| Year 7 and 8 | Secondary  | Tertiary |
| --- | --- | --- |
| **Student career management competencies** | **Student career management competencies** | **Student career management competencies** |
| Self-knowledgeDeveloping capabilitiesChanging and growing Opportunity awarenessLife, learning and workAccessing and using career information to explore future opportunities | Making life, learning and work decisionsPreparing for transitionManaging their transition | Self-knowledgeDeveloping capabilitiesChanging and growingOpportunity awarenessLife, learning and work realitiesAccessing and using information Making life, learning and work decisions | Creating opportunitiesIdentifying the next stepLife, learning and work plansActing to secure future education, training and/or workManaging change and transition | Self-knowledgeDeveloping capabilitiesChanging and growing Opportunity awarenessLife, learning and work realitiesAccessing and using information | Making life, learning and work decisionsLife, learning and work plansDeveloping a marketable identityCommunicating |
| **Leadership** | **Leadership** | **Organisation engagement** |
| Key school documentsSchool-wide approachCareer development plan | Career development leaderProfessional learning and development | Key school documentsCareer development visionCareer development policySchool-wide approachCareer development plan Senior leadership team supportCareer development lead teamCareer development specialistCareer development staff | Allocation and use of career development timeCareer development funding allocationCareer development facilitiesSchool-wide professional learning and development School structuresUse of specialist agenciesStudent portfolios | Career programme policy and planningOrganisation-wide approach1. course content, structures and profile
2. organisational strategy and documents
3. equity

Career development leadershipCareer development staff Career development specialist’s qualifications | Organisation-wide career development information managementOrganisation-wide student data managementResearch, collaboration and innovationAllocation and use of resources for career developmentCareer development facilities |
| **Programmes and services** | **Programmes and services** | **Student engagement** |
| School-wide integration of career developmentRaising student aspirationsMāori enjoying success as MāoriPlanning and reviewResponse to current trends and new opportunities | Management of resourcesAccess to informationPersonal profile – record of student career management competenciesWhānau, 'āiga and familySchool community engagement | Documentation of the school-wide integration of career developmentStudent career management competency developmentCareer learning and developmentLearning pathwaysTeaching and learning Planning and review | Response to current trends andnew opportunitiesCareer development informationAccess to career development information and technologyInformation and data management systemsPortfolio of student career management competencies | Career development programmes and servicesOnline career portfolioPlanning and reviewResponse to current trends and new opportunities | Student access to career development information systemsCareer development information services contentParticipationNetworks and partnerships  |
| **Transitions** | **Transitions** | **Employer and industry engagement** |
| Year 8 career development learning activitiesApplication and enrolment process | Orientation programmeWhānau, 'āiga and family involvement | Transition to secondary schoolTransitioning through secondary schoolTransitioning beyond secondary school Personalised learning | Students’ programmesWhānau, 'āiga and family participationSchool community engagementNetworks and partnershipsEncounters with the community | StrategyRelationships Industry programmes | Employability skillsIndustry awarenessEvents |

Career development benchmarks: Looking across the levels