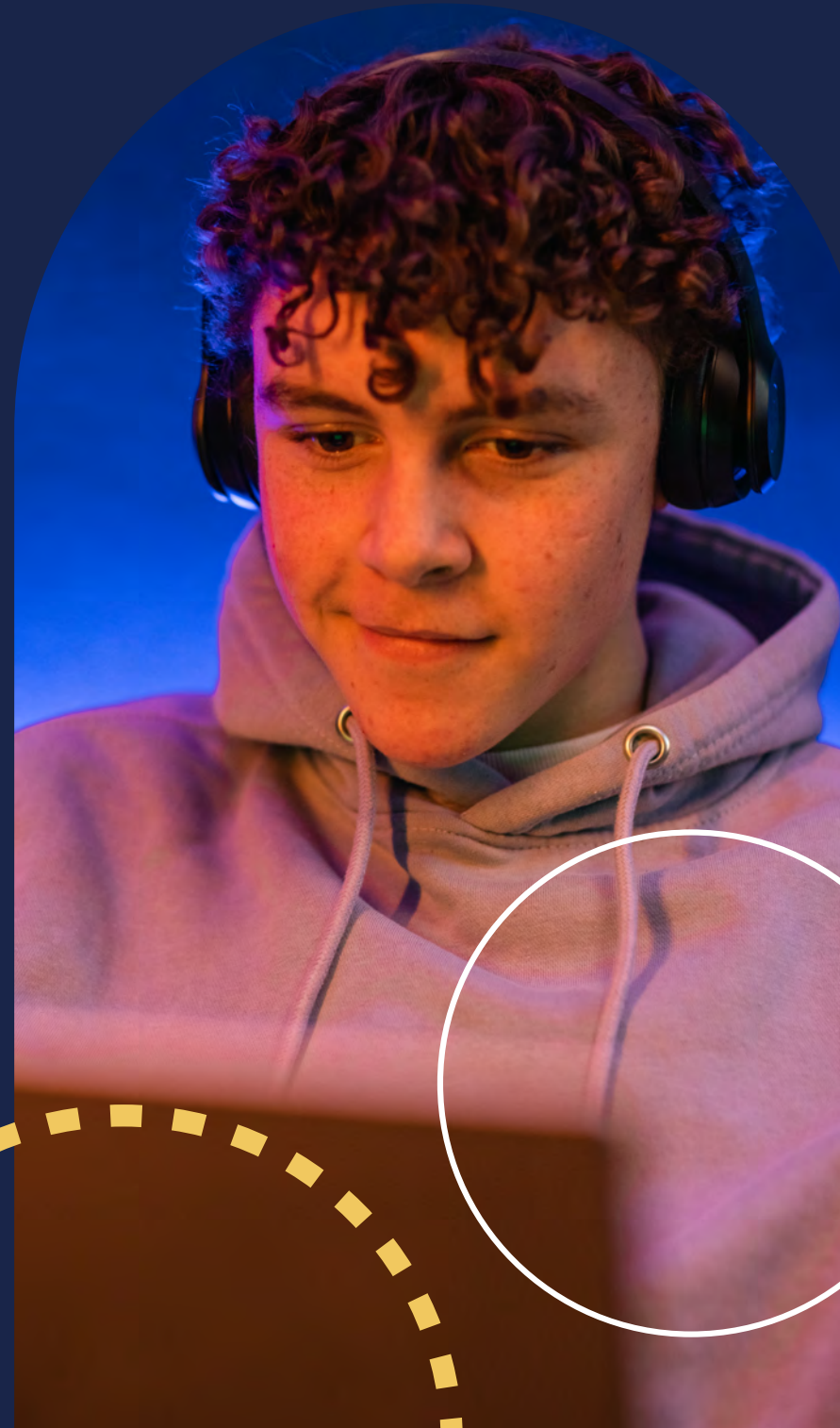# Springpod

Springpod Guide to equalex *Learning* Outcomes and Objectives

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At Springpod, we are proud to support the principles of Modern Work Experience and the equalex framework, ensuring that every learner has access to meaningful, inclusive, and future-focused career preparation. Our free virtual experiences are designed to break down barriers, broaden horizons, and equip young people with the knowledge, skills, and confidence they need to thrive in their chosen careers. By offering high-quality, employer-led opportunities that align with curriculum learning and essential skill development, we empower schools and colleges to embed Springpod into their careers programmes. Springpod enables students to explore real-world sectors, connect with relatable role models, and reflect on their strengths and aspirations laying the foundation for successful and informed career choices. Importantly, we believe virtual experiences should complement, not replace, in-person opportunities providing flexible, scalable support as schools and colleges continue to seek and deliver meaningful face-to-face encounters with employers. You can find out more about the equalex framework developed by The Careers and Enterprise Company **here**.

