

The Careers and Enterprise Company

February 2022



Who are we?

We are the national body for careers education in England, delivering support to schools and colleges to deliver modern, 21st century careers education.

Watch and listen to this video from our [CEO Oli de Botton](#).

Our mission:

**To help every young
person find their best
next step**

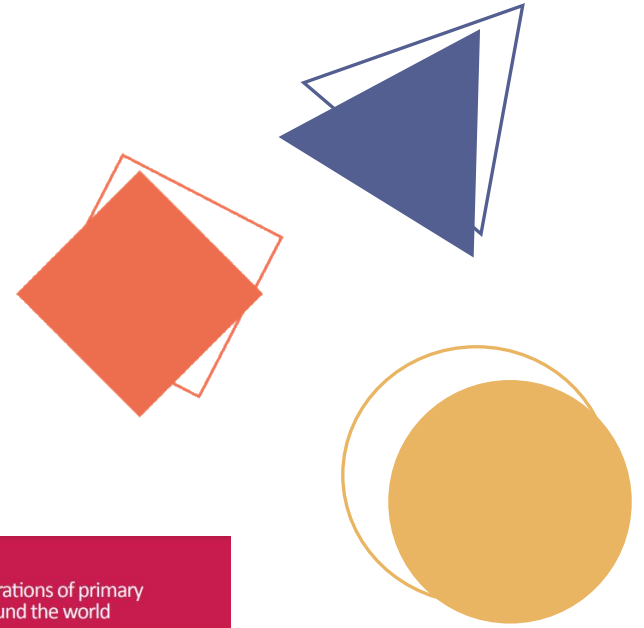
Why does primary career-related learning matter?

- Children begin to form perceptions about the world of work and their place in it from an early age. This can shape their outcomes in school and throughout life
- Career-related learning is a vital element of primary education. It helps to:
 - broaden pupils' horizons
 - develop essential skills
 - challenge stereotypes
 - make links between the curriculum and the world of work
- It is important that all pupils receive quality career-related learning at primary school as it can spark conversations that open a world of greater possibilities to the children, their families and their teachers.



THE CAREERS &
ENTERPRISE
COMPANY

Primary Careers Resources





**What do young people need
to be work ready?**



Career-related learning should...

...be embedded in the curriculum

Tips for how to embed career-related learning in your setting

Career-related learning in Primary School is not simply talking about jobs. It is not asking a 7-year-old to decide what their future career pathways looks like. Instead, it is about ensuring they have the opportunity for regular conversations that challenge stereotypes, broaden their horizons and raise their aspirations.

We want them to be curious and inspired about what their futures could hold. We want them to start to see the connection between the learning they do in school and the world of work, to recognise the importance of their learning, to understand the skills they are developing and how these skills will help them in their future roles.

How can your school support pupils to be able to maximise opportunities when they join their secondary school's careers programme on transition? Ultimately, how can we enable pupils to be career ready?

Whether your school is just starting out on this journey, has made a start or already has an extensive programme in place, there are some tips and resources for you to consider, to help fully embed career-related learning in your setting.




A great starting point is the [self-assessment quiz](#). Even if you are not aware of any current career-related learning going on within your school, it will spark ideas and reflection on current practice and help you to recognise how much is already going on or what could easily be adapted to form part of a career-related learning plan. The quiz will help you to consider your long-term goals for your pupils' learning and how career-related learning could fit within this.

The quiz was designed in partnership with [Skills Builder](#) and is based on two mutually reinforcing sets of principles which outline good provision at primary. The first set of principles are derived from a 'What Works' report that The Careers & Enterprise Company, in partnership with [Education & Employers](#), published in 2018.

The second set of principles are the Skills Builder Principles. The [Skills Builder Principles](#) outline best practice in teaching the [eight essential skills](#) and these help to help shape the design and delivery of careers related learning.

Used together, these models can inform an excellent overall, whole school approach to challenging stereotypes and broadening aspirations.

