

School–Employer Partnership (SEP) Framework

Promoting effective age and stage employer interventions for pupils at key transition and decision stages of secondary school				
Stage	P7/S1 Transition	Subject Choice (S2/S3)	Senior Phase – Options	Senior Phase – Preparing to leave
Pupil Experience	Learn & Investigate	Connect & Explore	Experience & Understand Choose and Focus	Choose & Focus
Outcomes for pupils	Begin to understand the wide variety of opportunities within the world of work	Understand the connections between school subjects, specific industries and job roles	Begin to experience real-world jobs and develop workplace behaviours	Understanding of the specific skills, knowledge and experience required to achieve post-school ambitions
	Start to make connections between the relevance of skills and the world of work	Awareness of the different types of qualifications and routes and pathways in key growth sectors in Scotland	Gain in-depth work experience to gain and inform decision making for progression in a chosen subject and/or career	Self-led activities to develop required skills and networks to support successful progression
	Understand own learning style, begin to develop personal awareness of likes, strengths and potential areas of interests related to the world of work	Recognise own power to make decisions	Undertake work-based learning in relation to career areas of interest to further inform future choices	Having further developed and honed their skills can focus on their individual career decisions
	Gain a basic understanding of Meta skills and cross-cutting industry skills	Recognise own power to make decisions. explore the diverse routes and pathways, and begin to recognise pathways of interest	Further understand the range of available pathway options through engagement with learner/employees	
			Align own interests and aptitudes to potential careers, and identify relevant skills for development	
			Recognise the range of skills they have developed through their experiences and how these can support their progression and ambitions beyond school into work training or further learning	
		Having developed their skills and being more informed can understand how to confidently make their own career decisions		
Career Education Standard 3-18 'I can statements'	I can discuss the relevance of skills to the wider world and make connections between skills and the world of work	I can choose a blend of subjects, courses and experiences to enable my career pathways	I can work towards achieving qualifications which support me to achieve my future career aspirations	I can work towards achieving qualifications which support me to achieve my future career aspirations
	I can recognise the skills I have and need for work	I can identify my interests, strengths and skills and I can use these to make informed choices	I can identify the skills I have learnt across the curriculum, how these relate to the world of work and can apply these appropriately during work placements and other work-related learning	I can identify the skills I have learnt across the curriculum, how these relate to the world of work and can apply these appropriately during work placements and other work-related learning
	I own and can manage my profile and can use it to help me discuss my interests, strengths and skills with my parents/carers and others	I can demonstrate and apply the skills I have learnt across the curriculum in relation to the world of work	I can describe all aspects of typical recruitment and selection processes and how to best prepare for and manage these	I can describe all aspects of typical recruitment and selection processes and how to best prepare for and manage these
	I can apply my skills to get more information about job/careers	I can access advice and support to help me make informed choices about further learning and opportunities	I can use share and evaluate and evidence my skills for learning, life and work to help me make successful future career choices and changes	I can use share and evaluate and evidence my skills for learning, life and work to help me make successful future career choices and changes
	I can use online tools available to me	I can understand and consistently demonstrate the behaviours an employer looks for in a good employee	I can consistently demonstrate the skills, attributes and behaviours needed to sustain and progress my career	I can consistently demonstrate the skills, attributes and behaviours needed to sustain and progress my career
			I can identify and access support networks that will help me into a positive and sustained destination beyond school	I can identify and access support networks that will help me into a positive and sustained destination beyond school
			I can describe the rights and responsibilities placed on employers and employees and how these relate to creating a positive and sustainable work environment	I can describe the rights and responsibilities placed on employers and employees and how these relate to creating a positive and sustainable work environment
			I can identify the skills I have learnt across the curriculum, how these relate to the world of work and can apply these appropriately during work placements and other work-related learning	I can identify the skills I have learnt across the curriculum, how these relate to the world of work and can apply these appropriately during work placements and other work-related learning
			I can describe all aspects of typical recruitment and selection processes and how to best prepare for and manage these	I can describe all aspects of typical recruitment and selection processes and how to best prepare for and manage these
		I can confidently access and interpret the information I need to make well-informed choices about my learning options, pathways and how these relate to possible future careers	I can confidently access and interpret the information I need to make well-informed choices about my learning options, pathways and how these relate to possible future careers	
Career Management Skills (CMS) outcomes	I develop and maintain a positive self image	I know how to find and evaluate information and support to help my career development	I am creative and enterprising in the way I approach my career development	I am creative and enterprising in the way I approach my career development
	I know how to find and evaluate information and support to help my career development	I am aware of my skills, strengths and achievements	I am confident in responding to and managing change within my life and work roles	I am confident in responding to and managing change within my life and work roles
	I am aware of my skills, strengths and achievements	I understand there are a wide variety of learning and work opportunities that I can explore and are open to me	I build on my strengths and achievements	I build on my strengths and achievements
		I adapt my behaviour appropriately to fit a variety of contexts	I draw on my experience and on formal and informal learning opportunities to inform and support my career choices	I draw on my experience and on formal and informal learning opportunities to inform and support my career choices
			I adapt my behaviour appropriately to fit a variety of contexts	I adapt my behaviour appropriately to fit a variety of contexts
		I use information and relationships to secure, create and maintain work	I use information and relationships to secure, create and maintain work	

