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| **Self-Development (SD)** | **Career Management (CM)** | **Career Exploration (CE)** |
| * Self Awareness – strengths, aspirations, interests * Challenging Assumptions | * Decision Making – understanding influences * Transition Skills – prep for next steps * Employability Skills – presentation skills, applications | * Research skills (LMI) |

**KS3 develop Career Exploration and Self Development**:

* Explore strengths and skills, interests, motivations and progress.
* Build aspirations and reflect on how these match expectations. Introduce concept of stereotyping and assumptions about jobs.
* Identify influences on career decisions. Making successful choices
* Identify and develop personal networks and learn where to gain support.
* Understand key terms of: career, job, employability, enterprise, STEM, job satisfaction, business structures, LMI, stereotyping, financial budgeting.
* Demonstrate positivity, flexibility and preparation for transition points.

**KS4 build on the above plus focus on Career Management skills**:

* Reflect on how ideas have changed since KS3. Develop plans. Understand the difference between objective and subjective sources of information.
* Research (using LMI) how the world of work is changing
* Understand about stereotyping/assumptions and employment rights
* Understand what employers want from applications and develop self-presentation skills
* Understand key terms: CV, self-employment, labour market, occupation vs sector, recruitment, salary, STEM, labour trends

**KS5** **build on the above and refine ideas, think critically and prepare for transition**

* Reflect on how plans have changed/developed since KS4.
* Match skills, interests and values to requirements in learning and work
* Reflect on positives to show responsibility for managing well-being, progress and achievement
* Reflect on changing career processes and the effect of this on plans. e.g., how businesses are changing their structures. Use LMI to support these future plans.
* Reflect on the personal, social economic and environmental impacts of work
* Understand barriers to inclusion (race, religion, age, disability, etc) and reflect critically on the ethical, legal and business case for equality in the workplace.
* Understand Employment Rights (trade unions, Health and Safety, etc.)
* Identify personal networks of support including where to find impartial advice/guidance services.
* Develop Enterprise qualities
* Develop Financial understanding/budgeting skills
* Develop resilience and ability to change plans if necessary (transition skills).
* Research pathways and evaluate return on investment of options
* Develop and practice successful selection processes