can continue to hire people throughout the current crisis. All students should get themselves familiar with online recruitment methods – employers tell us much that has become virtual will likely become the new normal.

Coronavirus may have changed how and where people work, particularly when it comes to technology used, but will the skills employers seek also change? Maybe. But predicting future job roles is notoriously difficult and organisations remain pretty consistent in the core skills they look for, particularly when recruiting students.

More than ever before, employers need people who can solve problems and get stuff done. Whether in an office or on a Zoom call, they need people who can work constructively with others to ensure projects are delivered on time and to budget. And as this pandemic has made very clear, organisations whose people are equipped with the flexibility and resilience to deal with change are those that will survive and thrive.

Difficult though this crisis has been for many organisations and the people who work in them, evidence from previous economic downturns shows us that the student jobs market always bounces back. Recessions end and it's the students who develop the core skills and attributes that employers seek who will always be in high demand."



DIVERSITY AND INCLUSION IN THE WORKPLACE:

A personal perspective



Mitesh is the founder and chief executive of Success at School.

"I was born in the UK but grew up in an Indian household (my mum grew up in India and my Dad in Uganda). I also grew up a vegetarian. When I was at school a lot of my friends would ask me if being vegetarian was boring and if I only ate vegetables. Growing up, I never thought any of the food I ate was boring: Indian cuisine makes vegetables interesting! The reason they used to ask this question is because they could only envisage vegetables being boiled. Add a few spices and you can turn one vegetable into three different meals.

Why employers benefit from diversity

It's the same at work – it's just a recipe where the ingredients are the people in the organisation. If it's the same mix of people in an organisation then the recipe doesn't change and neither does the outcome. Change the recipe, bring in people of different backgrounds and with different characteristics and they will create something new because their background has taught them to think differently. This perspective helps businesses to succeed and organisations to serve the needs of our ever-evolving society.

Diversity and inclusion is something most organisations strive to achieve. It was already on the map and the recent Black Lives Matter demonstrations as well as other developments, such as the #MeToo movement, have brought it into the public eye. Of course, diversity and inclusion extends beyond race, ethnicity and gender to encompass sexual orientation, gender identity, social class and disability.

Most organisations want their workforce to represent the society they work in. People that have different backgrounds, upbringing and outlook bring different perspectives to the workplace. Organisations' customers want this too, whether they be other organisations or the general public.

McKinsey & Co found that firms in the top quartile for gender diversity are 21 per cent more likely to enjoy above-average profitability than companies in the bottom quartile.



Why does this matter to parents?

If you want to give your child the best chance to succeed, encourage them to work with a diverse range of people. This is the way they will learn the most. Look at what the industry, organisation and department your child wants to work in are doing to promote and enhance diversity and inclusion.

Ask questions like:

- What is the male to female ratio?
- What is the ethnic mix?
- What percentage of industry, employer and department attended private school?
- What are they actively doing to make the workplace a more diverse and inclusive place? Are they succeeding?

I'm proud of my ethnic background and I've never let it discourage me from trying to achieve my best. Encourage your children to try and make it into organisations where the odds are seemingly stacked against them. This is a major way in which you can help fix the structural inequalities within our society and create a fairer future for your children."





YOUNG PEOPLE AND MENTAL HEALTH

Bright Futures UK is a charity supporting children and young people whose education has been interrupted by serious illness, ensuring that they get the support they need to fulfil their potential.

"Mental health is like physical health: it's something everyone has. As physical health affects the body, mental health affects the mind. So, just like we can get physical illnesses – illnesses affecting our body – we can also get mental illness – illnesses affecting our minds.

How has Covid-19 affected young people's mental health?

Mental illness affects our behaviour, mood and the way we think or interact with others. 1 in 4 people and 1 in 10 children will experience a mental health problem each year.

Covid-19 has made young people more susceptible to mental illness – exacerbating old conditions or creating new ones. With so many young people stuck at home, isolated from their friends, having no real break from their parents and worrying about school and the future, it's important to take steps to support them and reduce the likelihood of mental illness.

