

'Careers and the world of work' - Key Stage 4 learning outcomes

'Careers and the world of work: a framework for 11 to 19-year-olds in Wales' aims to give education providers a structure to help them deliver the statutory requirement for a careers education programme.

To help careers advisers and teachers working with Key Stage 4 students to deliver the framework and develop their students' career planning abilities, we have provided a summary of how Kudos and Careerscape deliver elements of the framework. Please note that the features described are in the online versions.

Key Stage 4 Learning Outcomes

Skills

	Learners should be given opportunities to:	How Kudos and Careerscape support this:
1.	work both independently and cooperatively within the classroom and beyond	A school's licence for Kudos and Careerscape allows young people to access the programs in school and also outside of the classroom environment. This helps to encourage independent careers research by enabling young people to access education, employment and training information at a time and place that is convenient for them.
2.	listen attentively and respond helpfully, noting strengths and weaknesses of views	The case studies in Careerscape profile real people in their careers. Using the case studies allows young people to develop an understanding of the benefits and disadvantages of different careers, based on the opinions of the person featured in the case study.
3.	access a wide range of sources for help, support and advice	Kudos and Careerscape are online programs; they can be integrated into a wider guidance remit, including classroom-based guidance and a guidance interview. The Kudos action plan provides an excellent base for discussion at a guidance interview.
4.	locate, select and identify key points from a range of information, including any lines of reasoning	Kudos and Careerscape contain independently-researched information, presenting the key facts about each career. Careerscape also contains case studies for over 500 careers; these feature the opinions of people

	Learners should be given opportunities to:	How Kudos and Careerscape support this:
		in particular jobs. Using both of these sources allows young people to research key points from a range of information, understanding the difference between impartial and biased information.
5.	select, compare and interpret data relevant to their own needs	<p>The careers information in Kudos and Careerscape presents young people with all the information they need to make decisions about their future career. Each career profile contains information about the main work activities, personal qualities and skills, pay and opportunities, entry routes and training, and qualifications. The range of information allows young people to choose the information that is most relevant to them.</p> <p>The 'compare careers' feature in Kudos allows young people to compare the careers they are interested in based on their suitability and essential aspects of the career. This helps young people to build their career ideas by comparing the essential aspects of a career.</p>
6.	use ICT to find information that is accurate and relevant for a range of purposes	Using Kudos and Careerscape allows young people to use ICT to find information. Careerscape contains a careers database, case studies and articles covering a range of education, employment and training topics. Many careers and articles feature video; the information in Careerscape allows young people to use the program for a range of purposes.
7.	consider their own and other people's perspectives about learning, careers and the world of work to inform opinions and decisions	The case studies in Careerscape allow young people to view a career from another person's perspective. Every career in Kudos and Careerscape contains information about entry routes and training for the career. This helps young people to assess different routes into a career, which can help influence their decisions about entry routes.
8.	seek out and evaluate innovative solutions to problems	Kudos and Careerscape both work as excellent resources for finding out specific information about careers. Access to this information can help young people find out about careers and cope with any careers-related problems they might have.
9.	communicate coherently in English or Welsh, as appropriate, about careers and the world of work	Kudos and Careerscape help young people to build a foundation of knowledge for making career decisions. Using the programs allows young people to communicate effectively about the careers they are most suited to, the key duties of the career, personal qualities and

	Learners should be given opportunities to:	How Kudos and Careerscape support this:
		skills needed for the career, and entry routes and training for progression into the career.
10.	present information about themselves effectively in a variety of forms	Kudos features an action plan. This allows young people to document information about themselves, including the careers they are interested in, their qualifications and training plans. The young person can also set short-, medium- and long-term goals for future achievement.
11.	plan, set targets and review/reflect on learning	The action plan in Kudos allows young people to document their future study and training plans, and set short-, medium- and long-term goals for future achievement. This information can be updated and revised, allowing young people to review and reflect on their learning and career aspirations.
12.	manage time with some independence	Kudos and Careerscape are both online products. This allows young people to research their careers, education and training ideas as part of the school's careers guidance program, or independently in or outside of a school environment.
13.	adapt to a range of new situations	The careers information in Kudos and Careerscape provides an insight into the working conditions young people are likely to face when moving into their chosen career. In Careerscape, there is information about adapting to new situations. Relevant information articles include 'Higher Education – Settling In', 'Gap Year before Higher Education' and 'Your First Job - How to be a Success'.
14.	be able to apply learning to a range of situations both within and outside school	Each career in Kudos and Careerscape explains the key personal qualities and skills required for the job. This helps young people to understand how the skills they develop in school will benefit them in employment.
15.	show emerging awareness of customer needs	Careerscape contains regularly updated labour market information (LMI). This shows the percentage of people who work full/part-time in the profession. There is also information on how in demand different jobs are and how competitive entry is for different careers. This helps young people to understand the needs of people in the job market.