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Core Theme: Introduce & Inspire

Learning Outcome	Learning Objectives	Springpod Mapping
Increased Opportunity Awareness Learners have a broad knowledge of a range of career opportunities which enables informed decision making.	Learners understand that there are different types of workplaces such as, offices, warehouses and home working, and that there are different types of employment such as, self-employment, freelancing, and full-time employment.	Learners gain a clear understanding of different types of workplaces, including offices, warehouses, and home working, as well as various forms of employment such as self-employment, freelancing, and full-time roles. Through direct input from employers, including video tours and "day in the life" content, learners are encouraged to reflect on which workplace environments and employment types might best suit their preferences and career goals.
	Learners can recall a range of different sectors and jobs, and describe the characteristics of the workplaces these jobs might take place in.	Learners explore a wide variety of sectors and jobs through Springpod's video content and interactive tasks. These experiences encourage learners to recall different career options and consider the characteristics of the workplaces where these roles take place. By engaging with diverse workplace scenarios, learners develop an understanding of what environments might suit their preferences and skills.
	Learners can identify links between the curriculum and essential skills needed within the workplace and can give examples of careers linked to subject areas.	Learners engage with video content and interactive tasks that explicitly link curriculum subjects to essential workplace skills. Through work experiences and subject spotlight activities with universities, they explore how skills developed in their studies apply to real-world careers. Sprints offer opportunities to complete authentic work-related tasks, helping learners understand the skills needed in different roles. Career pathway information further supports learners in identifying which subjects are essential or beneficial for various careers. This enables learners to articulate clear connections between their curriculum and potential career options.

Core Theme: Introduce & Inspire

Learning Outcome	Learning Objectives	Springpod Mapping
Improved Self-Awareness Learners are aware of their passions, skills and work preferences and understand how these could inform their career choices	Learners are aware of essential workplace skills and are able to self-assess their current skill level, aligned to the Skills Builder Universal Framework.	All Springpod experiences focus on developing essential workplace skills, with embedded employability skills modules that guide learners to understand and practise these skills. Learners are encouraged to self-assess their current skill levels aligned to the Skills Builder Universal Framework, reflecting on their strengths and areas for improvement. As they progress through employability skills modules, learners can earn badges that showcase their achievements to future employers. The Skills Builder Universal Framework is explicitly referenced in experiences such as Barclays Life Skills, helping learners connect their development to recognised standards.
	Learners can identify their passions, interests and skills and consider how they might inform potential jobs or career pathways.	Interactive content and career simulations provide learners with opportunities to actively explore and identify their passions, interests, and skills. Through guided reflection, learners consider how these personal attributes might relate to various jobs and career pathways. They are encouraged to create plans for further developing their skills, including pursuing in-person experiences, to better prepare for their chosen careers.
	Learners can describe their work style and ideal working environment and can give examples of workplaces that would and would not suit their preferences.	Every learner completes an experience designed to help them describe their personal work style and identify their ideal working environment. Through guided reflection tasks within the experience, learners consider and record examples of workplaces that would align with or contrast against their preferences. We encourage schools and colleges to support learners with follow-on activities where they present and discuss these reflections with teachers and career advisers, helping deepen their understanding of the types of environments where they are likely to thrive.

Core Theme: Introduce & Inspire

Learning Outcome	Learning Objectives	Springpod Mapping
Inspiration Learners are inspired and motivated by careers opportunities which they may not have otherwise considered.	Learners can recognise and challenge stereotypes about career pathways and understand that their career aspirations should not be limited by them.	Our employer network is dedicated to breaking down barriers and challenging stereotypes about career pathways. Through virtual experiences, learners meet relatable role models who defy common stereotypes, inspiring them to broaden their views on what careers are possible. These safe, supportive environments encourage learners to recognise existing stereotypes, question limiting beliefs, and understand that their career aspirations should not be confined by location, background, or personal circumstances. This helps learners build the confidence to explore and pursue a wider range of career pathways.
	Learners can identify career role models and articulate their early career aspirations.	Learners are introduced to relatable career role models through video stories where individuals share their early career journeys, challenges, and successes. These role models help inspire learners by breaking down barriers and challenging stereotypes about who can succeed in different careers. As a result, learners can identify role models they relate to and articulate their own early career aspirations, drawing on the examples they have seen to shape their thinking about future possibilities.

