

Making Good Decisions:

*Enabling students to explore
their career and develop
their employability*

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Coming up...

- Careers and Employability?
- Exploring the Options
- How can my students develop their employability?
- Managing Choice



**Having a career
plan leads to a
better outcome**

What's the difference between
**Careers and
Employability?**

- Career is bespoke
- Employability is abstract
- Employability enables the execution of career plans



**Bespoke vs
abstract**



Careers

- 'What do you want to become?'
 - No longer a single outcome
 - Flexible, adaptable, fluid
 - Portfolio, non-linear
- Exploration and discovery of options and potential
 - Interests, passions, aptitudes
- 85% of graduate employers have no degree preference



**Bespoke and
personal**



Employability

- Knowledge, Attributes, Skills and Experiences
- Developed through work, study, hobbies, volunteering etc.
- Applied in the workplace
- Enable the successful execution of career plans



**Knowledge,
Attributes, Skills,
Experience**



Helping students explore career options

- Acknowledge the pressure
- Know the options
- Understand the benefits and challenges
- Know when to specialise and when to keep options open
- Connect to employability



**What can I do?
Who can I
become?**

Acknowledge the pressure

- Are big decisions realistic at these ages?
- Decisions feel very time-sensitive
- Huge amount of choice
- Parents' and peers' perceptions of 'a good outcome' can be a factor



PANIC!!!

Know the Options

- What are the different choices?
 - University, apprenticeships, a job
- Vocational vs non-vocational/love of subject
- Learning by thinking vs learning by doing



What's best for me?

Understand the benefits and challenges: University



What's best for
me?

FOR:

- Testing myself academically
- Prioritising knowledge
- Continuing other interests and gaining work experience

AGAINST:

- I don't love any subject enough to study for 3 years!
- What's the point of a non-vocational degree?

Understand the benefits and challenges: Apprenticeships



What's best for
me?

FOR:

- Work experience
- Employment-based skills and knowledge development
- Professional qualifications

AGAINST:

- Choosing my career at 16 or 18?
- Wide variety of schemes
- Am I ready for the responsibility?

Understand the benefits and challenges:

A job

FOR:

- Time to think about what's next
- Money and security
- Great opportunities can appear by accident

AGAINST:

- Can be poorly paid given experience level
- Little professional development
- Can get stuck...



What's best for me?

No choice is ever a one way street



I am what connects my choices together

- ‘No such thing as a bad choice’?
- Every experience provides useful learning
- Something in the individual will connect even the most diverse choices together
- Employability is another transferable component between ‘disparate’ choices

Employability enabling Careers....
**Haven't I seen that
somewhere before?**

- Morrisby-type profiling
 - Common to year 10 and 11
 - Evaluate student skills and attributes
 - Sift combinations to create future 'suited' career choices
- But what about those skills and attributes?
 - Aren't they worth looking at in their own right?
 - Can they be useful to students who don't want to make a career choice yet?



déjà vu?

How can I help my students
**develop their
employability?**

- Knowledge
 - Depth is valued by employers
- Attributes
 - I am... I do... I believe...
- Skills
 - Common to study and work
 - Specialist & transferable
- Experience
 - Reflection



**Students are
already
developing
employability**

Breaking down
skills

Which skills does my subject develop?

- Analysis, problem-solving, decision-making
- Research, organisation, technological
- Written/verbal, interpersonal, teamwork, leadership

- Specialist
- Career Management



**Skills have
transferable
value**

Breaking down attributes

Which attributes does my subject develop?

- Awareness of Self
 - Take the initiative
 - Learn & think independently
- Awareness of Others
 - Inspirational
 - Respect others
 - Make a difference
- Awareness of Context
 - Question
 - Entrepreneurially minded
 - Tolerant of ambiguity



I am... I do...
I believe...

How can I help my students
**develop their
employability?**

- Help your students identify all the experiences that develop their employability
 - Academic study
 - Work
 - Volunteering
 - Hobbies, interests, passions
 - Community engagement
- Help them see how employability components are the connections between their different experiences



**Look for
connections**

How can I help students make better decisions?

- Help them review their abilities, passions, aspirations, values & skills
- Encourage research, discussions and experience
- Keeping options open rarely does more harm than good
- Always more than one path to success!