How can parents help look after their child's mental health?

Just like physical health, the best rule of thumb with mental health is to look after it to prevent illness, rather than simply reacting to it when times get tough.

Physical and mental health go hand-in-hand. Getting a good night's sleep, eating well and exercising regularly are essential for keeping your child feeling well and balanced.

Ensure they stay connected. It's important that, even during Covid, young people are given the space and time to stay connected with friends – whether that's online or in person.

Ask and listen. Have regular, relaxed conversations with your child about how they're feeling. Mental health mustn't be the elephant in the room.

Look after your own mental health. Children recognise and internalise the stresses and anxieties of others. Being able to look after yourself and your own mental health is key to supporting theirs.

What are the tell-tale signs?

Mental illness can be difficult for parents to spot, but there are some key things to look out for.

Distancing from friends or family: playground fall-outs are normal, but avoiding all social interactions isn't.

Changes in behaviour: Mood swings are common in young people but changes in behaviour are not. Your child may be acting up because they are struggling to process something which could cause them stress, anger, or confusion. Look out for persistent sadness or anger, out-of-character displays of irritability or outbursts.

Difficulty sleeping or changes in appetite: Sleepless nights can be a sign of an existing problem or can make your child more susceptible to one: getting a good night's sleep is key to our emotional and mental resilience. Look out for changes in your child's appetite: eating lots more, lots less, or becoming much fussier are all causes for concern. Don't make the mistake of thinking this only applies to girls – no mental illness is gender-specific.

It should go without saying, but if your child is threatening to hurt themselves or others, or talking about death or suicide, talk to them and consider seeking professional help.

How to respond

Regularly ask "How are you doing? How can I help you?" This is the first question Bright Futures UK asks every young person or child we work with and you'd be surprised how many have never heard it before. One young person we recently began working with was so grateful to be asked that we had to pause the session for 10 minutes. She'd never been asked what she wanted in terms of help – she'd just been given it.

Make it clear that you care. Parents often assume that their care for their child is implicit: but children don't work that way. They often worry that they're burdening their parents or imposing their own problems onto others. Asking questions and opening up about your own experiences will help a young person feel more comfortable sharing their own.

