

Outcome	Learning Aim	Key stage	When Does this happen?	Where Does this happen?	Who Makes it happen?	How Do we know this?
Grow throughout life	Pupils/students need to understand that they need to grow throughout life by learning and reflecting on themselves, their background, and their strengths	Post 16	Throughout their college career.	During their application interview and at enrolment, each student speaks to a member of staff to discuss subject choices. In tutorials, careers appts, when considering work experience, PAWS and volunteering options.	Students encouraged by careers staff, tutors, teachers.	All Careers interventions and tutor meeting discussions are recorded on Cedar.
Explore possibilities	Pupils/students need to explore the full range of possibilities open to them and learn about recruitment processes and the culture of different workplaces	Post 16	In tutorials & PAWS week/trips to HE events & businesses	In college, work placements, voluntary opportunities, part time employment/mock interviews. Visits from employers & HE. Careers Newsletter & updates on our Live Noticeboard	Students, college staff, parents/carers/external stakeholders.	UCAS applications, PAWS reports, ILP, CVs/feedback from mock interviews.
Manage career	Pupils/students need to manage their career actively, make the most of opportunities and learn from setbacks	Post 16	Throughout college career & beyond	In college, when applying for jobs/courses/access schemes/mock interviews	Tutors, ALS support, careers staff, counsellors/external stakeholders.	1 to 1s with students & in support sessions run by ALS. Feedback from mock interviews

Outcome	Element of learning	Key stage	When Does this happen?	Where Does this happen?	Who Makes it happen?	How Do we know this?
Create opportunities	Pupils/students need to create opportunities by being proactive and building positive relationships with others	Post 16	Starting college & getting used to new classes/timetable/place. In enrichment & PAWs week when students meet other students & staff. When students look for part time & volunteering. H.E access programmes.	In college activities & lessons/in workplaces/in universities.	Students/staff/employers/HE staff	ILP/CV/Personal statements/references from PAWS activities.
Balance life and work	Pupils/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	Post 16	Throughout college career.	College/home/work/volunteering placements/mock interviews	Students/family/college staff/external stakeholders.	Talking to students in monitoring/careers appts/parents eves
See the big picture	Pupils/students need to see the big picture by paying attention to how the economy, politics and society connect with their own life and career	Post 16	In college/at open days/at home	Tutorials looking at LMI/careers appointments/1 to 1 meetings between teachers, tutors and students/parents/carers; in mock interviews for A2s/careers noticeboard & newsletters	Students/family/college staff/external stakeholders.	Monitoring & careers meetings with students; discussions in tutorials/mock interviews.