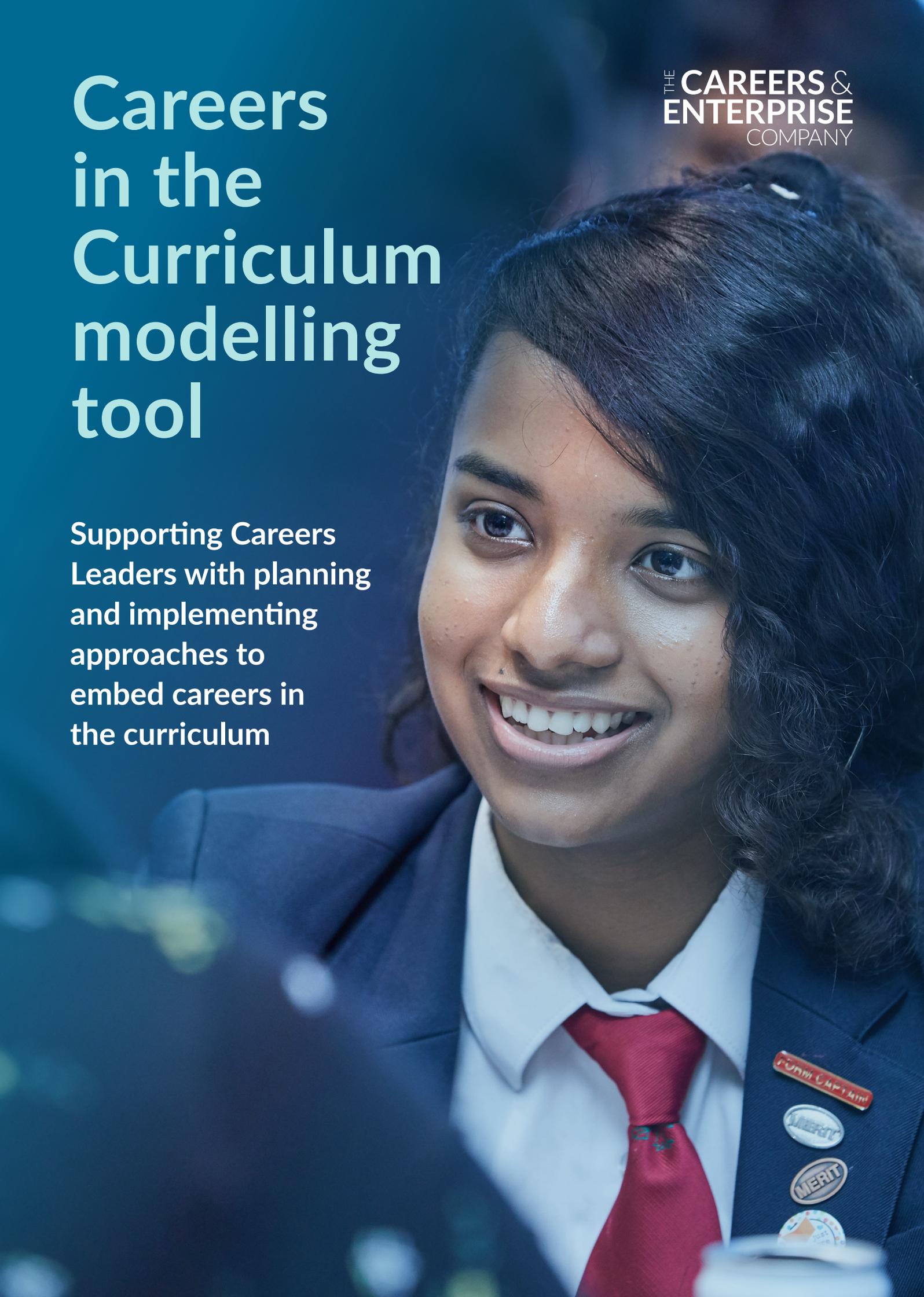


Careers in the Curriculum modelling tool

Supporting Careers
Leaders with planning
and implementing
approaches to
embed careers in
the curriculum



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Introduction

At a time when schools face significant challenge due to the pandemic and time for careers is most likely to come under pressure, the curriculum modelling tool highlights different approaches to implementing careers learning that does not require the curriculum to be adapted nor detracts from curriculum learning outcomes.

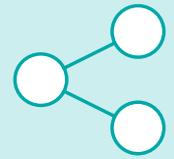
Young people critically need support to see and understand their future during this time of great uncertainty and ensuring that careers learning is delivered in all subjects has benefits clearly aligned to the priorities of many school leaders in the coming academic year. Careers learning is invaluable in creating optimism, fostering well-being and motivation, and giving young people a sense of purpose for their subject learning which encourages them to strive to achieve.

The modelling tool identifies approaches that support schools to provide careers learning aligned to school priorities and curriculum learning outcomes. It helps establish the foundations of a whole school approach to careers in the curriculum that will be relevant beyond the 2021 academic year and creates a sustainable approach for the future.

The tool has been created based on examples of good practice from across the Enterprise Adviser Network and Careers Hubs and builds on colleagues' innovation in response to the pandemic. We will continue to share good practice and resources to support careers leaders to implement the recommended approaches via [our Resources Directory](#).



