

Careers Programme

Key Concept	KS1-2 (Primary)	KS3	KS4	KS5
Grow Throughout Life	Encounter a wide range of jobs, begin to recognise own strengths and interests, begin to recognise stereotypes, develop confidence and aspirations.	Understand personal strengths and values, record achievements, challenge stereotypes, identify reliable sources of information.	Reflect on skills and achievements, use feedback positively, explore future pathways and make informed choices.	Take responsibility for learning, seek support when needed, set goals and plan next steps for education, training or work.
Explore Possibilities	Learn about different jobs and workplaces, recognise that people have different talents and interests.	Understand changing jobs and careers, local employment opportunities, and different routes into work and learning.	Research careers, qualifications and pathways, understand recruitment processes, and make informed choices about future options.	Investigate careers in depth, understand labour market information, and identify qualifications needed to achieve career goals.
Manage Career	Use imagination and role play to explore careers, practise making decisions.	Understand that careers are lifelong journeys, build confidence, learn from challenges, and better understand own skills and aspirations.	Plan future pathways, build resilience and confidence, and make decisions about post-16 opportunities.	Set targets, actively plan for the future, manage transitions, and evaluate risks and opportunities.
Create Opportunities	Take part in team and enterprise activities, express opinions and make choices.	Develop teamwork and communication skills, meet role models, and begin taking initiative.	Take greater responsibility, develop leadership skills, build networks, and reflect on career ideas.	Be proactive, show leadership, build professional networks, and consider entrepreneurship and self-employment.
Balance Life and Work	Learn about money, helping others, hobbies, charities, and different roles people have.	Understand work-life balance, finances, community involvement, and employer encounters.	Recognise rights and responsibilities, manage time effectively, and consider wellbeing and finances.	Plan for work-life balance, manage finances responsibly, and understand how family, community and wellbeing affect career choices.
See the Big Picture	Learn about different types of work and how jobs contribute to everyday life.	Explore local businesses, changing jobs, technology, and environmental responsibility.	Understand labour market trends, technological change, and how businesses operate.	Evaluate labour market information, understand economic trends, and consider the wider impact of career decisions.