

# Careers Learning Outcomes (Linked to the CDI Careers framework)

## KS3

By the end of the Key Stage students will:

Key:

Blue= PSHE only

Green= common to both frameworks

### Grow throughout life (Grow)

1. Develop an awareness of sources of help and support available in school and out. (PSHE L7)
2. Understand that skills, qualifications, learning are important for career.
  - a) Review their strengths, interests, skills, qualities and values and know how to develop them. (PSHE L2)
  - b) Know what skills and attributes employers value and the skills and qualities required to be enterprising (PSHE L4 and L5)
  - c) Know the importance of being a life-long learner (PSHE L6)
3. Understand that life experiences help to shape choices including heritage, identity and values.
4. Develop a willingness to challenge themselves, respond positively to feedback and record achievements.

### Explore Possibilities (Explore)

1. Understand that there is a range of different work sectors and organisations where they can work doing a range of possible jobs and that there is a range of types and patterns of work including employment, self-employment and voluntary work (PSHE L11).
2. Understand that there is a range of ways that organisations select and recruit people for jobs.
3. Be able to identify sources of information about the labour market.
4. Know what the main learning pathways are and where they can find out about them. (PSHE L8)

### Manage Career (Manage)

1. Develop an awareness that career describes the journey through life, learning and work and that everyone has their own pathway through life education and work (PSHE L11).
2. Develop resilience to learn from setbacks and challenges and look forward to the future.
3. Understand that different careers bring different rewards and challenges and imagine a range of possibilities for themselves in the future.
4. Develop skills to make decisions including making option choices and begin to clarify their own early aspirations. (PSHE L7 and L12)

### Create Opportunities (Create)

1. Develop friendships and relationships to be successful in life.
2. Understanding the need take the initiative in learning and life, be open to opportunities and set ambitious goals for themselves (PSHE L9) as well as develop the ability to communicate needs and wants.
3. Understand the concepts of entrepreneurialism and self-employment.
4. Be able to identify role models and understand what it means to be a leader.

### **Balance life and work (Balance)**

- 1) Be aware physical and mental well-being are important as is developing a good work-life balance.
  - a) How to manage emotions in relation to future employment (PSHE L14)
  - b) Be aware that how they present themselves can have positive and negative impacts on them (PSHE L24)
- 2) Understand that they will pass through various life stages and life roles and that they are members of families and communities.
- 3) Developing an awareness of the fact that as an individual and a family they will need money and to manage their finances.
- 4) Develop an awareness that they have both rights and responsibilities in the workplace (PSHE L13).
- 5) Develop an awareness that prejudice, stereotypes and discrimination exist in learning and the workplace and the injustices that can cause, as well as the stereotypes that may exist within their own families and cultures and that these may limit aspirations (PSHE L10)

### **See the Big Picture (See)**

1. Develop an awareness that a range of different media, information sources and viewpoints exist and that on a range of issues there will be many viewpoints and that they should seek the different views on issues and evidence to support these views (PSHE L23 and 26).
2. Develop an awareness that there are trends in local and national labour markets.
3. Develop an awareness that there are many changes in the wider world which will affect life and careers including technology and science, the natural environment, community and society and politics and the economy.

## KS4

By the end of the Key Stage students will:

### Grow throughout life (Grow)

1. Be able to engage fully in learning to create positive outcomes and maintain high aspirations (PSHE L5), evaluate and further develop employability skills (PSHE L1).
2. Understand that life experiences help to shape choices including heritage, identity and values.
3. Develop the skills to actively challenge themselves, respond positively to feedback and record achievements.
4. Understand what pathways are available to them and make appropriate decisions using the information, advice and guidance that is available to them (PSHE L6).

### Explore Possibilities (Explore)

1. Understand that there is a range of different employment sectors and workplaces and know what it is like to work in them whilst considering what job roles may be of interest to them (PSHE L8).
2. Know how and why they should research the range of different recruitment methods used by employers and how to be successful in these processes.
3. Be able to identify sources of information about the labour market at all scales (PSHE L7).
4. Know how to and attempt to research education pathways, the requirements for particular jobs and careers and the labour market (PSHE L4)

### Manage Career (Manage)

1. Recognise that there are a range of views on what career means, including their own and develop their career identity including their values in relation to work (PSHE L10)
2. Reflect on how they have dealt with setbacks and challenges and recognise the skills they have developed which should give confidence and optimism for the future and maximise their chances when applying for education and employment opportunities (PSHE L10).
3. Investigate different careers and the different rewards and challenges they bring and start to plan for their future.
4. Develop skills to make decisions post 16 options.

