Liverpool City Region Careers Hub

Benchmark 1: Developing a Stable and Progressive Careers Programme

A careers programme is more than a list of activities, it is a scheme which achieves the aims set out in your vision and strategic objectives. Each activity in your programme should be linked to planned learning outcomes and demonstrable progression.

Planning for Impact:
As you read through the information below, refer to this **Planning for Impact** document to help formulate your ideas.

Personal Effectiveness, Career Readiness

A good careers programme will aim to develop **personal effectiveness** (self-belief, motivation and persistence) and **careers readiness** (career planning, information seeking and work readiness).

What do you want students to know and understand in order to develop personal effectiveness and careers readiness?
The answer to this should be shaped by your **vision** and **strategic objectives** developed in your **strategic plan**. For example, your plan may have a focus on equality, diversity, inclusion and stereotyping.

When considering personal effectiveness and career readiness, what skills would you want students to develop?
For example, decision making and research skills.

Employability Skills

Employability skills are a part of a wider school/college responsibility.

Consider:
- The skills that are already outlined in your **school/college development plan**
- The skills you have included your **strategic careers plan**
- **The key skills identified as essential to LCR Growth Sectors** *(scroll down until you see the title LCR Growth Sectors)*

How can you embed these skills into your programme?

Take a look at **Skills Builder** which is a free resource that shows how to build essential skills at any stage.

Provider Access Legislation 2023

It is a statutory requirement to embed PAL 2023 into your careers programme. The legislation specifies that schools must provide at least six encounters with approved providers of apprenticeships and technical education for all their students.

Learn more about PAL 2023 **here**.

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Learning Outcomes

What specifically do you want students, in **each Key Stage**, to be able to **understand or do** in order to fulfil your strategic objectives and vision?

Key benefits of including LOs in your programme:
- LOs ensure that the programme is progressive and builds on what has gone before and prepares for what is next
- They help to create a definition of careers in your school/college and this can be shared and understood across all key stakeholders
- They help to fulfil strategic objectives and vision – they give structure to the ultimate aims of your plan
- They allow identification of strengths and areas for development within the current programme and inform a plan for improvement

The **CDI Framework** has mapped out careers learning outcomes from KS2 upwards and suggests activities to help achieve these.

Example of LCR SEND School's Learning Objectives

Once LOs have been established, use this **Audit Tool** to identify where LOs are/are not currently being met and use this to fill gaps.

*Make sure that you use **Compass+** to track, record and celebrate where LOs are already being met.*

Making it Meaningful Cycle

1. What is the LO?
2. When does the LO take place? Is there sufficient time to develop this?
3. Is it audited, tracked or recorded?
4. If there is a gap, where can the LO be addressed most effectively? Curriculum learning, careers day, bespoke event etc.

Who?

For true development of personal attributes this requires a whole/school college approach. Consider who can support each activity: form tutors, curriculum staff, SLT, employers, alumni, students or a whole-team approach.

Delivering staff CPD before events can encourage a shared vision and improve chances of meeting the learning objectives for that event.

Careers Programme Template and Worked Example

Local Examples of Stable and Progressive Careers Programmes:

Mainstream School Example

SEND School Example