



Career Management Cycle

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Session Overview

By the end of the session participants will be able to:

- identify what good careers guidance looks like;
- recognise the process good career practitioners carry out with your learners;
- consider if your careers programme is enabling learners to be effective career managers.

Careers Education and Guidance

'Careers education and guidance go hand in hand. One is useless without the other but the relationship is so close that it is often difficult to disentangle them'

Careers education: *'help young people to develop the knowledge, attitudes and skills they need to make successful choices, manage transitions in learning and move into work'*

Careers guidance: *aims to help young people to use the knowledge, attitudes and skills they gain from careers education... when they are making decisions.*

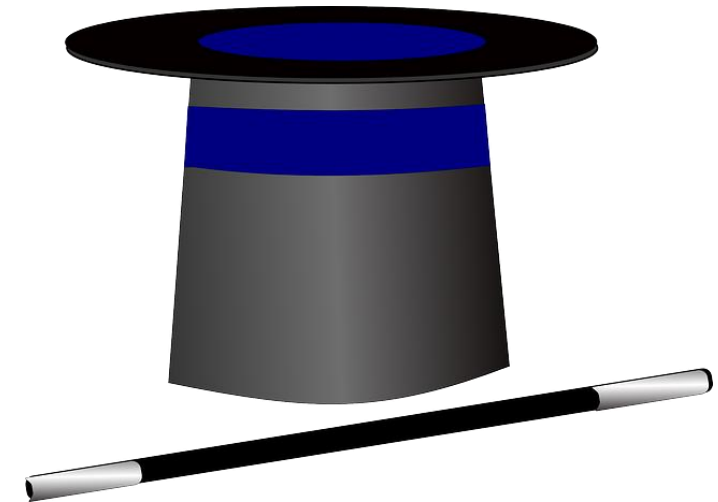
CEG in a Nutshell, Connexions 2004.

A career is very different to what it may have been 20 years ago, but this relationship is still the same. Have the components become separated over time?

Good Careers Guidance involves:



Good Careers Guidance is not:



Good Careers Guidance

Too often the Guidance Practitioners are not in a situation to perform their superpower due to:

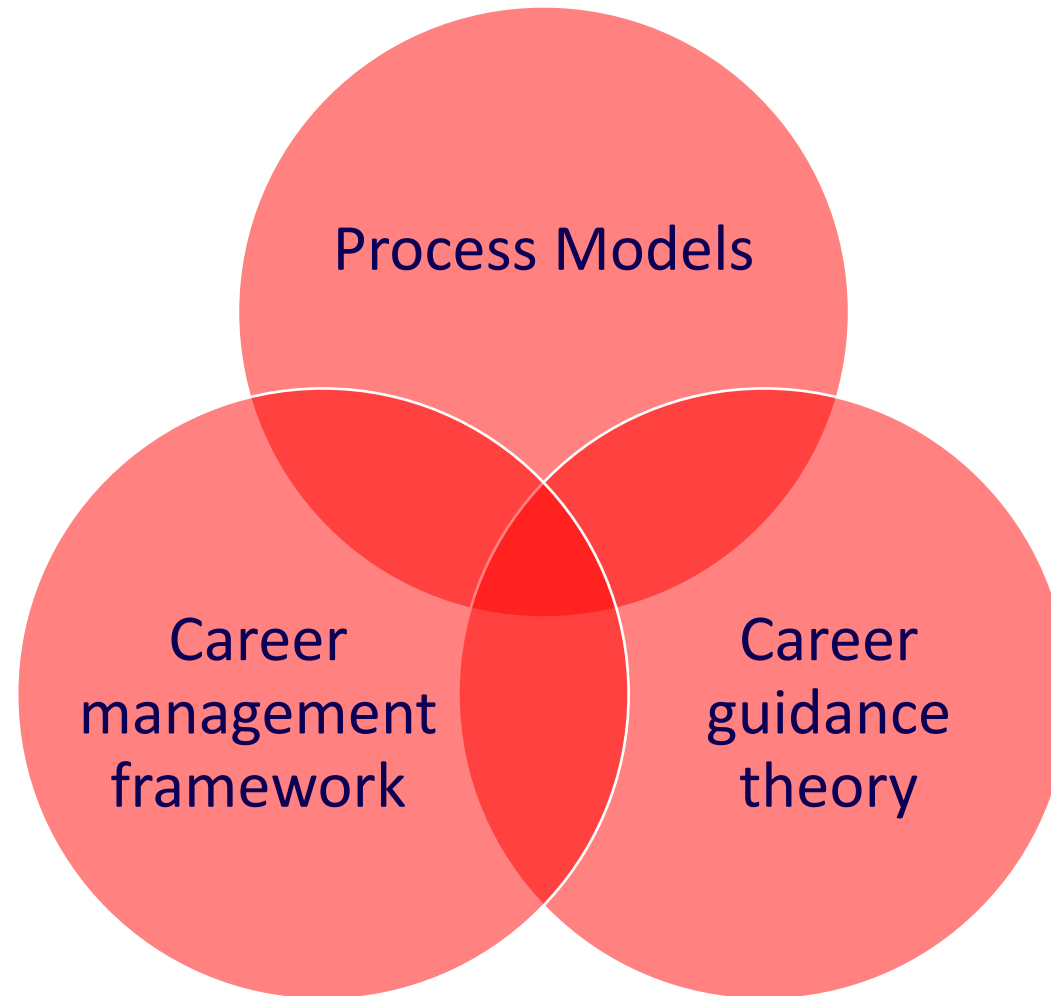
- Lack of time
- Lack of learner awareness of realistic expectations of the interview
- Learners not having appropriate career knowledge, skills and attitudes to be able to engage in transition support