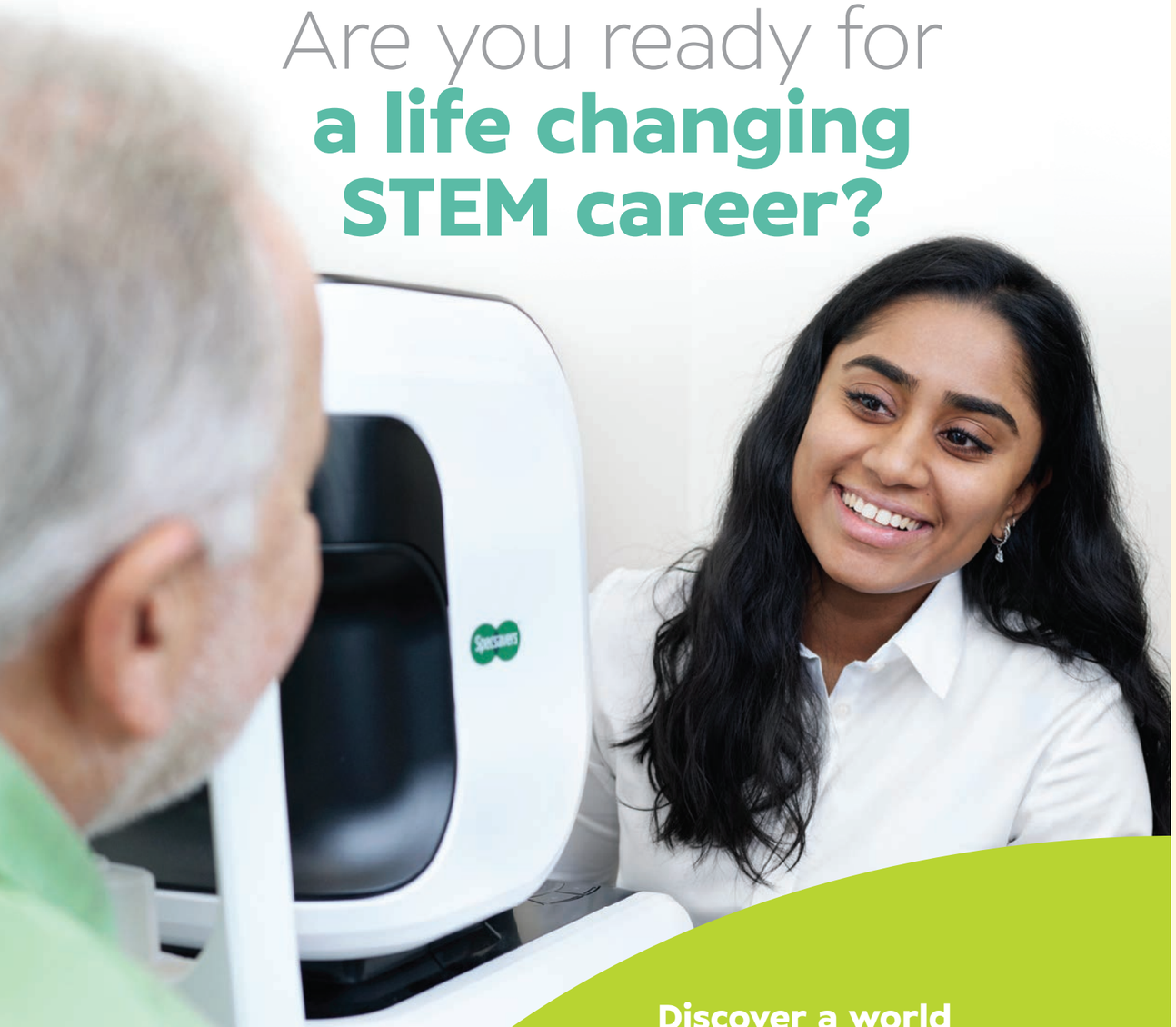
Get professional help. If you're worried about your child's mental health, speak to your GP and/or their school. Our experience is that it's always better to seek help early. If there isn't a problem, it will be helpful for you to hear that – but if there is one, early intervention is key. Most support for children and young people's mental health is provided free by the NHS, and there are some amazing charities – like our own, MIND and YoungMinds – to support your child and your family."





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YOUR ACTION PLAN

Use what you have learnt from the different sections in this guide to work with your child on the following tasks.

NAME	

1. CHOOSING A CAREER (Page 5)

Follow the steps in this section and record 3 careers you are interested in pursuing.

1.	2.	3.

2. PATHWAYS INTO WORK (Page 8)

For each of the 3 careers your child selected in task 1 above, research the different pathways (university, apprenticeship, vocational) into these jobs and record them below.

ROLE	UNIVERSITY	APPRENTICESHIP	VOCATIONAL

3. EMPLOYABILITY SKILLS (Page 18)

Research and record 3 key skills your child would like to improve and how they intend to work on them.

SKILL 1	SKILL 2	SKILL 3

4. WORK EXPERIENCE (Page 54)

Following the prompts below, research and record work experience placements connected to one or more of your child's chosen career preferences.

A LOCAL EMPLOYER YOUR CHILD HAS PROACTIVELY APPROACHED	A WORK EXPERIENCE PROGRAMME

5. FUTURE-PROOFING (Page 58)

Pick 1 of the industries you highlighted together in task 1. Research 1 new or emerging role within this industry and record the pathways into this role, plus the skills and experience required to do it.

Role	
Pathways into role	
Skills needed	
Experience needed	

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