Recommended approaches



Three different approaches are recommended within the modelling tool. A Careers Leader may be co-ordinating activity across all the approaches, at any one time, as approaches can happen in tandem across different subject areas. As a minimum, and as a solid starting point, all subject areas should be following the Foundation Approach with every teacher highlighting the relevance of their subject to career pathways. Ensuring an entitlement of provision for all young people and building an enduring careers in the curriculum model is achieved through implementation of the Careers Across the Curriculum Approach and the Employer Enriched Curriculum Learning Approach where careers and curriculum learning outcomes are aligned to school priorities.

Foundation Approach

- The Foundation approach is relevant for all settings and is the approach all school should aim to achieve as a starting point.
- The key features of the approach are a progressive careers programme designed by the Careers Leader and delivered primarily in time dedicated for careers learning.
- Curriculum staff highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects.
- Accountability for the programme resides with the Career Leader who defines the careers learning outcomes.

[Download Matrix](#)



Careers Across the Curriculum Approach

- A progressive careers programme exists, and interventions are delivered in both discrete time and through a range of interventions delivered by subject teachers.
- Best practice is where subject teachers clearly understand and are mobilised to deliver, with intent, progressive career learning outcomes identified within a strategic careers plan.
- Careers learning outcomes are integrated with curriculum learning outcomes and resources can be developed with employers' input.
- Subject teachers may also be working independently with employers to deliver curriculum learning outcomes with reference to the world of work.
- In both cases learning is mostly delivered in curriculum learning time, employers may be present or could be involved virtually.

[Download Matrix](#)

Employer Enriched Curriculum Learning Approach

- A progressive careers programme exists where interventions are delivered in both discrete time and through a range of interventions delivered by subject teachers.
- Subject teachers clearly understand and are mobilised to deliver, with intent, progressive career learning outcomes identified within a strategic careers plan.
- Subject teachers may also be working independently with employers to deliver curriculum learning outcomes with reference to the world of work.
- In both cases curriculum learning, and career learning outcomes are delivered through a meaningful employer encounter (see Meaningful Encounter Framework and Checklist) and/or experience of work which are often project based and aligned to Gatsby Benchmarks 5 and 6.

[Download Matrix](#)



What's included?



- Audit Tools
- Guidance on Implementing the different approaches
- Checklists to support Careers Leaders in implementing each approach
- Resources to support staff CPD an introduce the different models

Audit Tools

Audit tools will help to map the scale of activity being delivered across subject areas, the level of consistency with which it is being delivered and the reach and cohorts of students accessing careers learning. There are two audit tools:

Subject Audit Tool

An audit that can be completed by subject teachers and enables the mapping of activity by each subject areas and key stage cohort of students.

[Download](#)

Careers Leader Audit Tool

The audit enables Careers Leaders to collate activity by key stage, providing a whole school picture to highlight gaps, track, and record activity where it is not already being captured.

Both tools help to collect and build the evidence base on which Careers Leaders can plan future activity to achieve careers learning outcomes aligned to school priorities. Completing the audit process will help to identify allies who are potential Careers Champions that can support you to influence colleagues on the relevance and benefits of embedding careers within the curriculum.

[Download](#)

Guidance on each of the approaches

The tool offers guidance on implementing the different approaches, identifying key elements required to support implementation. A guidance document for each of the approaches highlights how to:

- Engage SLT and Governors to support careers being embedded across the curriculum as part of strategic planning
- Track and record activity to evidence the what is being delivered, for which cohorts and to identify where the gaps in provision are. Activity can easily be recorded at class and student level in Compass+
- Measure impact to ensure the learning outcomes are being achieved aligned to strategic priorities and skills development The Future Skills survey is available to support this.
- Utilise the gap analysis from the audit to identify and secure opportunities to deliver careers across the curriculum and identify the relevant types of interventions needed.
- Map and manage resources to identify what resources are being used, with which cohorts and for what outcomes. Identify opportunities where there is scope to scale the use of resources across key stages and with different cohorts and evaluate if resources being used support a progressive programme of learning across key stages.
- Identify staff CPD needs plan what is required to support the implementation across the different approaches
- Plan employer engagement and identify how to utilise employer support to have the most impact of careers and curriculum learning for which cohorts and subject areas.

Checklists for each approach

There are checklists to support Careers Leaders in working through the key elements to each approach. The Foundation Approach is the recommended starting point with the two other approaches, Careers across the Curriculum and Employer Enriched Learning, flowing from work within Foundation Approach, which aims to ensure a consistent and universal experience for all students. Each of the checklists cover the key elements of learning outcomes, audit, engaging SLT, tracking & recording, impact measurement, resource, time for delivery and employer engagement.

[Download BM4 Foundation Approach Checklist](#)

[Download BM4 Careers across the Curriculum Checklist](#)

[Download BM4 Employer Enriched Learning Checklist](#)

[Resources for CPD on the different approaches](#)

[A presentation to share](#) with Senior Leaders and subject teachers to build an understanding of the different approaches, help to mobilise and empower colleagues and raise awareness of careers learning outcomes.

[Download BM1 Strategic Plan](#)

Contact Us



We're here to help

Our Education Team are here to provide support and guidance to Careers Leaders in schools, special schools and colleges to help deliver excellent careers education. If you have any questions about the resources provided, please contact the team at education@careersandenterprise.co.uk



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