Key

-  - Developing
-  - Embedding
-  - Enhancing

Ideas to support schools to:

1. Embed a school approach driven by senior leaders
2. Start Early
3. Embed into the curriculum
4. Ensure activities are personalised and relevant
5. Ensure activities are open to all
6. Involve employers and parents

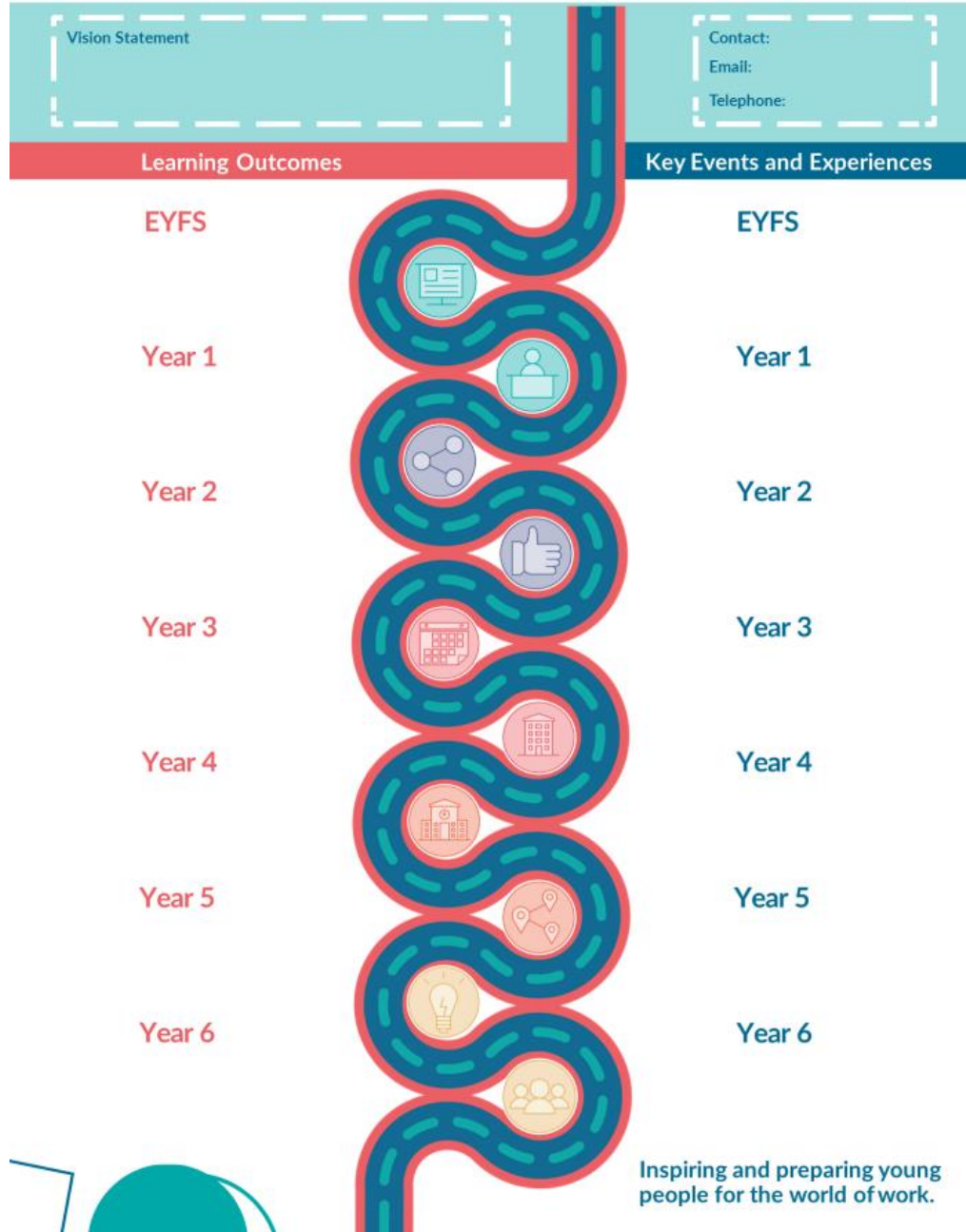
Career-related learning should... ...be embedded in the curriculum

- Is a clear strategy on careers-related learning and skills development communicated and embedded across the school?
- What evidence is there that Heads of Key Stage and teaching staff are engaged with career-related learning?



Career-related learning should....

