

Please see below for an overview of the careers programme across KS3, 4 and 5, aligned with the CDI Careers Development Framework and learning aims, the Gatsby Benchmarks and Ofsted expectations (EIF: Quality of Education, Personal Development, Leadership & Management, and Destinations). This is a working document so will be updated throughout the academic year.

For subject specific careers content please see [benchmark 4 leaflets](#) and individual subject schemes of work.

KEY STAGE 3				
CDI LEARNING AIMS	OFSTED LINKS	ACTIVITIES	GATSBY BENCHMARKS	
CDI Area - Grow Throughout Life				
• Recognise strengths, interests and achievements • Develop self-awareness and confidence	• Personal Development: building confidence and resilience • Quality of Education: sequenced personal development curriculum	• PSHE Living in the Wider World, Personal Identity, Target Setting Lessons • PSHE Yr. 9 Careers Lesson	1	A stable careers programme
			3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers
CDI Area – Explore Possibilities				
• Learn about different jobs and sectors • Challenge stereotypes and broaden aspirations	• Personal Development: understanding of opportunities in modern Britain • Leadership & Management: ambitious curriculum for all	• Careers Convention • Careers Assemblies • PSHE Relationships/Stereotypes Lessons • PSHE Yr. 7 Careers Roles Lesson, Local Democracy • PSHE Yr. 8 Economy, UK Laws & Justice System Lessons • Yr. 9 Careers Day • Subject specific careers noticeboards	2	Learning from career and labour market information
			4	Linking curriculum learning to careers
			5	Encounters with employers and employees
CDI Area – Manage Career				
• Develop decision-making skills • Understand how choices impact future pathways	• Quality of Education: informed curriculum choices	• PSHE Options Lessons & Presentation • Yr. 9 Options Evening	3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers

CDI LEARNING AIMS	OFSTED LINKS	ACTIVITIES	GATSBY BENCHMARKS	
CDI Area – Create Opportunities				
Develop employability skills (teamwork, communication)	Personal Development: character development	- Yr. 9 Careers Day - Careers Convention - Yr.8 Trip to Cisco - Careers Assemblies - Yr. 8 Runner Duties	2	Learning from career and labour market information
			4	Linking curriculum learning to careers
			5	Encounters with employers and employees
			6	Experience of workplaces
CDI Area – Balance Life and Work				
Understand wellbeing and its link to work	Personal Development: mental health awareness	- Yr. 9 Careers Day - PSHE Emotional Well-being, Mental Health lessons	2	Learning from career and labour market information
			3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers
			5	Encounters with employers and employees
CDI Area – See the Big Picture				
Understand equality, diversity and global opportunities	Personal Development: respect and tolerance	- PSHE Local Democracy, UK Laws and Justice System, The Economy, Accepting Others, Images in the Media, Social Media and Impression Lessons - Subject specific careers noticeboards	2	Learning from career and labour market information
			4	Linking curriculum learning to careers

KEY STAGE 4				
CDI LEARNING AIMS	OFSTED LINKS	ACTIVITIES	GATSBY BENCHMARKS	
CDI Area - Grow Throughout Life				
• Reflect on personal progress and set goals	• Personal Development: resilience and independence	• Business Mentoring Programme • Yr. 11 Revision & Skills Evening • PSHE Target Setting Lessons	1	A stable careers programme
			3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers
CDI Area – Explore Possibilities				
• Understand post-16 pathways (academic, vocational, apprenticeships)	• Quality of Education: appropriate next steps • Destinations: positive progression	• Careers Convention • Careers Assemblies • FE Assemblies • College visits and taster sessions • Sixth Form Open Evening • Yr. 11 Options Lessons • Subject specific careers noticeboards	2	Learning from career and labour market information
			4	Linking curriculum learning to careers
			5	Encounters with employers and employees
CDI Area – Manage Career				
• Develop career planning and application skills	• Leadership & Management: effective guidance systems	• 1:2:1 Careers Guidance appointments • CV Preparation and Writing • Yr.10 Mock Interviews	2	Learning from career and labour market information
			3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers
			8	Personal Guidance
CDI Area – Create Opportunities				
• Apply skills in real contexts	• Personal Development: readiness for next stage	• Careers Convention • Yr. 10 Work Shadowing • Careers Assemblies	5	Encounters with employers and employees
			6	Experience of workplaces
			7	Encounters with Further and Higher Education



CDI LEARNING AIMS	OFSTED LINKS	ACTIVITIES	GATSBY BENCHMARKS	
CDI Area – Balance Life and Work				
• Manage finances and wellbeing	• Personal Development: preparation for adult life	• PSHE, Managing Money & Emotional Well-being Lessons	3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers
CDI Area – See the Big Picture				
• Understand labour market trends and equality issues	• Leadership & Management: inclusive curriculum	• Careers Convention • Careers Assemblies • Subject specific careers noticeboards	2	Learning from career and labour market information
			5	Encounters with employers and employees
			7	Encounters with Further and Higher Education

KEY STAGE 5				
(*The sixth form personal development plan contains more detail on these activities)				
CDI LEARNING AIMS	OFSTED LINKS	ACTIVITIES	GATSBY BENCHMARKS	
CDI Area - Grow Throughout Life				
• Take ownership of career development	• Personal Development: independence and ambition	• Yr.13 Personal Development Advisor Group Sessions • Yr. 12 Work, Careers & Pathway Choices* • Guest Speakers in PSHE • Yr. 13 Destination Sessions*	1	A stable careers programme
			3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers
			5	Encounters with employers and employees
CDI Area – Explore Possibilities				
• Evaluate higher education, apprenticeships and employment options	• Destinations: sustained and appropriate progression	• Careers Convention • Yr. 12 Careers Event • Yr. 12 Work Experience • UCAS Discovery Trip • Subject specific careers noticeboards • Yr. 12 Work, Careers & Pathway Choices & Employment & Responsibilities Sessions* • Yr. 13 Destination Sessions*	2	Learning from career and labour market information
			5	Encounters with employers and employees
			6	Experiences of workplaces
			7	Encounters with further and higher education
CDI Area – Manage Career				
• Successfully navigate application processes	• Leadership & Management: strong guidance provision	• Careers Guidance Advisor at Careers Convention & appointments available at Student Progress Evenings • Yr.13 Personal Development Advisor Group Sessions • Yr. 12 Work, Careers & Pathway Choices* • Yr. 13 Destination Sessions*	3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers
			8	Personal Guidance

CDI LEARNING AIMS	OFSTED LINKS	ACTIVITIES	GATSBY BENCHMARKS	
CDI Area – Create Opportunities				
• Build networks and gain experience	• Personal Development: employability and confidence	• Careers Convention • Yr. 12 Careers Event • Yr. 12 Work Experience	5	Encounters with employers and employees
			6	Experience of workplaces
CDI Area – Balance Life and Work				
• Manage independent living and wellbeing	• Personal Development: readiness for adult life	• Yr.13 Personal Development Advisor Group Sessions • Healthy Lifestyles & Mental Health and Media Literacy & Digital Resilience Sessions*	3	Addressing the needs of each pupil
			4	Linking curriculum learning to careers
CDI Area – See the Big Picture				
• Understand global workforce and ethical considerations	• Personal Development: responsible citizens	• Careers Convention • Yr. 12 UCAS Discovery Trip • Subject specific careers noticeboards • Yr. 12 Form Focus sessions* • Yr. 13 Destination Sessions*	2	Learning from career and labour market information
			4	Linking curriculum learning to careers
			7	Encounters with Further and Higher Education