

# Career education:

## Why is a whole school approach important?

Schools have an important role in preparing young people to transition successfully and to assist them in becoming work ready.

A whole school approach to career education recognises that all aspects of the school community can impact upon a young person's ability to make well informed career decisions and learn to manage their own career development.

Schools with high quality career education plans have strong direction and support from the school's senior leadership and the school community.

In these instances: the school career education plan is a key part of the school's mission and ethos; strategic long-term partnerships are built with employers and other key stakeholders; and resources, including human resources, are strategically invested in the school career education plan.

There are three crucial interaction points for students in ensuring successful whole school delivery of career education.

### Leadership

International best practice would see a qualified career adviser/practitioner in a key middle leadership position.

Their role would be responsible to:

- support students to make informed choices about future work or study and understanding the general skills and self-management capacity they will need to achieve this
- have knowledge in diverse employment trends and career pathways
- hold professional qualifications and memberships
- provide more in-depth counselling for students with higher needs
- work effectively with teaching staff to promote career learning in the classroom context
- work with teachers to ensure career information provided is accurate and current
- respond to an increasing emphasis on work placements and work-based learning while

managing attendance risks, safety and legal complexities

- keep pace with technology and integrate it effectively into career development services
- build relationships not just across the school but with employers, industry, vocational education and training providers, universities, parents and the local community to make the career service as relevant as possible to students and their community.

### Subject Teacher

Teachers are first and foremost subject specialists. Career information can easily be embedded into subject teaching and can increase engagement and attainment. When students see the applicability of their learning and its link to long-term career goals motivation increases. For example, radiography technician (physics), food analyst (chemistry), conservationist (biology) and actuary (mathematics).

Subject teachers see far more of their students than career education specialists do and often have a close relationship with them.

Subject teachers can be powerful role models to attract students towards their subject and the careers that flow from it.

### Contact / Homeroom Teachers

Contact / Homeroom teachers often build more informal relationships with students. By sharing information about their own career choices and those of people they know, Contact / Homeroom teachers can help shape students' understanding of career options through a meaningful career conversation.

Contact / Homeroom teachers are often the first port of call for students' concerns or personal issues. In terms of careers, this may involve discussing choices at key points in secondary school. They are also often the initial contact point for parents, and will likely be called upon to discuss the students' career and subject options at parent evenings.