...build on previous learning



[Link to Programme Overview templates](#)

Career-related learning should... ...build on previous learning

- Is careers related learning and skills development sequential, meeting the changing needs of the students as they progress through school?
- How do we know?

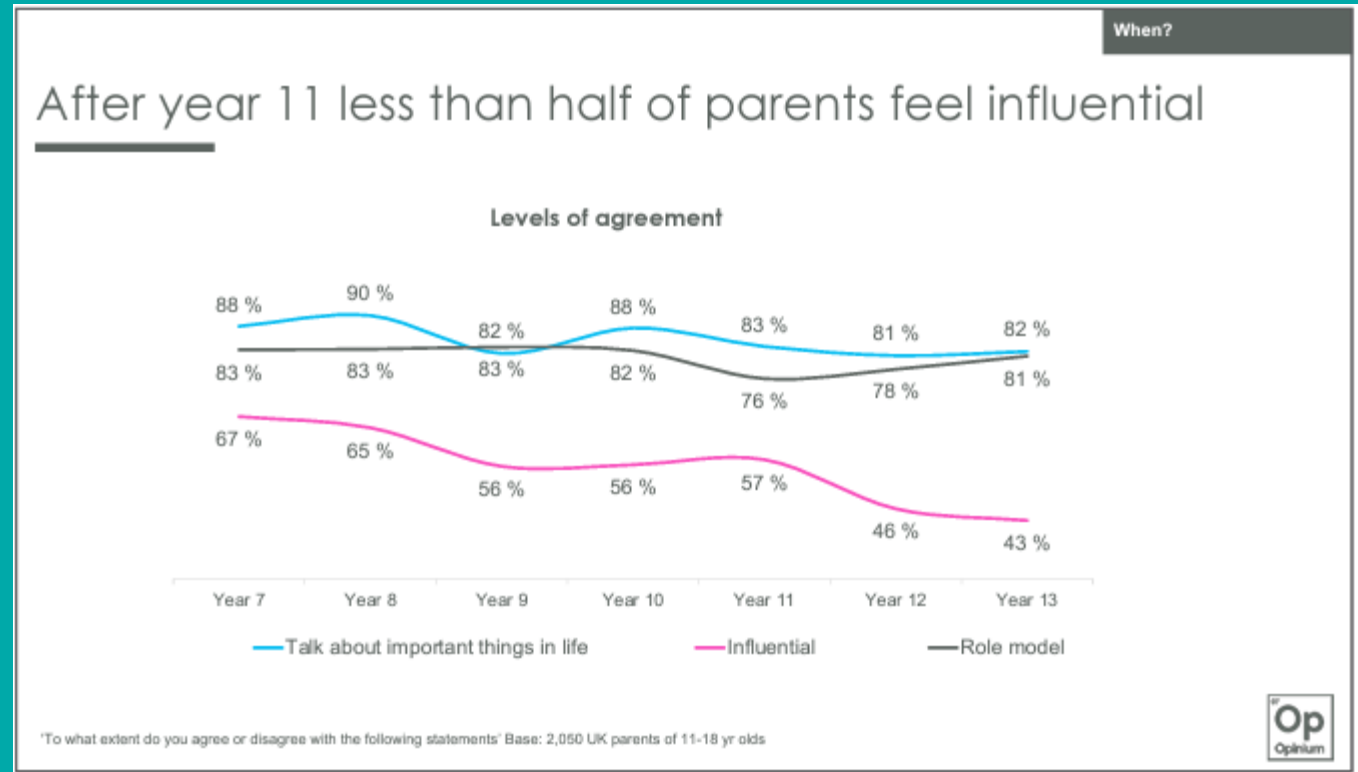


Career-related learning should...

...involve parents

TALKING
FUTURES

[Link to Talking Futures](#)
[Link to Primary Resource](#)



Career-related learning should... ...involve parents

- How are we ensuring that parents are kept informed and engaged?
- Do we regularly collect feedback from students, parents, staff and employers? How is this acted upon?
- Is the support offered to students and parents at key points in their education meeting their need? For example, at transition from Primary into Secondary.

