

Unit Title:	Use the expertise of employers and other organisations in the delivery of career learning/development activities
OCR unit number:	Unit 25
Level:	6
Credit value:	6
Guided learning hours:	40

## Unit purpose and aim

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This unit aims to develop the learner's critical understanding of the value of using employers and other organisations in the delivery of career learning/development activities and help the learner to facilitate these.

Learning Outcomes	Assessment Criteria
<p>The learner can:</p> <ol style="list-style-type: none"> <li>Understand the career learning and career development needs of clients and how expertise from employers and organisations can contribute to meeting these needs</li> </ol>	<p>The learner will:</p> <ol style="list-style-type: none"> <li>critically analyse a range of research that supports the involvement of employers and other organisations in career learning and career development activities</li> <li>describe how to analyse the needs of clients for involvement from employers and other organisations in career learning and career development activities</li> <li>evaluate the types of expertise that employers and other organisations can provide, their reasons for doing this and the benefits this can bring to clients</li> </ol>
<ol style="list-style-type: none"> <li>Understand different types of involvement that employers and organisations can have in contributing to career learning and career development activities</li> </ol>	<ol style="list-style-type: none"> <li>critically evaluate employer and organisation involvement in career learning and career development activities</li> <li>understand the legal requirements and ethical considerations when using employers and organisations in the delivery of career learning and career development activities</li> <li>understand the principles of negotiation and how to use these when negotiating career learning and career development activity delivery with employers, and organisations</li> </ol>

Learning Outcomes	Assessment Criteria
3. Understand how to evaluate the impact of employer and organisation involvement in career learning and career development activities	3.1 detail a range of methods to evaluate the impact of employer and organisation involvement in career learning and career development activities for both the clients, and the employers and organisations
4. Negotiate the involvement of an employer or organisation in the delivery and evaluation of an activity	4.1 understand the needs, requirements, resources and limitations of the employer or organisation when contributing to career learning and career development activities and how to balance these against the needs of the clients 4.2 negotiate and agree the delivery and evaluation of the activity, including written agreement on the activity to be provided and the learning objectives to be met 4.3 negotiate with the employer or organisation their involvement in the future delivery and evaluation of activities
5. Facilitate the involvement of an employer or organisation in the delivery of the activity	5.1 identify the experience, skills and knowledge the representative of the employer or organisation has of the client group 5.2 prepare and support the representative for the delivery of the activity
6. Be able to evaluate the involvement of an employer and/or organisation in the delivery of an activity	6.1 evaluate the involvement of an employer or organisation in the delivery of an activity 6.2 evaluate the impact on clients of the involvement of an employer or organisation in the delivery of an activity 6.3 evaluate the impact of the delivery of the activity on the employer or organisation 6.4 apply the outcomes of the evaluation of employer or organisation involvement to future involvement in the delivery of career learning and career development activities

## Assessment

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This unit is internally assessed and externally verified by OCR Assessors. Assessment may include direct observation of practice. Simulations are not allowed.

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

## Evidence requirements

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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

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

- assignment/report
- observation
- personal statement
- product evidence
- professional discussion
- witness testimony.

The use of observation should preferably be face to face or through 'visual technology'. The use of audio recordings is allowed where the above options are not accessible or for a telephone guidance-based service.