**Building a Stable and Progressive Careers Programme**

**A stable careers programme should be:**

* Progressive
* Inclusive
* Planned for intent
* Informed by data and evaluation

This guide will support you to build and present a progressive careers programme that scaffolds and allows you to measure what students need to know, understand and be able to do to find their best next step.

**For more information, please access the following resource and support:**

* Building a Strategic Careers Plan [Guidance Document](https://resources.careersandenterprise.co.uk/resources/gatsby-benchmark-1-module-1-creating-strategic-careers-plan) and CPD
* [Future Skills Questionnaire](https://www.careersandenterprise.co.uk/media/cmrkm4xc/1448_fsqdevelopmentreport_v7.pdf)
* [New Career Development Framework (thecdi.net)](https://www.thecdi.net/New-Career-Development-Framework)
* [The Skills Builder Partnership](https://www.skillsbuilder.org/)
* [Journey/roadmap | CEC Resource Directory (careersandenterprise.co.uk)](https://resources.careersandenterprise.co.uk/resources/journeyroadmap)

|  |
| --- |
| **Planning for Impact** |
| **What is the vision for careers or for your school, special school or college?**   * What is the vision of your school, special school or college? * What are the core values of your school, special school or college? * How can vision for careers be aligned to the vision and values of your school, special school or college? |
|  |
| **What are your priority areas for focus from a review of your provision (**[**SOAR**](https://resources.careersandenterprise.co.uk/resources/gatsby-benchmark-1-module-1-creating-strategic-careers-plan)**)?**   * Benchmark progress: LMI, Tracking at Student Level, Careers within Subject Areas, Employer Engagement, Experiences of the World of Work, Encounters with FE/HE, 1:1 guidance * Reviewing Impact Evidence: Feedback, Careers Skills & Knowledge ([Future Skills Questionnaire),](https://www.careersandenterprise.co.uk/media/cmrkm4xc/1448_fsqdevelopmentreport_v7.pdf) Education Engagement and Destinations Data |
|  |
| **What are priority elements/outcomes for your students from the** [**New Career Development Framework (thecdi.net)**](https://www.thecdi.net/New-Career-Development-Framework)**?**  Grow throughout Life, Explore Possibilities, Balance Life and Work, Manage Careers, Create Opportunities, See Bigger Picture |
|  |
| **Which key** [**essential skills**](https://www.skillsbuilder.org/) **do you want students to develop?**  Listening, Speaking, Problem Solving, Creativity, Staying Positive, Aiming High, Leadership, Teamwork |
|  |

The CDI provide a range of audit/planning documents, which can be accessed [here](https://www.thecdi.net/New-Career-Development-Framework) or you can build your own progressive careers programme using the following template:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **KS3** | | | | |
| Learning Outcome  Refer to [New Career Development Framework (thecdi.net)](https://www.thecdi.net/New-Career-Development-Framework) for support in identifying key Learning Outcomes | Activities which meet outcome across the curriculum | Activities which meet outcome through careers / PSHE time | Tutor time activities which meet the outcome | Events/Interventions which meet the outcome |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| **KS4** | | | | |
| Learning Outcome  Refer to [New Career Development Framework (thecdi.net)](https://www.thecdi.net/New-Career-Development-Framework) for support in identifying key Learning Outcomes | Activities which meet outcome across the curriculum | Activities which meet outcome through careers / PSHE time | Tutor time activities which meet the outcome | Events/Interventions which meet the outcome |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| **KS5** | | | | |
| Learning Outcome  Refer to [New Career Development Framework (thecdi.net)](https://www.thecdi.net/New-Career-Development-Framework) for support in identifying key Learning Outcomes | Activities which meet outcome across the curriculum | Activities which meet outcome through careers / PSHE time | Tutor time activities which meet the outcome | Events/Interventions which meet the outcome |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

**Presenting your Programme**

Consider the information that different stakeholders might need,   
which format would be most appropriate and how often you would need to update each group:

* Students, Parents/Carers, Staff, SLT, Governors, Employers/Partners
* Formal Progress Report
* Update Presentation
* Bulletins
* Progressive Programme Overview
* Presentation of Progressive Programme Overview

Access [templates](https://resources.careersandenterprise.co.uk/resources/journeyroadmap) from our Resource Directory to present an overview of your progressive careers program

**Diagram

Description automatically generated**