### Create Opportunities (Create)

1. Develop friendships and relationships and how these may influence their choices and careers.
2. Reflect on their career ideas and how these change as well as the strategies they are using to pursue them (PSHE L3).
3. Develop the skills necessary to speak up for themselves and others.
4. Develop their knowledge of the concepts of entrepreneurialism and self-employment.
5. Be able to identify role models and understand what it means to be a leader.
6. Research, secure and take full advantage of any opportunities for work experience that are available (PSHE L9).

### **Balance life and work (Balance)**

1. Reflect on their physical and mental well-being and consider how they can improve them as well as the ways that people balance the work and life.
2. Understand that they will pass through various life stages and take on various life roles; all of these will shape career.
3. Understanding the role of money and finances on the decisions they make and their life and career.
4. Develop their knowledge of rights, responsibilities and health and safety in the workplace (PSHE L13) and about when confidentiality on the workplace should be kept and when it might be broken (PSHE L14).
5. Identify why how they can challenge prejudice, stereotypes and discrimination in the workplace (PSHE L5 and L15).

### **See the Big Picture (See)**

1. Evaluate a range of different media, information sources and viewpoints as well as developing an awareness of the benefits and challenges of cultivating career opportunities online (PSHE L11).
2. Explore trends in local and national labour markets.
3. Explore the trends and relationships in the wider world which will affect life and careers including technology and science, the natural environment, community and society and politics and the economy.

## KS5

By the end of the Key Stage students will:

### Grow throughout life (Grow)

1. Take responsibility for learning, aiming high and [being enterprising in life and work \(PSHE L1\)](#) by actively seeking out help, support and feedback.
2. Understand that life experiences help to shape choices including heritage, identity and values.
3. Seek out challenges and opportunities for development, reflecting on these achievements, experiences and recording them.
4. Plan their next steps in learning and work, [setting themselves ambitious career and life goals matched to their values, interests, strengths and skills \(PSHE L2\)](#)

### Explore Possibilities (Explore)

1. Identify a clear direction of travel in their career and work towards this, including seeking out information on the labour market, the education system, pathways, qualifications and gap year opportunities needed to support this (PSHE 3).
2. Analyse the different recruitment and selection methods used by educational establishments employers and prepare for them- including evidencing strengths and skills, producing an effective CV and preparing for interviews (PSHE L5).
3. Research and reflect on workplaces, workplace culture and expectations.

### Manage Career (Manage)

1. Describe what the concept of career is and what it means to them.
2. Be proactive in dealing with and learning from setbacks and challenges and recognising how this helps to build confidence and creates optimism for the future.
3. Consider the risks and rewards of different pathways and careers and deciding between them.
4. Clearly plan, prioritise and set targets for the future which will allow successful transition into post 16 learning and post 18 transitions to further learning or work.
5. Develop skills to make decisions post 16 options.

### Create Opportunities (Create)

1. Build and maintain relationships and networks within and beyond school and be proactive about their life, learning and career.
2. Develop the skills necessary to be creative and agile in their approach to career.
3. Develop the skills necessary to represent themselves and others, act as a leader and become a role model or example to others.
4. Consider entrepreneurialism and self-employment as a career pathway.

### Balance life and work (Balance)

1. Develop the knowledge and skills necessary to actively improve their physical and mental well-being and plan for the kind of work life balance they want.
2. Plan for the various life stages and take on various life roles that they want to experience and actively shape the role that they play in their family and community.

1. including budgeting (PSHE L 13), tax, national insurance and pensions (PSHE L14) and savings (PSHE L15).

3. Begin to manage their own money and finances and plan for the future
4. Develop their knowledge of professional conduct (PSHE L9) rights and responsibilities (Including health and safety -PSHE L9) in the workplace, both as students and as adults (PSHE L8) and within society and live up to these.
5. Understand and appreciate the importance of workplace confidentiality and security, including cyber security and data protection ( PSHE L10).
6. Develop the skills to challenge prejudice, stereotypes, discrimination, bullying and harassment (PSHE L11) in learning and the workplace when they encounter them.
7. Understand the role of trade unions and professional organisations; when and how to constructively challenge workplace behaviours (PSHE L12)

### **See the Big Picture (See)**

1. Evaluate a range of different media, information sources and viewpoints and reflect how to best get information they need for their career.
2. Explore trends in local and national labour markets and use this information to help plan for their career (PSHE L4).
3. Explore and respond to the trends and relationships in the wider world which will affect life and careers including technology and science, the natural environment, community and society and politics and the global economy (PSHE L7).