



Complete Careers Career Mark
2nd Primary Conference: 14th November 2023

‘Daring Dreams for Little Learners’

9.30 am - 13.00 pm

enquiries@complete-careers.com
www.complete-careers.com



Welcome



Thank you for attending

Complete – Careers LLP 8 years old this month

Janet Hutchinson – Career Mark Manager

Esther Cooper – Primary Career Mark Manager

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Aims of the conference

This event provides an opportunity to hear about and to reflect on how incorporating **career related learning** into the primary curriculum, having everyday conversations around areas such as self-awareness and jobs and using careers-based resources will help to **challenge stereotypes, broaden horizons, raise aspirations and increase the motivation of the next generation** .



Learning from the Conference

- How Complete Careers continue to accredit, support and celebrate the successes of primary schools' careers curriculums across the country.
- Current developments in primary careers related learning provided by the Careers and Enterprise Company.
- An exploration of primary resources to support your programme and how to access them, delivered by Career Map and Lifting Limits.
- Hear from a primary school careers lead who will share primary careers related practice, resources and experiences of delivery.
- The conference will help to identify potential resources, areas for development, generate ideas and raise the awareness and value of **career related learning** in primary schools.
- Opportunity to ask questions of speakers and other through chat



Complete-Careers Career Mark Primary Award

2014 - Futures Career Mark lead Gary Longden started development of the primary award

2017 - First Accredited Career Mark Primary award (initially targeted at key stage 2) Career Development Institute (CDI) learning outcomes did not go below this. East Riding Yorkshire project. (ERYP)

2020 – Pandemic but primary work continued. Raising aspirations , broadening horizons, challenging stereotypes and increasing motivation.

2021 – New CDI framework Career Development Framework Primary Handbook Early years to Key stage 2.
<https://www.thecdi.net/New-Career-Development-Framework>

2022 - Complete Careers 2nd Licensed awarding body to gain national endorsement from Quality in Careers Standard for Career Mark Primary

2023 October over 40 members and 24 award holders an increase of 10% in a year.

Reminder of the six learning areas

The six learning areas



Career Mark Primary Award

Links to other things in school – PSHE, Citizenship, all subjects, families/carers , local community, wider world.

Four standards to describe and evidence

1. Impact of CEIAG (career education, information, advice and guidance on pupil development)
2. Structure and process for leading, managing and delivering CEIAG.
3. Content and range of careers curriculum
4. CEIAG Trained and competent staff

School self-assessment quiz | Primary Schools Toolkit (careersandenterprise.co.uk)

Achieving Career Mark Primary

Step 1 - self assessment /action plan

Step 2 – organisation completes description grids and collects supporting evidence of career programme

Step 3 - organisation requests an assessment and is allocated an assessor by Complete Careers Career Mark

Step 4 - assessor reviews evidence and if necessary asks questions

Step 5 - once assessor is satisfied evidence is sufficient a site visit, of half a day approximately, using a remote platform is agreed. The assessor talks to staff about the programme and to learners about what they've learnt.

Step 6 - assessor makes judgement and provides feedback including recommendations for continuous improvement

Step 7 School receives report, plaque logos etc.

You are probably doing a lot already ...



IMPACT

SENIOR LEADERSHIP

‘Career Mark Primary is an excellent means to ensure that we structure opportunities that, in a very practical way, broaden and deepen experiences for Primary Children’

Executive Head Teacher

PUPILS

‘I have enjoyed learning about the different careers that you can have, what courses you might take and that I could go to college or university’

Year 6 Pupils



PRIMARY

Recognising Excellence in
Careers, Employability
and Enterprise

CLASS TEACHERS

‘Within a matter of weeks through Career Mark we witnessed a huge increase in the children's' aspirations and hopes for their futures’

Year 6 Teacher



Keynote Address

Isabel Hutton

CEC Careers and Enterprise Company

[Primary | The Careers and Enterprise Company](#)

Senior Strategic Development Manager

An update. Where we are now ?



