| Year 7 and 8 | | Secondary | | Tertiary | |
| --- | --- | --- | --- | --- | --- |
| **Student career management competencies** | | **Student career management competencies** | | **Student career management competencies** | |
| Self-knowledge  Developing capabilities  Changing and growing  Opportunity awareness  Life, learning and work  Accessing and using career information to explore future opportunities | Making life, learning  and work decisions  Preparing for transition  Managing their transition | Self-knowledge  Developing capabilities  Changing and growing  Opportunity awareness  Life, learning and work realities  Accessing and using information  Making life, learning and work decisions | Creating opportunities  Identifying the next step  Life, learning and work plans  Acting to secure future education,  training and/or work  Managing change and transition | Self-knowledge  Developing capabilities  Changing and growing  Opportunity awareness  Life, learning and work realities  Accessing and using information | Making life, learning and  work decisions  Life, learning and work plans  Developing a marketable identity  Communicating |
| **Leadership** | | **Leadership** | | **Organisation engagement** | |
| Key school documents  School-wide approach  Career development plan | Career development leader  Professional learning and development | Key school documents  Career development vision  Career development policy  School-wide approach  Career development plan  Senior leadership team support  Career development lead team  Career development specialist  Career development staff | Allocation and use of career  development time  Career development funding allocation  Career development facilities  School-wide professional learning and development  School structures  Use of specialist agencies  Student portfolios | Career programme policy and planning  Organisation-wide approach   1. course content, structures  and profile 2. organisational strategy  and documents 3. equity   Career development leadership  Career development staff  Career development specialist’s qualifications | Organisation-wide career development information management  Organisation-wide student  data management  Research, collaboration and innovation  Allocation and use of resources for career development  Career development facilities |
| **Programmes and services** | | **Programmes and services** | | **Student engagement** | |
| School-wide integration of career development  Raising student aspirations  Māori enjoying success as Māori  Planning and review  Response to current trends and new opportunities | Management of resources  Access to information  Personal profile – record of student career management competencies  Whānau, 'āiga and family  School community engagement | Documentation of the school-wide integration of career development  Student career management competency development  Career learning and development  Learning pathways  Teaching and learning  Planning and review | Response to current trends and new opportunities  Career development information  Access to career development information and technology  Information and data management systems  Portfolio of student career  management competencies | Career development programmes and services  Online career portfolio  Planning and review  Response to current trends and new opportunities | Student access to career development information systems  Career development information services content  Participation  Networks and partnerships |
| **Transitions** | | **Transitions** | | **Employer and industry engagement** | |
| Year 8 career development learning activities  Application and enrolment process | Orientation programme  Whānau, 'āiga and family involvement | Transition to secondary school  Transitioning through  secondary school  Transitioning beyond  secondary school  Personalised learning | Students’ programmes  Whānau, 'āiga and family participation  School community engagement  Networks and partnerships  Encounters with the community | Strategy  Relationships  Industry programmes | Employability skills  Industry awareness  Events |

Career development benchmarks: Looking across the levels