**Career Development Plan against the CDI Framework**

To use with the accompanying Career Development Framework Handbook. Highlight the learning aims that you intend to cover and in which term (or cut and paste the learning aim into the relevant term), include resources and key people involved. Please note that the numbers in brackets by each Learning Area relate to the last CDI Careers, Employability and Enterprise Education Framework’s 17 areas of learning if you are making the transition from that framework.

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| **Key Stage 3**  **Learning aims** | **Autumn**  **activity** | **Spring**  **activity** | **Summer**  **activity** | **RAG** | **Gatsby Benchmark** |
| **Grow throughout life (**1,2,3,8,10)   1. being aware of the sources of help and support available and responding positively to feedback 2. being aware that learning, skills and qualifications are important for career 3. being willing to challenge themselves and try new things 4. recording achievements 5. being aware of heritage, identity and values |  |  |  |  |  |
| **Explore possibilities**  **(**7,10,16)   1. being aware of the range of possible jobs 2. identifying common sources of information about the labour market education system 3. being aware of the main learning pathways (e.g. university, college and apprenticeships) 4. being aware that many jobs require learning, skills and minimum qualifications 5. being aware of the range of different sectors and organisations where they can work 6. being aware of the range of ways that organisations undertake recruitment and selection |  |  |  |  |  |
| **Manage Career**  **(**4,11,15,17)   1. being aware that career describes their journey through life, learning and work 2. looking forward to the future 3. imagining a range of possibilities for themselves in their career 4. being aware that different jobs and careers bring different challenges and rewards 5. managing the transition into secondary school and preparing for choosing their GCSEs 6. learning from setbacks and challenges |  |  |  |  |  |
| **Create opportunities (**12,14)   1. developing friendships and relationships with others 2. being aware that it is important to take initiative in their learning and life 3. being aware that building a career will require them to be imaginative and flexible 4. developing the ability to communicate their needs and wants 5. being able to identify a role model and being aware of the value of leadership 6. being aware of the concept of entrepreneurialism and self-employment |  |  |  |  |  |
| **Balance life and work (**9,13)   1. being aware of the concept of work-life balance 2. being aware that physical and mental wellbeing are important 3. being aware of money and that individuals and families have to actively manage their finances 4. being aware of the ways that they can be involved in their family and community 5. being aware of different life stages and life roles 6. being aware of rights and responsibilities in the workplace and in society 7. recognising the injustices caused by prejudice, stereotypes and discrimination in learning and workplaces |  |  |  |  |  |
| **See the big picture (**5,6)   1. being aware of a range of different media, information sources and viewpoints 2. being aware that there are trends in local and national labour markets 3. being aware that trends in technology and science have implications for career 4. being aware of the relationship between career and the natural environment 5. being aware of the relationship between career, community and society 6. being aware of the relationship between career, politics and the economy |  |  |  |  |  |