School–Employer Partnership Activities

Stage	P7/S1 Transition	Subject Choice (S2/S3)	Senior Phase – Options	Senior Phase – Preparing to leave
Pupil Experience	Learn & Investigate	Connect & Explore	Experience & Understand Choose and Focus	Choose & Focus
Engaging	Skills in demand/Future skills (general/sector specific)	Understanding the links between school subjects and sectors/occupations/jobs	Work preparation (CV, mock interview, employability)	Work preparation (CV, mock interview, employability)
	How technology is changing the world of work	What employers look for in an employee	Recruitment and selection approaches	Recruitment and selection approaches
	How my sector is changing	Skills in demand/Future skills (general/sector specific)	How to apply for jobs/learning opportunities	How to apply for jobs/learning opportunities
	Range of roles and occupations within the sector	How technology is changing the world of work	Workplace culture/employee expectations	Workplace culture/employee expectations
	Range of learning routes and pathways into the sector	How my sector is changing	The importance of your network to support career progression	The importance of your network to support career progression
	How personal strengths and experiences can inform career planning	Range of roles and occupations within the sector	Using social media for employment	Using social media for employment
	Challenging gender stereotyping	Range of learning routes and pathways into the sector	Understanding the links between school subjects and sectors/occupations/jobs	Understanding the links between school subjects and sectors/occupations/jobs
	Promoting diversity in the workforce	How personal strengths and experiences can inform career planning	What employers look for in an employee	What employers look for in an employee
		Challenging gender stereotyping	Skills in demand/Future skills (general/sector specific)	Skills in demand/Future skills (general/sector specific)
		Promoting diversity in the workforce	How technology is changing the world of work	How technology is changing the world of work
			How my sector is changing	How my sector is changing
			Range of roles and occupations within the sector	Range of roles and occupations within the sector
			Range of learning routes and pathways into the sector	Range of learning routes and pathways into the sector
			How personal strengths and experiences can inform career planning	How personal strengths and experiences can inform career planning
		Challenging gender stereotyping	Challenging gender stereotyping	
		Promoting diversity in the workforce	Promoting diversity in the workforce	
Collaborating	Industry/work place visits	Experiences of the world of work	Formal work experience	Formal work experience
	Workshops/challenges e.g researching online for sector/industry information	Face to face and/or virtual career events	Face to face and/or virtual career events	Face to face and/or virtual career events
	Parental engagement activities	Parental engagement activities	Parental engagement activities	Parental engagement activities
Influencing	Curriculum development	Subject choice curriculum development	Level 4 and 5 work based learning	Foundation Apprenticeships (S5/S6)
	Career long professional learning for school staff	Career long professional learning for school staff	Mentoring pupils	Level 4 and 5 work based learning
			Senior phase vocational pathways curriculum development/delivery	Mentoring pupils
			Career long professional learning for school staff	Senior phase vocational pathways curriculum development/delivery
				Career long professional learning for school staff