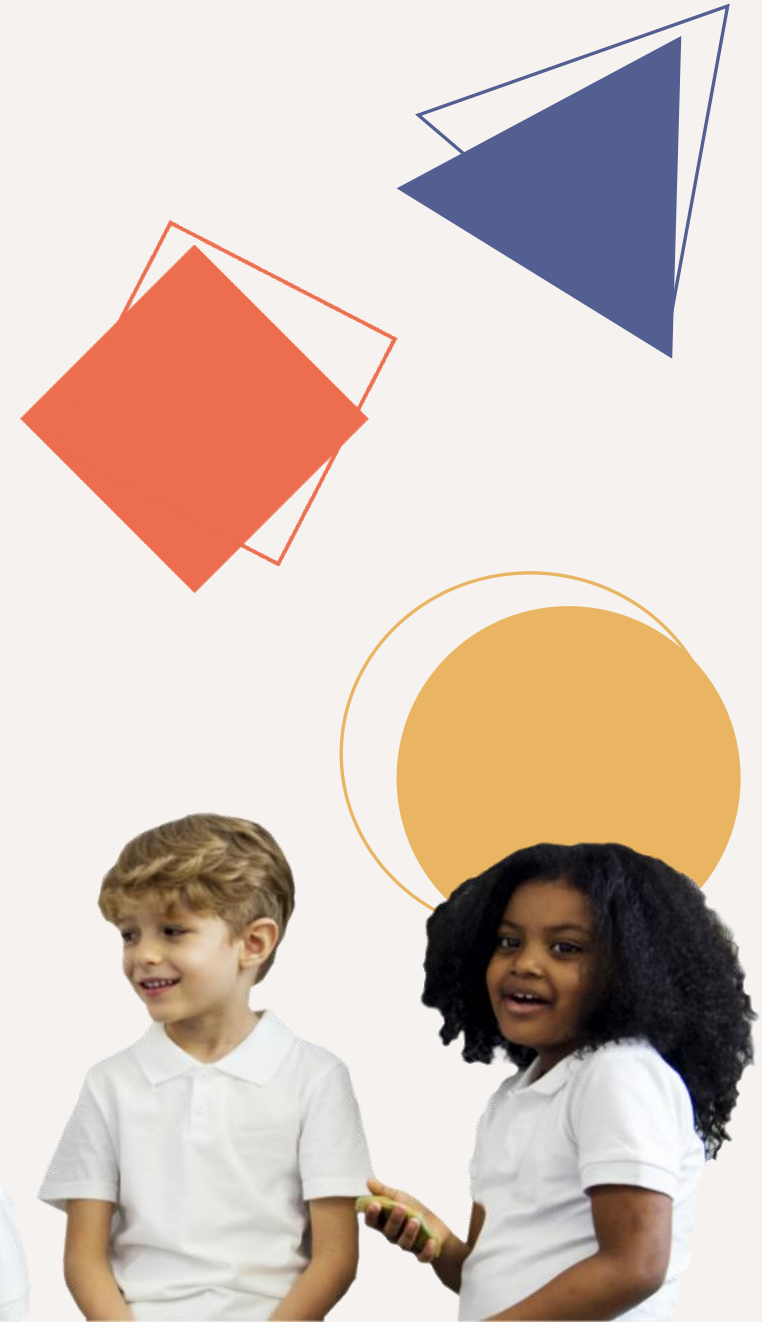


Career-related learning should....

...involve employers

The Primary Careers Resources Platform

[Explore it here.](#)



Career-related learning should... ...involve employers

- How are we using employers to help broaden horizons, challenge stereotypes and raise aspirations?
- Do teaching staff involve employers in lessons regularly?
- How well are these opportunities embedded in the curriculum and meeting the needs of our students?
- How can our school trips be adapted to incorporate an element of career-related learning?



Career-related learning should....

...be right for your learners

Consider Intent and Impact



Is your institution's careers related learning predicated on what is right for your learners?

Consider:

- What are the specific challenges in our area?
- What are the skills needs for our children?
- How can career-related learning help to meet these challenges and development areas?



How does your institution's careers plan meet the personal development needs of your learners?

Do enrichment activities contribute to pupils' skills development and wider personal development of learners?

What is the benefit to learners of the range of encounters, activities and experiences?

How do you know the impact your work is having?