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| **Key Stage 4**  **Learning aims** | **Autumn**  **activity** | **Spring**  **activity** | **Summer**  **activity** | **RAG** | **Gatsby Benchmark** |
| **Grow throughout life (**1,2,3,8,10)   1. responding positively to help, support and feedback 2. positively engaging in learning and taking action to achieve good outcomes 3. recognising the value of challenging themselves and trying new things 4. reflecting on and recording achievements, experiences and learning 5. considering what learning pathway they should pursue next 6. reflecting on their heritage, identity and values |  |  |  |  |  |
| **Explore possibilities**  **(**7,10,16)   1. considering what jobs and roles are interesting 2. researching the labour market and the education system 3. recognising the main learning pathways and considering which one they want to follow and how they will access and succeed in it 4. researching the learning and qualification requirements for jobs and careers that they are interested in 5. researching the range of workplaces and what it is like to work there 6. researching how recruitment and selection processes work and what they need to do to succeed in them |  |  |  |  |  |
| **Manage Career**  **(**4,11,15,17)   1. recognising the different ways in which people talk about career and reflecting on its meaning to them 2. building their confidence and optimism about their future 3. making plans and developing a pathway into their future 4. considering the risks and rewards associated with different pathways and careers 5. taking steps to achieve in their GCSEs and make a decision about their post-16 pathway 6. thinking about how they deal with and learn from challenges and setbacks |  |  |  |  |  |
| **Create opportunities (12,14)**   1. developing friendships and relationships and reflecting on their relationship to their career 2. starting to take responsibility for making things happen in their career 3. being able to reflect on and change their career ideas and the strategies that they are pursuing to achieve them 4. being willing to speak up for themselves and others 5. being able to discuss roles models and reflect on leadership 6. researching entrepreneurialism and self-employment |  |  |  |  |  |
| **Balance life and work (9,13)**   1. reflecting on the different ways in which people balance their work and life 2. reflecting on their physical and mental wellbeing and considering how they can improve these 3. recognising the role that money and finances will play, in the decisions that they make and, in their life and career 4. recognising the role that they play in their family and community and considering how that might shape their career 5. considering how they want to move through different life stages and manage different life roles 6. developing knowledge of rights and responsibilities in the workplace and in society 7. identifying what they can do, individually and with others, to challenge prejudice, stereotyping and discrimination in learning and workplaces |  |  |  |  |  |
| **See the big picture (**5,6)   1. evaluating different media, information sources and viewpoints 2. exploring local and national labour market trends 3. exploring trends in technology and science 4. exploring the relationship between career and the environment 5. exploring the relationship between career, community and society 6. exploring the relationship between career, politics and the economy |  |  |  |  |  |

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| **Post 16**  **Learning aims** | **Autumn**  **activity** | **Spring**  **activity** | **Summer**  **activity** | **RAG** | **Gatsby Benchmark** |
| **Grow throughout life (1, 2, 3, 8, 10)**   1. actively seeking out help, support and feedback 2. taking responsibility for their learning and aiming high 3. seeking out challenges and opportunities for development 4. reflecting on and recording achievements, experiences and learning and communicating them to others 5. planning their next steps in learning and work 6. discussing and reflecting on the impact of heritage, identity and values |  |  |  |  |  |
| **Explore possibilities (7, 10, 16)**   1. developing a clear direction of travel in their career and actively pursuing this 2. actively seeking out information on the labour market and education system to support their career 3. having a clear understanding of the learning pathways and qualifications that they will need to pursue their career 4. actively researching and reflecting on workplaces, workplace culture and expectations 5. analysing and preparing for recruitment and selection processes |  |  |  |  |  |
| **Manage career (4, 11, 15, 17)**   1. being able to describe the concept of career and say what it means to them 2. building their confidence and optimism about their future and acting on it 3. actively planning, prioritising and setting targets for their future 4. considering the risks and rewards of different pathways and career and deciding between them 5. managing the transition into the post-16 learning context and preparing for post-18 transitions   being proactive about being resilient and learning from setbacks |  |  |  |  |  |
| **Creating opportunities (12, 14)**  building and maintaining relationships and networks within and beyond the school  being proactive about their life, learning and career  being creative and agile as they develop their career pathway  representing themselves and others  acting as a leader, role model or example to others  considering entrepreneurialism and self-employment as a career pathway |  |  |  |  |  |
| **Balance life and work (9, 13)**   1. planning for the kind of balance of work and life that they want 2. taking action to improve their physical and mental wellbeing 3. beginning to manage their own money and plan their finances (e.g. thinking about student loans) 4. actively shaping their involvement in their family and community as part of their career planning 5. planning for different life stages and considering the different life roles that they want to play 6. being aware of their role in ensuring rights and responsibilities in the workplace and in society 7. taking action to challenge prejudice, stereotypes and discrimination in learning and workplaces when they encounter them |  |  |  |  |  |
| **See the big picture (5, 6)**   1. evaluating different media, information sources and viewpoints and reflecting on the best way to get information for their career 2. exploring and responding to local and national labour market trends 3. exploring and responding to trends in technology and science 4. exploring and responding to the relationship between career and the environment 5. exploring and responding to the relationship between career, community and society 6. exploring and responding to the relationship between career, politics and the economy |  |  |  |  |  |