Career Readiness Education Framework

Connecting learning, purpose, and the world of work

In short

The **Career Readiness Education Framework** is a practical guide for educators, students, business leaders, practitioners, and policymakers working to equip young people for success in the world of work. It bridges school learning with real-world application, helping students build the foundations for lifelong growth through **mindsets**, **knowledge**, **skills**, and **social capital** needed to navigate an ever-evolving career landscape —and to shape better futures for themselves and their communities.

Grounded in OECD research on career readiness and shaped through collaboration within the Teach For All Network and the GoTeach Program, this Framework reflects collective learning from classrooms, communities, and workplaces across diverse contexts. It highlights what works when education systems, employers, communities, and social sector partners align around a shared vision for student growth.

If you have questions/thoughts/ideas, reach out to **Tarek Chehidi** (tarek.chehidi@teachforall.org), Global Head of Future of Work with Teach For All.

How to Use This Framework

By using this Framework, **educators, corporate volunteers, career education practitioners, and partners** can move from isolated activities to a coherent and connected approach — one that helps every student discover who they are, explore what's possible, and practice shaping their future. The framework is designed to be locally adaptable while upholding the global standards of quality, inclusion, and equity.

The Career Readiness Education Framework is practical, adaptable, and collaborative. It helps you plan and deliver activities that connect learning to the world of work — whether you're teaching in a classroom, hosting students at a company, or coordinating community programs.

1 Start with Purpose

Clarify what you want students to gain — knowledge, skills, mindsets, or networks — and how this connects to their learning stage and local context.

Tip: Use the three categories — Expose, Explore, Practice — to choose or design the right type of activity.

2 Co-design with Others

Bring together educators, employers, students, parents, and other key partners to co-create learning experiences. Diverse perspectives make activities more relevant, inclusive, and impactful.

Tip: Involve students in shaping the activity — from choosing the theme to reflecting on their learning.

3 Embed Reflection and Measurement

Encourage students to reflect on what they learned, how they grew, and how it connects to their goals. Use simple tools to track progress over time, aligned with the Framework's outcome areas and indicators.

Use the Framework as a **common language** to align efforts across partners, schools, and programs. It enables comparison, shared learning, and collaboration — from classrooms to companies to national initiatives.

Career Readiness Education Framework: Three Pathways of Career Readiness

The Framework is built around **three interconnected pathways**—*Expose, Explore, and Practice*. Each pathway helps students build their knowledge, skills, mindsets, and social capital in age-appropriate, engaging ways. Together, they form a continuum of career learning that evolves as students grow.

Dimension	Purpose	What Students Experience	What Partners Do	Example Activities	Learning Outcomes
EXPOSE	Spark curiosity and broaden horizons	Discover new ideas, industries, and roles; begin to see links between learning and the world of work	Introduce students to diverse opportunities through stories, visuals, and encounters	Career talks, company visits, classroom panels, virtual tours	Awareness of different jobs and sectors; curiosity about future possibilities
EXPLORE	Deepen understanding and connect interests to pathways	Investigate specific careers or problems through guided inquiry and teamwork	Co-design activities where students research, ask questions, and make informed choices	Thematic projects, mentorship sessions, job-shadowing, simulations	Ability to link personal strengths with pathways; understanding of workplace skills and contexts
PRACTICE	Build workplace skills and confidence through hands-on experience	Apply learning in real or simulated settings and reflect on growth	Provide safe, supported environments for students to take action and contribute meaningfully	Internships, youth-led projects, entrepreneurship challenges, service learning	Transferable skills (collaboration, problem-solving, communication); agency and readiness for future learning and work

How the Framework Works

Reflection at the Core

Reflection turns experience into growth. In every activity — whether a 20-minute talk or a multi-week project — students should:

- Reflect on what they learned about themselves and the world of work.
- Connect learning to personal goals or next steps.
- Capture insights through journals, portfolios, or discussions.

Equity by Design

Career readiness must be inclusive. The Framework ensures that all learners, regardless of gender, geography, or background, can see themselves reflected in opportunities for the future. Equity is not an outcome — it's a design principle.

- Activities are co-created with students and local communities.
- Role models represent diverse backgrounds and professions.
- Programs intentionally reach those with fewer existing networks or opportunities.

A Shared Vision for Collaboration

Preparing young people for the future of work is a shared responsibility. No single actor can do it alone — educators, employers, families, and communities each bring vital pieces of the puzzle. The Career Readiness Education Framework offers a **common language and structure** to make collaboration purposeful, equitable, and impactful.

What Collaboration Looks Like in Practice

Who	How They Contribute
Educators (see *Guide for Educators*)	Integrate career learning into teaching, connect classroom content to real-world applications, and guide student reflection.
Corporate Volunteers & Employers (see *Guide for Corporate Volunteers*)	Offer authentic insights, mentoring, and experiences that connect students to the world of work.
Career Education Practitioners	Design coherent programs and facilitate partnerships that reach all learners — especially those in underserved communities.
Students	Act as co-designers, shaping activities around their interests, leading discussions, and reflecting on their learning.
Communities & Families	Reinforce aspirations, share local knowledge, and celebrate progress along the journey.

Measuring Learning and Impact

Career readiness grows over time — through repeated, meaningful experiences that help students connect who they are with what they want to contribute to the world. Measuring that growth helps educators and partners strengthen programs, share evidence of impact, and continuously improve.

The Framework identifies **four key outcome areas** to assess progress. Each can be tracked through reflection, observation, or short surveys — using indicators that match the learning goals of your activity or program.

Outcome Area	What Students Gain	Possible Indicators of Progress
Mindsets	Confidence, curiosity, and a sense of purpose in exploring their futures.	% of students showing increased confidence or motivation to learn about careers. % expressing belief in their ability to shape their future.
Knowledge	Understanding of career pathways, roles, and how education connects to work.	% of students who can name at least three career options or sectors of interest. % reporting a better understanding of how subjects link to real-world applications.
Skills	Transferable abilities such as communication, problem-solving, teamwork, and adaptability.	% of students demonstrating growth in communication or teamwork skills. % showing improvement in CV writing or interview preparation.
Social Capital	Networks and relationships that open access to new opportunities.	% of students who engaged with professionals outside school. % who gained mentorship or work-based experiences through partners.

How to Use These Indicators

- **Track progress over time** — before and after key activities, across pathways (Expose, Explore, Practice).
- **Involve students** — encourage them to self-assess and reflect on how their knowledge, skills, or mindsets evolve.
- **Share learning** — compare results across groups of students, schools or partners to identify what works best in your context.

A Collective Call

By working together, we can move beyond one-off activities to build **systems where career readiness is part of every learner's journey** — embedded in curriculum, culture, and community. Each experience becomes a stepping stone for young people to **see themselves as leaders of their own futures**, shaping work and societies that are more inclusive, innovative, and humane.