Good Careers Guidance

- Learners not having appropriate career knowledge, skills and attitudes to be able to engage in transition support



Good Careers Guidance



Career Development Apprenticeship



CAREERS PROFESSIONAL LEVEL 6 UNIQUE CAREERS DEVELOPMENT APPRENTICESHIP

WHY ENROL?

- Designed by careers and education professionals for schools and other education providers
- Delivery, assessment and training through our partner, Complete Careers, who have a national reputation for excellence in careers development
- You can gain both careers/personal guidance skills PLUS achieve the specific careers leadership pathway units over a period of 21-24 months.
- Gain a Level 6 Diploma in Career Guidance and Development and the Apprenticeship accreditation
- Registration as a CDI Careers Development Professional and achievement of a nationally-recognised certificate in careers leadership
- Accredited qualifications in Level 2 Safeguarding, Prevent & British Values
- Combines face-to-face training, live online learning, distance learning plus peer and tutor support
- Recognition of prior learning: if you have already completed the Level 6 Career Leadership (CEC) training, you can 'top up' with the mandatory careers guidance modules

BENEFITS TO PARTICIPANTS

- Participants learn with others in comparable/complimentary roles, providing peer support and knowledge and ideas transfer
- Strengthens the relationship between careers education, information, advice and guidance
- Supports quality assurance of careers programmes creating evidence for Ofsted, Matrix and the national Quality in Careers Standard
- Cohort size enhances the overall learning experience and support provided
- Discount on registration for the Quality in Careers Standard using the Career Mark approach as well as other Complete Careers training and resources



If you are interested in pursuing this route, consider contacting us at:

admin@complete-careers.com

FOR MORE INFORMATION:

General enquiries: prioryapprenticeships@prioryacademies.co.uk or 01522 889297

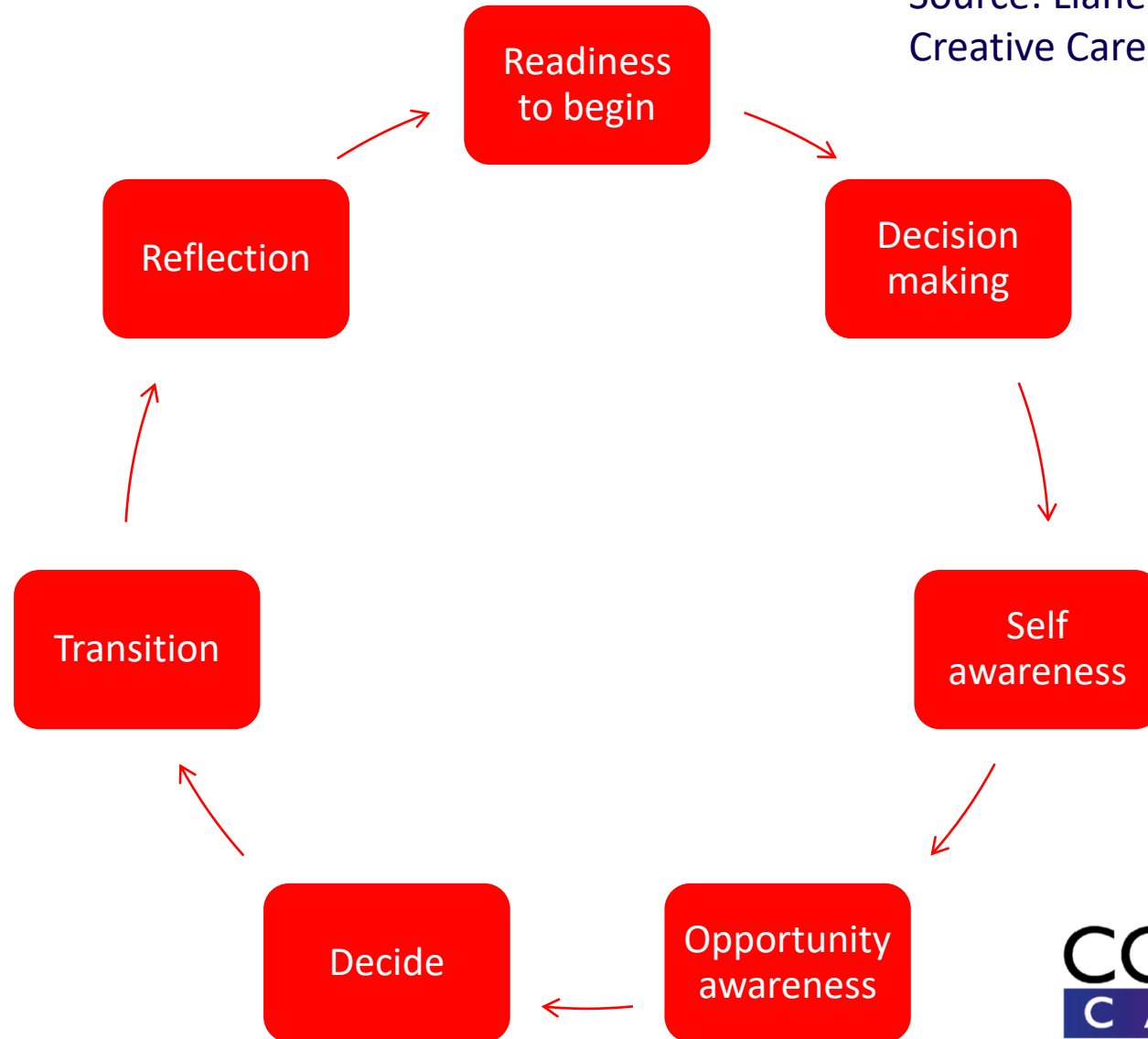
Content and course curriculum enquiries:
Joanna.welch@complete-careers.com or 01522 262922



