

## Career Readiness Education Framework

# A Guide for Corporate Volunteers: Creating Meaningful Career Learning for Students

### Welcome!

Thank you for offering your time, energy, and experience to help students see what's possible for their futures. As a corporate volunteer with the Future of Work Initiative/Teach For All, you play a vital role in **bridging classrooms and the world of work**, helping young people understand how what they learn today connects to opportunities tomorrow.

This guide focuses on designing **Expose** and **Explore** sessions, aligned with the [Career Readiness Education Framework](#), to help you inspire, broaden horizons, and engage students in reflecting on their interests and potential. *Expose* and *Explore* sessions are about planting seeds of curiosity and possibility. Students may not have all the answers yet, but they gain: Awareness of new opportunities; questions to ask about themselves, their education and the world; and inspiration to explore and learn more.

If you have questions/thoughts/ideas, reach out to **Tarek Chehidi** ([tarek.chehidi@teachforall.org](mailto:tarek.chehidi@teachforall.org)).

### Understanding Expose & Explore

The **Career Readiness Education Framework** divides career learning into three categories: Expose, Explore, Practice. Your focus is on the first two:

PATHWAY	Who	Purpose	Focus	Example Activities
<b>EXPOSE</b>	K-12 learners	Introduce students to careers, industries, roles, and ideas they may not know. Spark curiosity and broaden horizons	Focus on awareness, inspiration, and curiosity — skills practice comes later in the Practice category. Use student leadership outcomes:	Career talks, workplace visits, career fairs, industry showcases, guest panels, storytelling of career journeys
<b>EXPLORE</b>	K-12 learners	Help students make sense of options, connect learning to future opportunities, reflect on interests and strengths	encourage reflection, curiosity, self-awareness, and planning.	Reflection exercises, small-group discussions, “connection mapping,” 1:1 guidance conversations, psychometric questionnaires, class discussion

Organizations can assess current career education programs and initiatives against the framework (Expose, Explore) to identify gaps, improve effectiveness, and ensure alignment with international best practices. See Teach For All's [Learning and Insights Hub](#) for resources on developing activities aligned with the framework.

## Designing *Expose* and *Explore* Activities

Your session should **inspire** and **broaden horizons** while giving students opportunities to reflect on themselves and their interests.

### Expose: Broadening Horizons

- **Goal:** Spark curiosity, raise awareness, and expand students' understanding of possibilities.
- **Activity Ideas:**
  - Career story session: Share your career journey, including unexpected opportunities, challenges, and lessons learned.
  - Industry showcase: Present photos, videos, or examples of roles in your industry.
  - Guest panels: Invite colleagues from diverse roles to share perspectives.
  - Career fairs / workplace visits: Give students real-life insights into work environments.
- **Design Principles:** Keep it interactive; even brief discussions spark curiosity. Use local examples students can relate to, and focus on discovery, not skills practice.

### Explore: Making Connections

- **Goal:** Help students connect their strengths, skills, and interests to potential careers..
- **Activity Ideas:**
  - Reflection exercises: "Which roles excite me and why?"
  - Small-group discussions: Students share insights and questions.
  - Connection mapping: Match skills, interests, and strengths to careers or pathways.
  - Guidance discussions / psychometric tools: Support students in identifying aptitudes and aspirations.
- **Design Principles:** Encourage *critical thinking* and *self-awareness*. Include reflection: "What excites me? How does this connect to my learning journey?"; promote student leadership: let them guide discussions and ask questions.

### Tips for a Successful Session

- **Be authentic:** Share both successes and challenges from your career journey.
- **Encourage curiosity:** Ask open-ended questions and invite student perspectives.
- **Make it relatable:** Use local examples or industries that students might know or aspire to.
- **End with reflection:** Ask students, "What did you learn? What surprised you? What would you like to explore next?"
- **Be brief and focused:** Keep attention on inspiration and awareness—don't overload with technical details.

### Quick Checklist

#### Before the session

- ☐ Learn about students' backgrounds and interests with the teacher
- ☐ Co-design a short, interactive, inspiring session
- ☐ Prepare stories, examples, and resources
- ☐ Confirm roles and logistics with the teacher

#### During the session

- ☐ Welcome students warmly
- ☐ Share stories, examples, and insights
- ☐ Facilitate discussion and reflection
- ☐ Encourage curiosity and questions

#### After the session

- ☐ Debrief with the teacher
- ☐ Reflect on what sparked student interest
- ☐ Capture ideas for follow-up or deeper exploration

## Partnering with Educators

By partnering with educators (see [Guide for Educators](#)) and designing meaningful sessions, you help students **connect learning to life**, ignite their curiosity, and take the first steps toward thriving in their future careers. Teachers are the experts in understanding students and the classroom context. Your role is to **bring real-world insights and exposure** to career possibilities.

### Steps to Co-Create with Educators

1. **Connect.** Meet the teacher to understand the students' current knowledge and interests.
2. **Explore possibilities.** Discuss which careers, industries, or real-life stories might inspire students.
3. **Co-design the session.** Plan the flow — introduction, exposure activities, small-group exploration, and reflection.
4. **Deliver collaboratively.** For eg., the teacher manages classroom flow while you share experiences and facilitate exploration.
5. **Reflect together.** Discuss what worked, what sparked student curiosity, and how to build on it in future sessions.

### Share Your Story

If you'd like, you can share your experience beyond the classroom: Write a blog post or short reflection about your session, or make a presentation to your colleagues to inspire others to volunteer. Sharing helps amplify the impact of your work, inspire others, and provide valuable insight into how corporate volunteers can make a difference.

## Measuring and Reflecting on Impact

Use these metrics from the Career Readiness Education Framework to track outcomes:

Activity Type	Example Metrics
Career talks / panels / workplace visits	% students with increased awareness of careers % students asking follow-up questions
Reflection exercises / discussions / connection mapping	% students identifying strengths, interests, or aspirations % students with more defined career goals
Guidance sessions / psychometric tools	% students able to articulate skills and potential pathways % students with increased confidence making career decisions