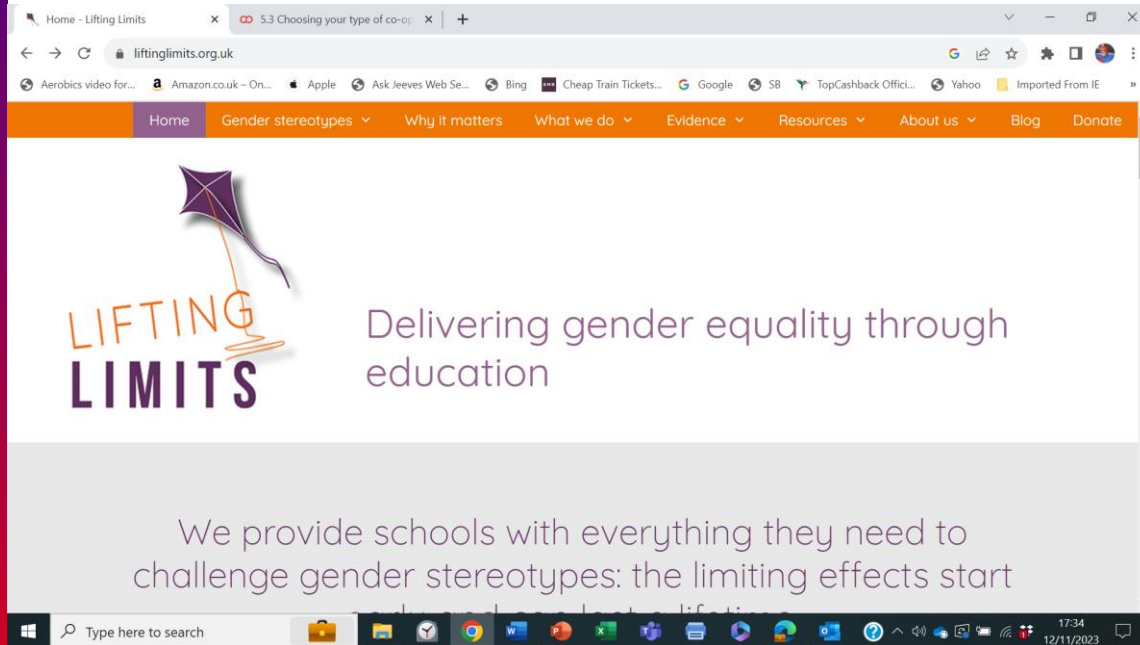
Sharing Practice and resources

Kirsty Ruthven Lifting Limits

<https://liftinglimits.org.uk/>

Sharon Walpole

<https://careermap.co.uk/career-advice/careermag/for-primary-schools>

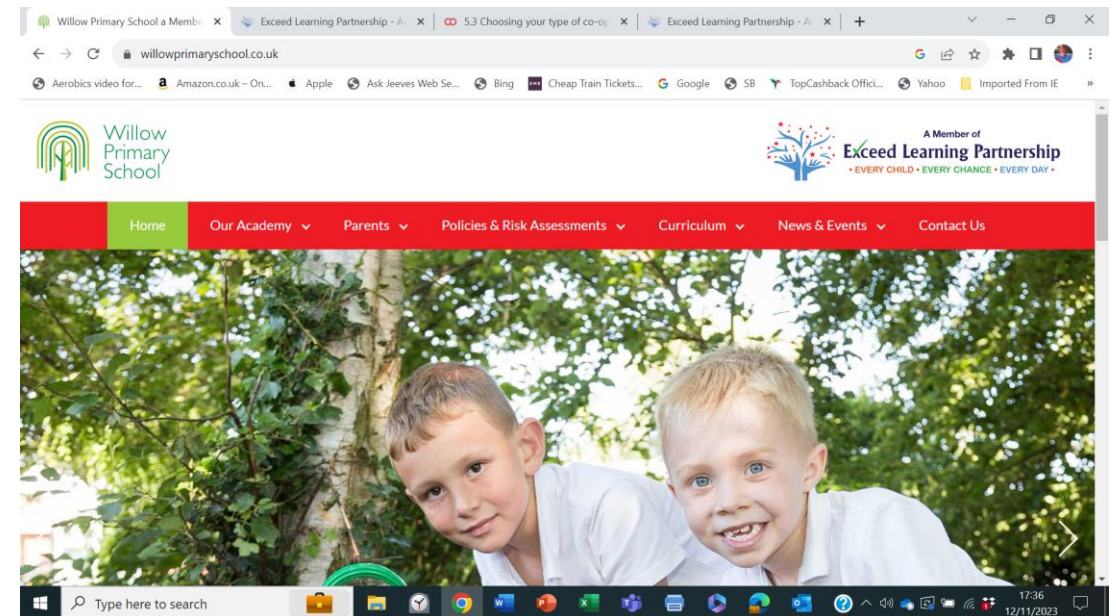


Simon Martin

<https://www.willowprimaryschool.co.uk/>

Bridget Clay

<https://www.teachfirst.org.uk/careers-education-resources>



Developments since 2022

Winner of the Renewables Education Award in partnership with Aura Innovation Centre/University of Hull East Riding of Yorkshire Council and Dogger Bank Wind Farm

- CEC developments
- Lifting Limits inspiring schools
- Teach first – delivering training to primary staff
- Career Map their first primary magazine
- Exceed trust innovative ideas personification of learning behaviours.



Learning Behaviour Characters



A Member of
Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •





Carr Lodge Academy has created Learning Behaviours, with the children, to explicitly teach pupils how to be an effective learner. These learning behaviours are important characteristics which children will need throughout life.



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Resilient
Rosie









Reflective
Ronnie



Carr Lodge
Academy

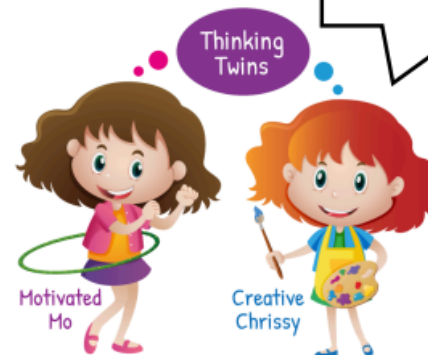
Reflective Ronnie is always keen to improve. He invites and reflects on feedback and knows his strengths and limitations as a learner.

Inquisitive Isaac is a planner. He plans what to do and how to go about it. He likes to make informed decisions, but recognises that other people may have other ideas.

Resilient Rosie - always commits herself to her learning and self-improvement. She has a great ability to organise herself and work out goals and priorities.

The Collaborative Crew work together with a strong sense of consideration and fairness towards others.

The Thinking Twins – Motivated Mo and Creative Chrissy are on the same wavelength. They always ask 'why?' 'how?' and 'what if?'. They think creatively and try out different ways to tackle a problem.



Carr Lodge Academy Learning Behaviours

Summary and Next Steps

Important to start early thinking about your dreams and pathways

Primary education curriculum does not need more learning necessarily it's about shifting the lense or view.

Training so staff and parents understand careers is more than just about jobs.

Important to know how education and employment is changing developing skills, knowledge and attitudes to make successful transitions through out life

Summary and Next Steps

1. Parental engagement

Use parents to talk about career pathways , jobs , aspirations e.g. apprenticeships

Career Mark primary encourages this use all staff and remember everywhere is a Work place

2. Language unconscious bias inclusive language etc

3. Central to education often already happening just needs highlighting seeing the world from a different lens

4. Employer input –future jobs, green job, AI influence, STEAM not STEM

5. Alumni secondary use of ICT to build libraries of resources

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Step 7 School receives report, plaque logos etc recommendations for continuous improvement of the programme



Thank you for being part of our second Primary Conference we hope to keep in touch and connect with you again soon .



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