Range

	Learners should be able to develop their skills, attitudes and values through a range of contexts. They should have the opportunity to:	How Kudos and Careerscape support this:
Personal Achievement		
1.	develop a curriculum vitae (CV) based on their achievements, abilities, interests and skills	Careerscape contains an information article called 'Job Applications'. This explains what a CV is and why it's important. There are also a number of tips for CV writing, including content and format.
Seeking information		
2.	use a variety of sources to find information about their career ideas, differentiating between information and promotional material	The careers information is independently researched and impartial; it presents key information about careers. Young people can then compare the information with job adverts and other promotional material to explore the differences between impartial and biased sources
3.	examine employment and learning opportunities and trends both locally and further afield	Careerscape features a range of information about local and national employment and learning opportunities. There is a higher education (HE) module in Careerscape. This allows young people to segment HE courses by region, including just HE institutions in Wales.
Understanding the world of work		
4.	examine the implications of stereotyping in employment and training, recognising the benefits of a positive attitude to difference and diversity	Both Kudos and Careerscape include photographs which challenge stereotypes. This is also the case with a number of the videos and case studies in Careerscape.
5.	explore the role of enterprise/wealth creation and develop their own ability to act in entrepreneurial ways	Kudos and Careerscape feature case studies of people in a range of situations, including self-employment. All careers also have salary ranges, showing the potential earnings for the career. CASCAiD products also work as an excellent tool to use alongside

	Learners should be able to develop their skills, attitudes and values through a range of contexts. They should have the opportunity to:	How Kudos and Careerscape support this:
		enterprise projects to explore the different job roles that might be needed when starting a business.
6.	recognise their responsibilities and rights as employees and learn how to follow safe working practices	Careerscape contains a number of articles to help young people understand their rights and responsibilities at work. Some of the most relevant articles include 'Your First Job – how to be a Success', 'Young Workers' and 'Work Experience'.
7.	use work-focused experiences to understand better what skills and personal qualities employers want	Careerscape features an article about work experience; this covers hints and tips for making the most of work experience opportunities.
Guidance		
8.	access realistic, impartial guidance on learning, careers and work-related matters	All CASCAiD products are impartial, presenting key information about careers. This helps young people make decisions about their learning and career paths.
9.	understand the prospects and progression patterns in the jobs in which they are interested	In Careerscape, all jobs contain a section called 'Progression'. This allows young people to see some of the possible progression routes within the careers they are interested in.
10.	examine their careers ideas and the potential effects on their lives	Kudos assesses young people's suitability for careers. This allows young people to explore their own career ideas and understand why they may/may not be suited to each career. All careers contain salary information and labour market information covering areas such as demand and types of employment. Young people can use this information to understand the effects their chosen career might have on their life.
11.	identify any obstacles to future aspirations and plan thoughtfully how they might be overcome	The action plan in Kudos allows young people to document the qualifications and training they would need to enter their chosen career. This helps young people to understand the obstacles that could affect their future aspirations, and set goals to help overcome these obstacles.
Making and implementing decisions		
12.	identify, understand and make decisions about individual pathways in education,	The careers information in Kudos and Careerscape show the different pathways into a career. There are links to live HE information from

	Learners should be able to develop their skills, attitudes and values through a range of contexts. They should have the opportunity to:	How Kudos and Careerscape support this:
	training and work	UCAS where appropriate. Using this information allows young people to select the most relevant career entry route for their situation.
13.	be able to explain in some detail their choices both to their peers and to appropriate adults	The 'compare careers' feature in Kudos allows young people to contrast the key attributes of each job. Understanding these key attributes will help young people to explain their choices to their peers and appropriate adults.
14.	review current information about themselves in relation to learning and work in order to negotiate a career plan	The action plan in Kudos allows young people to record information about themselves, such as the subjects they are studying, and their grades. The young person can also record information about their hobbies and interests. These can be used in a CV and to help direct their career ideas.
15.	promote a positive self-image when making applications and attending interviews	Careerscape contains a range of information articles about job applications, CV building and preparing for interviews.