Core Theme: Investigate & Explore

Learning Outcome	Learning Objectives	Springpod Mapping
Career Readiness Learners have developed essential skills which will support them to transition to the workplace.	Learners can evidence the essential workplace skills they have developed, aligned to the Skills Builder Universal Framework	Springpod experiences are designed in collaboration with our employer network, ensuring that learners develop essential workplace skills relevant to specific career sectors. Activities and tasks explicitly highlight how these skills, such as communication, problem solving, and teamwork, are applied in real-world contexts, allowing learners to gather clear evidence of their development. Learners are supported with model answers and reflective prompts to help identify strengths and areas for further growth. Throughout many of our experiences, the Skills Builder Universal Framework is referenced, alongside sector-specific employability skills, providing a consistent structure for learners to understand, develop, and demonstrate the skills employers value.
	Learners can demonstrate essential skills applicable to different workplaces, including skills required when working in a remote environment.	Springpod virtual experiences enable learners to demonstrate essential workplace skills such as time management, communication, self-motivation, and adaptability, all crucial in both traditional and remote environments. Since experiences are self-led, learners practice managing their own schedules and meeting deadlines, mirroring remote working expectations. Employers involved in the experiences share insights into remote working practices, including the use of digital tools and platforms essential for collaboration and task completion. Through this, learners gain practical understanding of the skills needed to succeed remotely and in diverse workplaces. Schools and colleges can monitor learner progress and provide support where needed to ensure successful completion.

Core Theme: Investigate & Explore

Learning Outcome	Learning Objectives	Springpod Mapping
	Learners can create, develop or design something based upon a brief set by an employer, and identify the essential skills they used.	Learners are set real-world project briefs during Springpod experiences, often delivered through innovative career simulations or Sprint format. These briefs are created in collaboration with employers and mirror actual workplace scenarios, with learners tasked to create, design, or develop a solution or outcome. Supporting documents and context are provided to guide their work. Upon completion, learners receive feedback from employers which highlights the essential skills demonstrated, such as problem-solving, teamwork, communication, or creativity. Learners are encouraged to reflect on the project and identify the specific skills they used, helping them build self-awareness and confidence in applying these skills to future career contexts. Schools and colleges are supported to run in-person follow-up activities where learners can showcase and discuss their projects with peers, staff, or employers.
Exploration of roles and responsibilities Learners have a deeper level of knowledge and understanding about the role responsibilities, and pathways of careers in areas of interest.	Learners understand the different routes into employment and understand the differences between pathways.	Understanding different routes into employment is a core part of every Springpod experience. Learners explore a range of pathways, including apprenticeships, university routes, vocational qualifications, and direct entry into work. Many of our employer partners highlight apprenticeship opportunities, with current apprentices sharing their personal journeys and reflections on why this path worked for them. We also showcase individuals who followed traditional academic routes, helping learners compare options. Learners are provided with direct links to employer career pages and live opportunities, supporting them in exploring next steps. By engaging with these real-life examples, learners gain a clear understanding of the structure, benefits, and entry requirements of each pathway, enabling them to make informed decisions about their future. Learners can also opt in to receive personalised invites to events and further insight opportunities aligned to their interests.

Core Theme: Investigate & Explore

Learning Outcome	Learning Objectives	Springpod Mapping
	Using real life examples, learners can describe the roles of different people within an organisation and talk about what they do.	Springpod's virtual experiences use real-life case studies, videos, and interviews with professionals to help learners understand the roles of different people within an organisation. These examples go beyond job titles, offering insight into day-to-day tasks, responsibilities, and career journeys. Content is designed to be accessible and jargon-free, ensuring all learners can develop a clear understanding of what jobs actually involve. As a result, learners are able to describe a variety of roles with confidence and talk about what different professionals do, whether it's a marketing executive in a retail brand, a nurse in a hospital, or a software engineer in a tech company.
	Learners can create, develop or design something based upon a brief set by an employer, and relate the essential skills they used to a potential career pathway.	All Springpod virtual experiences include interactive tasks and projects designed in collaboration with employers, where learners are given a clear brief to create, design, or develop a solution just as they would in a real workplace setting. Each task is fully explained so learners understand expectations and learning outcomes. These activities allow learners to apply essential skills such as communication, creativity, critical thinking, and problem-solving. After completing their projects, learners are encouraged to reflect on the skills they used and how these relate to specific roles within the sector, helping them make informed links between their abilities and potential career pathways. Schools and colleges are supported to run follow-on sessions where learners present their projects and

