

INDIVIDUAL
PATHWAY PLANNING

5. Plan

Pathway planning enables you to explore, identify and evaluate the learning and work pathways available and recognise opportunities, make connections, plan and prepare for transitions.



Pathway planning provides the opportunity for you to reflect on the importance of being able to manage your own career. By engaging with individual pathway planning you are well placed to connect who you are and what you are learning with future learning and therefore support the career planning required to navigate changing transitional pathways.

Profile

MY NAME

START DATE

SCHOOL

REFLECTION & REVIEW

myfuture.edu.au provides a platform for reviewing your skills, interests and values. These continue to change over time. Complete the quizzes (or one provided by your teacher). Compare results and reflect. These will build a profile over time.

Give yourself a definition of what success might look like.

What am I trying to accomplish?



What do I do next?

If all things go perfectly, what might it look like?

Reflect on changes (if any) you have noticed in your attitude, interests, learning experiences and skills gained since last year.

Three new skills you think you have gained.

Three new/or developing learning experiences.

Three new/or developing interests.

How has your attitude or feelings changed?

1

2

3

Values guide your decision making.
Highlight the values below that are important to you now.

Home safety Respect Duty
Autonomy Friendship Work Order Teamwork
Individuality Excellence Decisiveness Vision Health Fairness
Nature Dignity Imagination Faith Achievement Country
Growth Trust Strength Involvement Compassion
Challenge Greatness Courtesy Justice Balance Status Honesty Purpose
Environment Education Risktaking Happiness Winning
Fame Innovation Loyalty Joy Freedom Empathy Discipline
Leadership Change Learning Fun Success Communication
Curiosity Perfection Wisdom Community Authenticity
Personal Development Quality Money Independence
Beauty



KNOW YOURSELF AND FOLLOW YOUR HEART

What are your top three or four values now?

Why are these important to you at this time of your life?

1

2

3

4



ACCESS YOUR ALLIES

Who are the most important people in your life? List them.

Why are these people important to you?

1

2

3

4

5

WORLD OF WORK — PRESENT

Consider work you do now or have done recently – workplace learning, paid casual work, volunteering in the community, responsibilities at home or in a family business and work in school. What are some of your experiences in these areas?

① How quickly industry changes...



Consider the advances in communication and the printed word, from illuminated manuscript, to moveable type, to personal typewriters, then desktop publishing platforms, small run digital print technology and the rise of 3D printers...

Work context	Describe some work experiences that you have had. What jobs or tasks were involved?	How do these experiences help you decide about your future planning?
1		
2		
3		

The [Foundation for Young Australians](#) provides important research about how disruption to the world of work has significant implications for young Australians. Consider changes in the future world of work and identify the capabilities you might need to successfully engage with, navigate and advance in life and work.

Future opportunities and risk*



Future of work for today's 15 year old

What work we will do

Where we will work

How we will work

1.1 Automation:

Ever-smarter machines performing ever-more-human tasks

1.2 Globalisation:

Our workforce goes global and the global workforce comes to us

1.3 Collaboration:

Many jobs, with many employers, often at the same time

2. Opportunities

- > Lower barriers
- > More flexibility
- > Wider markets and more specialisation

3. Risks

- > Unemployment
- > Inequality
- > Insecurity

Changes to:	Economic Forces*	Knowledge, skills and capabilities needed
The type of work that we do	Automation Ever-smarter machines performing ever-more-human tasks	
How we do that work	Collaboration Many jobs, with many employers, often at the same time	
Where we do that work	Globalisation and international events Our workforce goes global and the global workforce comes to us	

PATHWAY PLANNING

Websites such as myfuture.edu.au and JobOutlook.gov.au and myskills.gov.au provide information which supports pathway planning activities including details of the levels of training or higher education required for occupations.



How you move from one qualification into another can be along a direct pathway or an indirect pathway

UNIVERSITY
PATHWAY

VET
PATHWAY

AUSTRALIAN
APPRENTICESHIP
PATHWAY

DIRECT ENTRY
INTO THE
WORKFORCE

GAP
YEAR



Understanding these options is essential for you to successfully plan and manage your career

What destination or pathways are you considering at this point in time?

1

Qualification, or employment pathway you are considering:

Attributes needed	Skills needed	What I need to get there School results and qualifications	Pathways direct or indirect

The job market of the future will consist of those jobs that robots cannot perform.

