

Louise Friend

Recognised for Innovating

Louise Friend, the Careers Leader at Frome College, is inspiring in all she does within the school. She developed a weekly careers bulletin- with opportunities and two-minute career videos. These capture the imagination of students and motivate them in their research and decision making. Year 12s complete 2 days careers research in Autumn; virtual work experience, university opportunities, subject choices or researching careers. As students submit their experiences, Louise gives individual support on what to do next to help decide their path or strengthen applications. Frome has found this of more value than a set week; as students research and are more inspired to take up experiences and higher quality placements. There is an excellent video of Louise on the website, describing the key aspects of the careers programme. She inspired subject leads to create videos; to provide students with an insight into the careers each individual subject can lead to and another to help Year 11 select their sixth form choices. She delivered a careers presentation to Governors which gave them a much better understanding of how the programme is implemented at an operational level. Louise has written PSHE lessons and assemblies to help students with destination plans, interview skills and work experience support. As well as a weekly job club, sixth formers drop in during free periods. Planned destination data is collected and Y11/13 students are supported through their applications with individual advice offered holistically, including ensuring students are aiming high, have considered all options, and are given advice on how to improve grades or time management. So, momentum wasn't lost during lockdown, Louise set a CV project for Year 9 and a virtual mock interview project for Year 10 in place of the Mock Interview event with businesspeople. She runs three Careers Talk events annually- where all students select from 18 speakers, and now has approached local businesses and apprenticeship providers to create different videos for a Careers Season in tutor time. The Enterprise Adviser working with the school, Abi Lyons, is Head of Employee Experience & Recruitment at University of Bath, commented on the work she does with Louise at Frome 'I've been working with Louise for a year as Enterprise Advisor. What struck me from the start is Louise's ability to take the bigger picture of what is required for the students and translate that into operational practice. She understands the pressures on teachers and breaks things down into bite sized chunks, to fit into the curriculum, to make careers manageable for everyone. She works diligently, under the radar, to empower students to achieve the best outcome for themselves. From my observations she truly inspires those around her with innovation and her passion to ensure that students have minds opened to potential career paths that await them and the routes to achieve those. The beauty is Louise is so unaware of how her passion for the role impacts on the students' lives, and their future lives. She really is an inspiration to work alongside'.