

Unit Title:	Career Guidance Theory
OCR unit number	Unit 3
Level:	6
Credit value:	9
Guided learning hours:	70

Unit purpose and aim

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

Learning Outcomes	Assessment Criteria
<p>The learner can:</p> <p>1. Understand careers guidance theories</p>	<p>The learner will:</p> <p>1.1 critique careers guidance theories</p> <p>1.2 analyse theories of career choice, decision-making and avoidance</p> <p>1.3 analyse theories of career learning and career transition</p> <p>1.4 analyse theories of vocational behaviour in careers guidance</p>
<p>2. Understand theories of motivation and their application in careers guidance</p>	<p>2.1 critically analyse theories of motivation and their application in careers guidance</p> <p>2.2 evaluate the application of motivational techniques in careers guidance</p>
<p>3. Understand concepts and models to support clients in career planning and development</p>	<p>3.1 analyse the concepts of supporting, enabling and empowerment of clients</p> <p>3.2 analyse theories of how people learn and their to application career planning and development</p>
<p>4. Understand the role and purpose of research to inform career guidance theory and practice</p>	<p>4.1 analyse the role of research through evidence based practice in underpinning career guidance theories and practice</p> <p>4.2 critically evaluate the purpose of research to develop career guidance practice</p>
<p>5. Understand theories of change management in career guidance</p>	<p>5.1 critically analyse theories of change management</p> <p>5.2 evaluate how to support clients to take advantage of unplanned events</p>

Learning Outcomes	Assessment Criteria
6. Understand the application of careers guidance theories, concepts and models to support own practice	6.1 evaluate application of theories, concepts and models to support own practice 6.2 analyse ways to update practice to reflect new career guidance theories, concepts and models

Assessment

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

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

Evidence requirements

All evidence of a candidate's performance must be generated in the workplace. Candidates must produce their own work and assessors use a range of assessment methods. Candidates may provide evidence of knowledge and understanding prior to, or during the assessment phase. Further information regarding 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, direct observation may be used and OCR recommends the use of witness testimony, as appropriate. Other suitable evidence could include:

- assignment/report
- professional discussion and/or questioning of candidate