Core Theme: Investigate & Explore

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Understanding of growth sectors and the changing economy Learners understand how the local and national labour market is changing and what this might mean for their career choices.	Learners can identify growth sectors within their local area and talk about the types of jobs within these sectors.	Through employer-led experiences, learners gain access to current labour market information, enabling them to identify key growth sectors both nationally and within their local area. Employers showcase a wide range of roles, including some lesser-known but high-demand opportunities, helping learners broaden their understanding of what's available. Learners are encouraged to explore and discuss the types of jobs that exist within these sectors, including required skills and pathways. Schools and colleges are encouraged to run follow-on activities where learners research and present local job opportunities linked to the sector they explored, strengthening their knowledge of local growth areas and helping them talk confidently about related careers.

Core Theme: Apply & Demonstrate

Learning Outcome	Learning Objectives	Springpod Mapping
Applying Knowledge and Skills in the workplace Learners can evidence when they have applied their knowledge and skills within the workplace, can articulate this to potential employers, and can use their experiences to make informed career decisions.	Learners can evidence when they have applied careers knowledge, essential skills and behaviour within a workplace environment, and have received employer feedback on their work.	Springpod provides opportunities for learners to apply careers knowledge, essential skills, and professional behaviours through structured tasks and real-world workplace scenario activities. These tasks replicate challenges faced in industry and are created with our employer partners, who provide feedback through debriefs. Learners can evidence their achievements with digital certificates and unique shareable URLs, which can be added to CVs, LinkedIn profiles, or job applications. In addition, the ambassador platform and integrated chat function allow learners to seek personalised feedback. Schools and colleges are encouraged to organise follow-up activities, such as presentations to local employer networks, to further reinforce feedback and encourage reflection on applied learning.
	Learners can demonstrate what they have learnt as a result of their experience of the workplace and articulate how this will inform their future decision making.	Learners are supported to reflect both before and after their Springpod workplace experience, allowing them to demonstrate what they have learned, whether that's gaining insight into a specific career path, developing transferable skills, or understanding workplace behaviours. Reflection activities prompt learners to consider how these experiences influence their interests and inform future decisions such as subject choices, post-16 options, or career goals. Careers professionals can use Springpod's teacher dashboard to identify each learner's areas of interest and guide careers interviews, helping them articulate how their experiences shape their next steps. Suggestions for continuing their career journey are always included to encourage further progression.

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Core Theme: Apply & Demonstrate

Learning Outcome	Learning Objectives	Springpod Mapping
	Learners can evidence when they have applied careers knowledge, skills and behaviour within recruitment processes, such as mock interviews or mock assessment centres.	Springpod's interactive tasks and workplace scenario-based activities give learners the opportunity to apply key career knowledge, employability skills, and workplace behaviours in realistic contexts. These experiences can then be clearly evidenced during mock interviews and assessment centres, where learners are encouraged to reflect on and articulate what they've learned. Schools and colleges are supported to help learners draw on these virtual experiences to answer competency-based questions with confidence. Additionally, many of our employer partners share detailed insights into their recruitment processes, including assessment centres, offering learners tips and preparation strategies that help them perform more effectively during selection activities.
	Learners can compare their experiences of different workplaces and evaluate the impact each has had on their career readiness and decision making.	Learners who participate in Springpod experiences often compare them with in-person or local work placements. While in-person experiences may develop practical skills in a real-world setting, Springpod's virtual opportunities allow learners to explore sectors that may not be available locally, helping them broaden their career horizons. Many learners report that the combination of these different types of experiences enhances their career readiness, giving them both confidence and a deeper understanding of their interests. By comparing what they enjoyed or found challenging in each setting, learners are better equipped to make informed career decisions and plan their next steps effectively.

Core Theme: Investigate & Explore

Learning Outcome	Learning Objectives	Springpod Mapping
	Learners can critically assess how their experiences of the workplace have challenged stereotypes and raised their aspirations	Through Springpod experiences, learners are exposed to career paths that often challenge traditional stereotypes. Learners critically reflect on these experiences, often noting how their assumptions were challenged. As a result, they report increased confidence in pursuing ambitious goals and often seek out further in-person placements to deepen their understanding of these sectors. These experiences visibly raise their aspirations and broaden their understanding of what's possible for their futures.