

# REIMAGINING THE CDI CAREER DEVELOPMENT FRAMEWORK



TRISTRAM HOOLEY  
WRITES ON  
REDEVELOPING  
THE CDI'S CAREER  
DEVELOPMENT  
FRAMEWORK

Over the last nine months the CDI's Community of Interest for Careers Education has been working to reimagine and redevelop the CDI's Career Development Framework. In this article Tristram Hooley describes what we have done and what the new Framework looks like.

Many of you will already be familiar with the CDI Framework. The Framework sets out what learners should know and be able to do by the time they finish in education. The Framework has been around for a long while and it was decided that it was time to refresh it and make it into a document supporting career development learning across the life course.

The new Framework will be designed for *all* career development practitioners, not just those working in schools.

## Redeveloping the Framework

The project to redevelop the CDI Framework has been going on throughout 2020 and has involved detailed consultation with almost 300 career development experts and practitioners and close links with key partners including the Careers & Enterprise Company and the PSHE Association. The project began by reviewing the existing framework and discussing its strengths and weaknesses with experienced practitioners, trainers, academics, experts and policymakers.

As the discussions proceeded it became apparent that we were looking at a bigger overhaul of the Framework than was originally intended. People wanted us to fully reimagine the Framework, bringing in a wider and more contemporary view of how careers work. But people also wanted a tight framework that was easy for careers practitioners to use.

Over the summer a new version of the Framework was born, based around six career development learning areas. The new Framework was consulted on through more interviews with experts and a survey of over 200 careers practitioners. They liked the Framework, but suggested lots of detailed improvements, resulting in the current version.

## The purpose of the Framework

Career describes our journey through life, learning and work. We need actively to develop our careers to make



the best of them. This process of career development takes skill as well as knowledge and the right attitude. Individuals need to work on their *career development skills* throughout their lives.

The CDI's Career Development Framework's main purpose is to clarify the skills, knowledge and attitudes that individuals need to have a positive career. A 'positive career' will mean something different to everyone, but it will typically include being happy with the way you spend your time, contributing to your community and being able to have a decent standard of living.

Career development skills are the learning outcomes that career development programmes and interventions should be aiming to bring about. They need to be developed alongside academic and vocational skills and knowledge and employability skills (the skills that you need for work and employment).

## The Career Development Framework

The CDI's Career Development Framework describes the six career development skills that people need to have positive careers.

<p><b>Grow throughout life</b></p> <p>Grow throughout life by learning and reflecting on themselves, their background, and their strengths.</p> 	<p><b>Explore possibilities</b></p> <p>Explore the full range of possibilities open to them and learn about recruitment processes and the culture of different workplaces.</p> 
<p><b>Manage career</b></p> <p>Manage their career actively, make the most of opportunities and learn from setbacks.</p> 	<p><b>Create opportunities</b></p> <p>Create opportunities by being proactive and building positive relationships with others.</p> 
<p><b>Balance life and work</b></p> <p>Balance their life as a worker and/or entrepreneur with their wellbeing, other interests and their involvement with their family and community.</p> 	<p><b>See the big picture</b></p> <p>See the big picture by paying attention to how the economy, politics and society connect with their own life and career.</p> 

## People who have positive careers...

These six skills are the learning areas that career development programmes and interventions should focus on. When you are supporting someone with their career you should ask yourself, how can I help them to grow throughout life, explore possibilities, manage

career, create opportunities, balance life and work and see the big picture. Each career development activity might develop a different skill, but ultimately individuals need to engage with all of these learning areas.

