

The CDI Framework

Each Task in the student workbook is preceded by an explanation of the expected learning outcomes, and a link to the relevant learning outcomes from the national Career Development Institute's Career Development Framework, which comprises six career development skills and 37 learning objectives. These learning objectives are for students in Key Stage 4.

Career Development Framework¹ Six career development skills

Skill 1: Students need to understand that they need to grow throughout life by learning and reflecting about themselves, their background, and their strengths. At KS4 this should include:

Responding positively to help, support and feedback

Positively engaging in learning, and taking action to achieve good outcomes

Recognise the value of challenging themselves and trying new things

Reflecting on and recording achievements, experiences, and learning

Considering what learning pathway they should pursue next

Reflecting on their heritage, identity, and values

Skill 2: Students need to explore the full range of possibilities open to them and learn about recruitment processes and the culture of different workplaces. At KS4 this should include:

Considering what jobs and roles are interesting

Researching the labour market and the education system

Recognising the main learning pathways and considering which one they want to follow and how they will access and succeed in it

Researching the learning and qualification requirements for jobs and careers that they are interested in

Researching the range of workplaces and what it is like to work there

Researching how recruitment and selection processes work and what they need to do to succeed in them

Skill 3: Students need to manage their career actively; making the most of opportunities, and learning from setbacks At KS4 this should include:

Recognising the different ways in which people talk about career and reflect on its meaning to them

Building their confidence and optimism about their future

Making plans and developing a pathway into their future

Considering the risks and rewards associated with different pathways and careers

Taking steps to achieve in their GCSEs and making a decision about their post-16 pathway

Thinking about how they deal with and learn from challenges and setbacks

Skill 4: Students need to create opportunities by being proactive and building positive relationships with others At KS4 this should include:

Developing friendships and relationships with others and reflecting on their relationship to their career

Starting to take responsibility for making things happen in their career

Being able to reflect on and change their career ideas & the strategies that they are pursuing to achieve them

Being willing to speak up for themselves and others

Being able to discuss role models and reflect on leadership

Researching entrepreneurialism and self-employment

Skill 5: Students need to balance their life as a worker and/or entrepreneur with their wellbeing, other interests and their involvement with their family and community. At KS4 this should include:

Reflecting on the different ways in which people balance their work and life

Reflecting on their physical and mental wellbeing and considering how they can improve these

Recognising the role that money and finances will play, in the decisions they make and, in their life and career

Recognising the role that they play in their family and community and consider how this might shape their career

Considering how they want to move through different life stages and manage different life roles

Developing their knowledge of rights and responsibilities in the workplace and in society

Identifying what they can do, individually and with others, to challenge prejudice, stereotyping and discrimination in learning and workplaces

Skill 6: Students need to see the big picture by paying attention to how the economy, politics and society connect with, and affect their own life and career. At KS4 this should include:

Evaluating different media, information sources, and viewpoints

Exploring trends in local and national labour markets

Exploring trends in technology and science

Exploring the relationship between career and the environment

Exploring the relationship between career, community, and society

Exploring the relationship between career, politics, and the economy