

Unit Title:	Career guidance and development theories and models
OCR unit number:	Unit 03
Level:	6
Credit value:	12
Guided learning hours:	90

Unit purpose and aim

This unit aims to develop the learner's critical understanding of career guidance and development theories and models for supporting clients and the role of research in informing and developing career guidance and development practice.

Learning Outcomes	Assessment Criteria
<p>The learner can:</p> <ol style="list-style-type: none"> Understand career guidance and development theories and models 	<p>The learner will:</p> <ol style="list-style-type: none"> critique careers guidance and development theories and models critically analyse theories of career choice, decision-making and avoidance critically analyse theories of career learning and career transition critically analyse theories of vocational behaviour in career guidance and development
<ol style="list-style-type: none"> Understand theories of motivation and their application in career guidance and development 	<ol style="list-style-type: none"> critically analyse theories of motivation and their application in career guidance and development evaluate the application of motivational techniques in career guidance and development
<ol style="list-style-type: none"> Understand concepts and models to support clients in career planning and development 	<ol style="list-style-type: none"> critically analyse the concepts of supporting, enabling and empowerment of clients critically analyse theories of how people learn and their application to career planning and development
<ol style="list-style-type: none"> Understand the role and purpose of research to inform career guidance and development theory and practice 	<ol style="list-style-type: none"> critically evaluate the purpose of research in developing career guidance and development practice

Learning Outcomes	Assessment Criteria
5. Understand theories of change management in career guidance and development	5.1 critically analyse theories of change management and their application to career guidance and development practice 5.2 evaluate how to support clients to take advantage of unplanned events
6. Understand the application of careers guidance and development theories, concepts and models to support own practice	6.1 evaluate application of theories, concepts and models to support own practice 6.2 critically analyse ways to update practice to reflect new career guidance and development theories, concepts and models

Assessment

This unit is internally assessed and externally verified by OCR Assessors. Simulations are not allowed.

To achieve a Pass, learners must produce evidence which meets all the assessment criteria.

Evidence requirements

All evidence of a learner's performance must be generated in the workplace. Learners must produce their own work and assessors use a range of assessment methods. More information about suitable forms of evidence can be found in the OCR Level 6 Diploma in Career Guidance and Development Centre Handbook.

Guidance on assessment and evidence requirements

In order to provide appropriate evidence to meet the assessment criteria for this unit the following methods can be used:

- assignment/report
- professional discussion and/or questioning of the learner.