MICHIO KAKU

What destination or pathways
are you considering at this
point in time?

2

Qualification, or employment
pathway you are considering:

Attributes needed	Skills needed	What I need to get there <small>School results and qualifications</small>	Pathways direct or indirect

What destination or pathways
are you considering at this
point in time?

3

Qualification, or employment
pathway you are considering:

Attributes needed	Skills needed	What I need to get there <small>School results and qualifications</small>	Pathways direct or indirect

CAPABILITIES THAT MAKE YOU ENTERPRISING

Access the Foundation for Young Australians site and consider how you are developing these enterprise skills or work capabilities

Here are the work capabilities you'll need to get a job

You are transitioning at a time when alternative work arrangements such as self-employment, temporary, contract work and agency work are increasing.
Work capabilities skills are critical for work in this environment.

1 Rate the work capabilities that you think you have.

2 Underline the work capabilities that you feel you need to develop further.

NO SKILL

HIGHLY SKILLED

COGNITIVE & META COGNITIVE

Creativity |-----|

Critical Thinking |-----|

Foundation Literacies
(inc: Literacy, Numeracy and Digital Literacy) |-----|

Problem Solving |-----|

PERSONAL & SOCIAL

Cultural Responsiveness |-----|

Ethical Integrity |-----|

Interpersonal Skills & Communication |-----|

Teamwork & Collaborate |-----|

COGNITIVE TRANSITIONAL

Adaptability & Resilience |-----|

Initiative |-----|

Planning & Organisation |-----|

Using your last report, achievement data and other feedback comments, consider whether you are meeting your goals at school.

Courses or programs I am studying this year	Results Am I on track? YES/NO	What do I need to do to get on track, or to stay on track? Action/strategy needed

VET qualifications	Proportion of units completed this year? For example: 4/12	

OLNA results	Current achievement category	Action needed?
Reading category		
Writing category		
Numeracy category		

ACTION PLANNING



An action plan describes how you will use strategies to meet your objective. It is important to remember that an action plan is always a 'work in progress'. Keep it visible and review it regularly in light of your changing needs, new opportunities and chance happenings.

Plan

Start Date:	Review Date:
Describe	Add any revisions to this plan
What achievement or change do you want to bring about?	
Why is this important to you now?	
What strengths and skills will you need to action your plan?	
What other barriers/challenges may stop you from progressing your plan?	
Who could support you? Why would you choose this person?	
Who else could support you? Why would you choose this person?	
What resources do you need to action your plan?	

Next steps

Help/Resources that you need

By when

Track
achievement

1

☐

2

☐

3

☐

4

☐

5

☐

What's in my portfolio? 	I have this 	Need to follow up with...	By when 
Up-to-date curriculum vitae			/ /
Cover letter (sample)			/ /
Details of two referees			/ /
Examples of my best work samples — photographs, media, writing, presentations			/ /
Individual pathway plan			/ /
Certificates and awards			/ /
Nationally recognised qualification(s) (VET certificates)			/ /
WorkSafe SmartMove certificates			/ /
Workplace learning supervisor's report			/ /
Workplace learning logbook			/ /
Employer reference letter			/ /
Personal reference letter			/ /
Formal training (white card, RSA, barista, first aid)			/ /
Infection control, Foodsafe, surf lifesaving certificate			/ /
Tax File Number			/ /
Working with Children Check			/ /
Unique student identifier			/ /
Fair work training certificates			/ /

A useful resource

The [Year 12 Information Handbook](#) provides you with information and advice about the school year ahead.

Comments

Comments

From parents, family members, community members, carers, guardians or other trusted adults.

Sign	Date completed
You	
Your mentor/teacher	
Your parent/guardian	



Development of this Individual Pathway Planning resource has been guided and informed by the:

Australian Blueprint for Career Development, Commonwealth of Australia, 2010

Western Australian Guidelines for Career Development and Transitions, Commonwealth of Australia, 2012

* FYA (Foundation for Young Australians) (2015) The New Work Order: ensuring young Australians have skills and experience for the jobs of the future not the past. Foundation for Young Australians: Melbourne.

Photograph of 'Japanese woman writing' from the State Library of Victoria historical images collection (www.slv.vic.gov.au) by George Rose.

All location photography used in this booklet was shot in Perth, Western Australia.