**What will happen next?**

The Framework will be launched in early 2021. The launch will include the publication of the following documents:

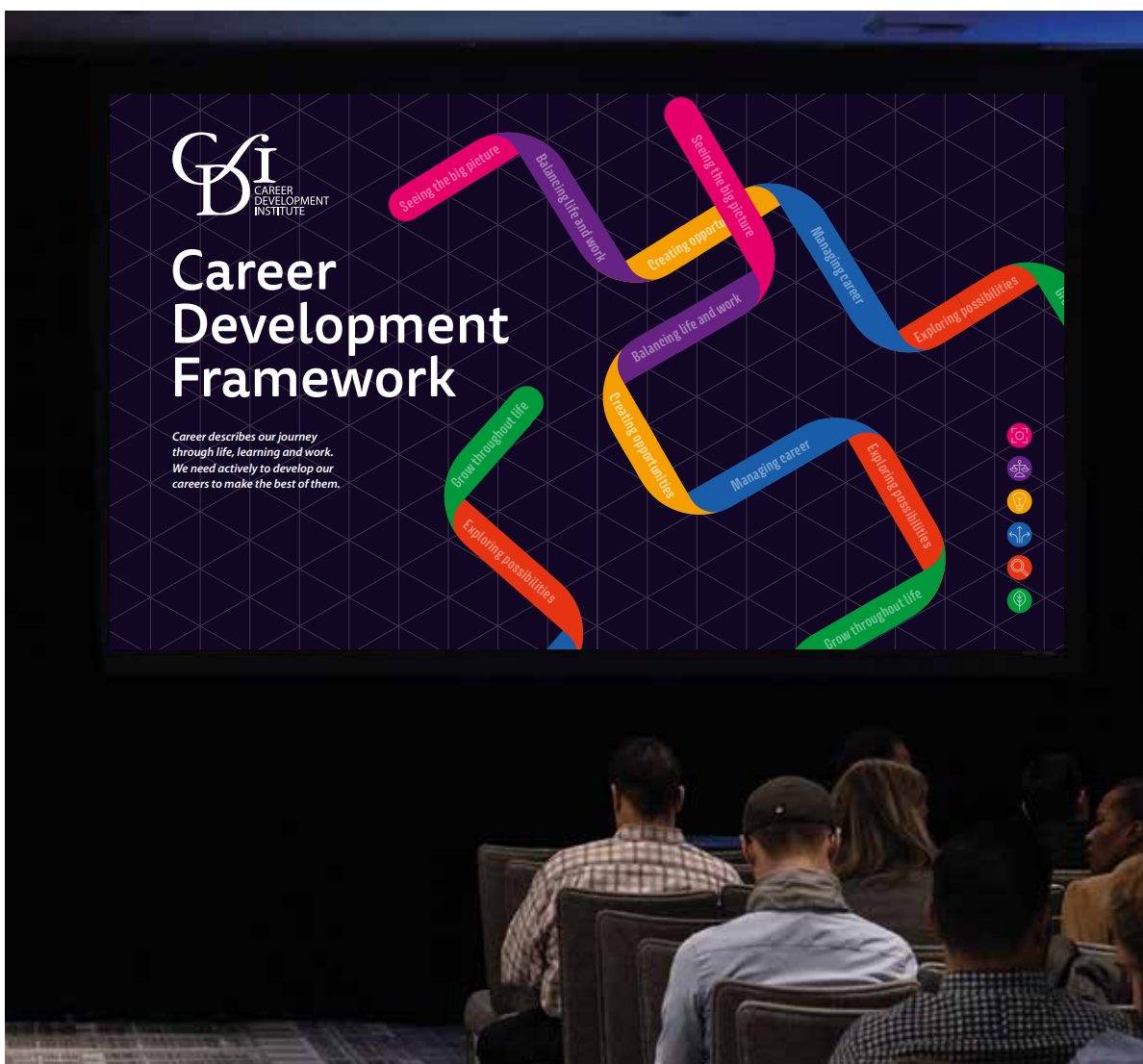
- A one-page handout or poster explaining the Framework for learners and clients
- An eight-page guide to the Framework for careers practitioners
- A twenty-four-page handbook for secondary schools
- A paper detailing the development of the Framework.

Hopefully, these documents are just the beginning. The CDI will be considering how to take the Framework forward over the next months and years, but we also encourage the wider career development community to work with the framework and develop new ideas, activities and resources based on it.



Training sessions, webinars and masterclasses on the new Career Development Framework and supporting resources will commence in the summer term.

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