**Talk
Listen
Try**

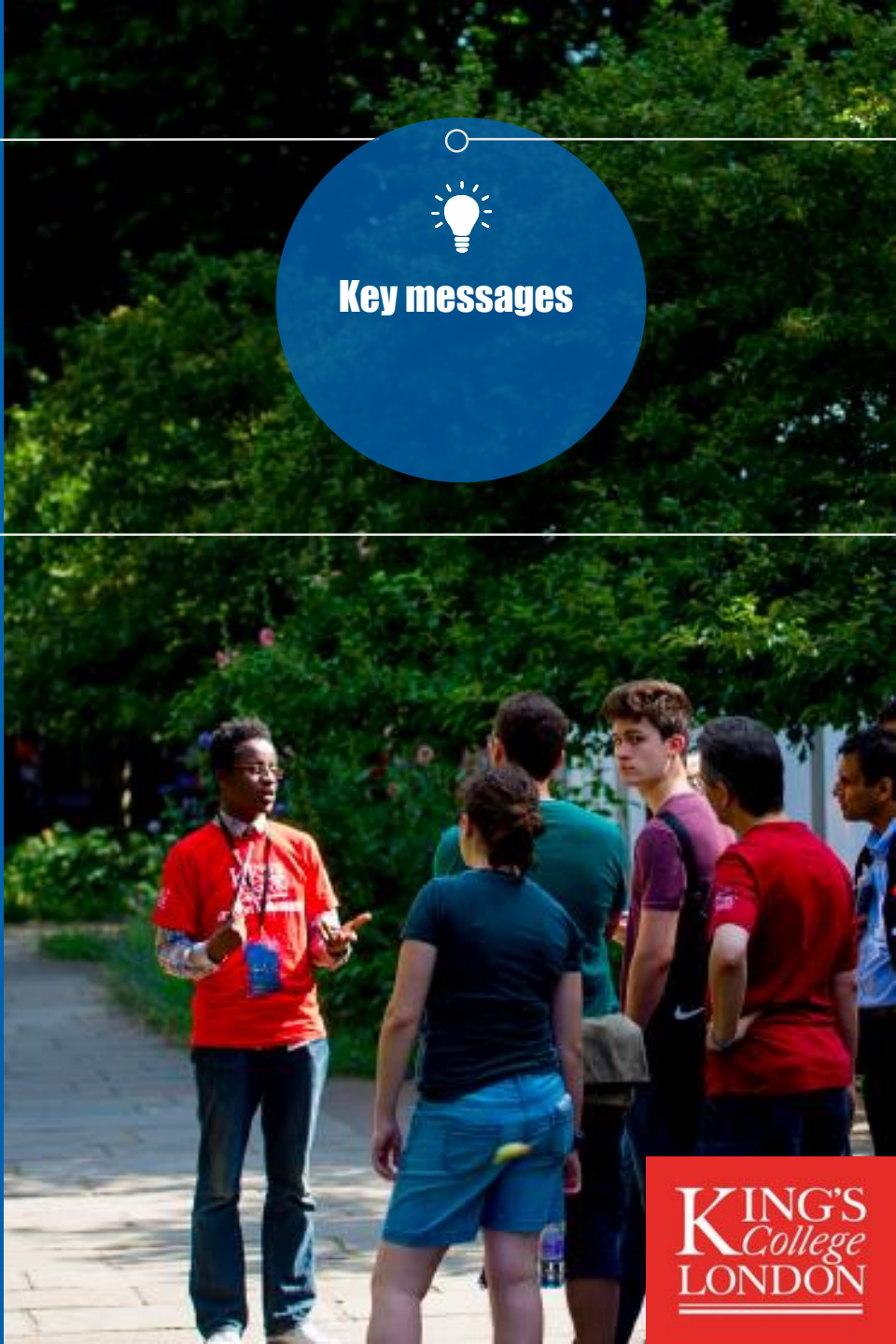


Having a career plan leads to a better outcome

- A career plan doesn't mean 'for the rest of your life'!
- It does mean 'how do I get to B if I'm starting at A?'
- Knowing yourself is key
 - Who am I?
 - What matters to me?
 - What can I do?
- The more you do, the more you'll know, the more certain you'll be



Key messages



*Thank you for
listening. Any
Questions?*

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