Career-related learning should... ...be right for your learners

- Do we know the specific needs of the new cohort joining us in September?
- Will we need to adapt the provision to take account of this?
- Are our Year 6 pupils, and their parents, aspirational in their plans for secondary education?

[Register for webinar on transition from Primary into Secondary](#)

Questions for you as a Governor:

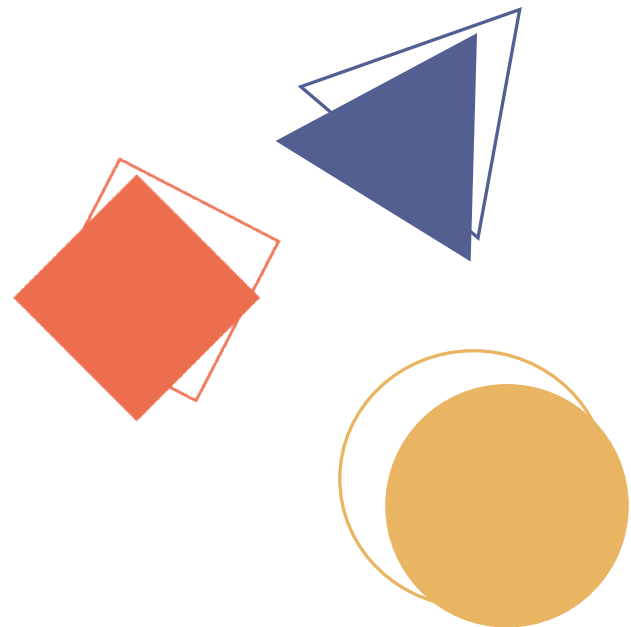
- Should the school be doing more to raise aspirations, broaden horizons or challenging stereotypes? What are the key needs of our pupils?
- Do/should you have a Careers Link Governor?
- Is the Governing Body fully aware of the career-related learning that is offered in school, how it is delivered and evaluated?
- Is career-related learning or skills development discussed at Governing Body meetings and recorded?
- Do governors attend career related learning events at school?
- How could the governing body support with employer engagement?

What other questions could you ask?

- Where does career-related learning and skills development feature in the School Development/Improvement Plan?
- How do we raise aspiration, broaden horizons and challenge stereotypes through the curriculum?
- How do we support parents to raise aspiration, broaden horizons and challenge stereotypes?
- How do we measure pupils' progress in terms of skills development?

School self-assessment quiz: your results

	Yes	No	Not sure
Planning career-related learning in your school			
Does your school have a career-related learning strategy, and is this shared with staff?			
Is essential skill development part of your career-related learning strategy?			
Do you understand how career-related learning fits with the overall aims and ethos of your school?			
Is there a governor who holds responsibility for co-ordinating both career-related learning and essential skill development across the school?			
Is there a member of staff who holds responsibility for co-ordinating both career-related learning and essential skill development across the school?			
Is there a common language across the school for essential skills development, which is used by teachers and pupils?			
Do parents know about your schools' approach to career-related learning, and why this is beneficial for pupils?			
Delivering career-related learning in your school			
Does career-related learning happen for all pupils, regardless of special educational needs and across all year groups?			
Does essential skill development happen for all pupils, regardless of special educational needs and across all year groups?			
Could you introduce career-related learning and opportunities for essential skills development with younger pupils?			
Do you pupils understand the links between what they are learning now and how they will use it in the future?			
Could teachers make more explicit links between the curriculum, the world of work and essential skills?			
Have teachers ever received any training on how to deliver career-related learning or essential skill teaching?			
Does your school dedicate any curriculum time where the primary focus is explicitly building essential skills or learning about the world of work?			
Could your school make better links between other initiatives (e.g. youth social action, STEM clubs, Character) and it's approach to preparing pupils for the future?			
Do you maximise school trips and existing relationships with businesses to provide opportunities for career-related learning?			
Are your career-related learning opportunities (e.g. trips, visitors and special projects) inclusive of a range of sectors, roles and routes to work?			
Measuring career-related learning in your school			
Do you measure pupil progress in essential skill development?			
Do you measure pupil progress in career-related learning?			
Are there regular opportunities for pupils to reflect on all career-related learning experiences?			



Thank you

Questions or Feedback?