Career Management Cycle

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Source: Liane Hambly and Ciara Bomford
Creative Career Coaching

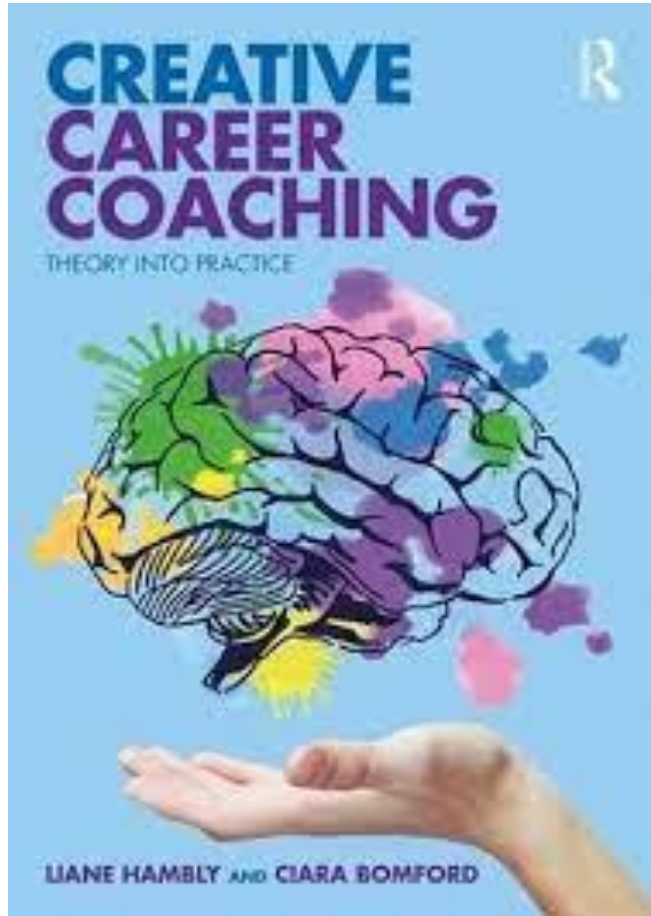


Career Management Cycle

- **Readiness** – 5Cs – concern, control, curiosity, commitment & confidence (Bimrose et al 2011)
- **Decision making** – helping clients to evaluate their decision making process
- **Self** – values, interests, strengths, weaknesses, skills, ability, experience etc.
- **Opportunity** – awareness of full range of options
- **Decide** – risk and reward – rarely will there be a perfect decision
- **Transition** – clients ability to manage pre, during and post transition stages
- **Reflection** – reviewing success and failure. Cycle as a lifelong approach

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'Creative Career Coaching: Theory into Practice is an innovative book for career development students and professionals aiming to creatively progress their coaching practice'.
<https://creativecareercoaching.org/product/creative-career-coaching-theory-into-practice-2019/>

Impact of Careers programme

- Is your careers programme equipping learners to be effective career managers?

Careers education: ‘help young people to develop the knowledge, *attitudes* and skills they need to make successful choices, manage transitions in learning and move into work’

- Which frameworks are you using to ensure career knowledge, skills and attitude development? How successful are they in doing so?



- What impact do they have? Can your guidance practitioner help to answer this?
What can employers tell you?



Thank you for listening

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