

## What takes place during a careers coaching session?

### Career Coaching Sessions

We understand that when your child attends a careers coaching session, it can be hard to know exactly what takes place behind the scenes. To help explain the process clearly, think of it as an **iceberg analogy**.

#### **What you see above the water**

The visible part of the iceberg represents the practical outcomes you may notice:

- Discussions about subject choices, courses, or career ideas
- CVs, personal statements, or application preparation
- Decisions about next steps, such as college, university, apprenticeships, or employment

These are important and tangible results, but they are only a small part of the session.

#### **What happens below the waterline**

The larger part of the iceberg lies beneath the surface. This is where most of the coaching time is spent:

- Exploring your child's interests, values, and motivational readiness
- Exploring your child's decision-making strategies
- Identifying strengths, skills, and transferable abilities
- Building confidence and self-awareness
- Challenging limiting beliefs such as "I'm not good enough" or "I don't know what I want to be", including stereotypes.
- Helping your child understand *why* certain paths suit them, not just *what* they could do
- Identifying labour market information and turning it into labour market intelligence

This deeper work helps young people make choices that are realistic, meaningful, and sustainable, rather than decisions based purely on pressure, trends, or uncertainty.

#### **Why this approach matters**

Careers coaching is not about telling students what they should do, or to simply reinforce what they want to do. Instead, it is student led supportive conversations, supplemented by age-appropriate activities that equips them with the understanding and decision-making skills they will need throughout their lives. When the foundations beneath the surface are strong, the visible outcomes above the water are far more likely to be successful. Success, naturally, will look different depending on the student, their context and their presenting needs but will usually present as increased confidence, practical steps to take and reduced stress and anxiety around their futures. The meetings are confidential and impartially led by a level 6 trained careers adviser meaning students are guaranteed to receive the best support possible for their individual contexts.

## **What takes place during a careers coaching session?**

### **Your role as parents**

Your support is vital. Conversations at home that focus on listening, curiosity, and encouragement help reinforce the work done in sessions. Even when plans change, this is often a sign of growth and increased clarity.

### **Frequently Asked Questions**

#### **Are career coaching sessions only available to year 10-13 students?**

No. Although years 10-11, and years 12-13 are often the ones in most receipt of careers coaching due to the immediacy and consequences of their post-16 and post-18 decisions, career coaching can benefit anyone of any age. Sessions are adapted to suit the age and context of the participant.

#### **Will my child be told what career or education pathway to choose?**

No. Careers coaching is about guidance, not direction. Your child is supported to make informed decisions for themselves.

#### **What if my child doesn't know what they want to do yet?**

That's completely normal. Not knowing is often the starting point for productive coaching, helping students develop clarity over time rather than rushing decisions.

#### **Why does the session focus so much on confidence and self-awareness?**

Because career decisions are rarely just about ability. Confidence, motivation, and belief play a major role in whether young people follow through on their plans.

#### **What outcomes should we expect after a session?**

Some students leave with clear next steps; others gain reassurance, confidence, or a better understanding of themselves. All of these are positive outcomes.

#### **Does my child have to have a careers coaching session?**

By the end of year 11, all students should have had the opportunity to engage in a least one careers coaching session and should be made available to students whenever significant study or career choices are being made. Students' participation and engagement in their session is their choice; however, it is highly recommended as it can provide valuable support and guidance in making informed decisions about their future education, training and employment.

#### **Can my child be booked in upon request?**

Yes – students are often identified on need by various people including the pastoral year team, subject teachers, wider staff body, outside professionals as well as parents. To request a coaching session for your child, please email [scarter@lfatsf.org.uk](mailto:scarter@lfatsf.org.uk).