



Who Are Springpod?

Springpod is an online career platform that offers impactful and engaging online experiences, allowing young people to explore industries and develop work-related skills that prepare them for their future careers. We run impactful, engaging and *free* virtual [work experience](#) programmes throughout the year across a wide range of career industries. Young people can apply independently, making them easily accessible even to those not currently in school or college.

In addition, our library of Subject Spotlights within our free [University Experience Hub](#) allows students to try a university degree before they apply, transforming the university application process for aspiring students. They are completely free and available on demand, meaning students can engage with the content in a way that suits them whilst gaining new knowledge and experiences to strengthen a personal statement.

Subject Spotlights and virtual work experiences can be integrated into career programmes so that students can explore and broaden their career ideas, develop industry-relevant skills and gain real experience of work-related tasks to evidence in their applications to apprenticeships, jobs or university. [Here](#), you can view how we mapped our experiences to the CDI framework.

Our Ignite Hub is a subscription based platform for those schools and colleges wishing to embed more Springpod activities into their careers programmes. The Hub offers a library of on-demand experiences, tasks and activities focusing on different career sectors and employability skills. A programme of live and on-demand webinars provides additional insight into a wide range of careers and supports students in their career decision-making. This [overview](#) shows how we have mapped our Ignite platform to the CDI framework.

Springpod has a clear mission in mind: to create engaging and impactful experiences where students are able to develop their skills, gain career insights and make informed decisions about their future. Feedback from young people and the careers guidance community is used to constantly improve and develop our offering.

The CDI Framework and Springpod

Our registered career professional, Jo Bishop, welcomed the opportunity to map our experiences against the CDI Framework. Ensuring our experiences are underpinned by the six

career development skills means that our content is always engaging, relevant and up-to-date and has a clear focus on the learning outcomes necessary for a positive career. The CDI Framework reminds us of our purpose and responsibility as a provider of career resources for young people.

All Springpod experiences focus on identifying and developing the skills needed to navigate through what can feel like a maze of opportunities. Our experiences can help young people stand out from the crowd and as well as offering them a real confidence boost in an application process, whatever pathway they choose.

Virtual experiences offer a safe environment where young people can try out new areas and develop new skills without having to worry about adjusting to a new environment and meeting new people, which can be overwhelming for some. The accessibility of our experiences means that students can explore career pathways which may have been less visible to them because of disability or other social, economic and geographic barriers.

We have built expertise in how young people like to learn and engage with careers information, always keeping our end goals in mind. Students tell us how much they learn about a career industry through interactive tasks, activities and webinars. They can use these experiences to weigh up whether or not this is a pathway that is worth exploring more. They often talk about how they feel inspired by those they meet in webinars, learn more about a company's values and the opportunities they offer young people, and develop the skills needed to manage their careers.

Virtual experiences can also help make those important connections to real employers who may well be offering apprenticeships or job opportunities in the future. Many students have used their Springpod experiences to secure apprenticeships; you can listen [here](#) to find out more about the impact that a Springpod experience can have on a young person.

Mapping Springpod to the CDI Framework has been incredibly useful and has allowed us to align our experiences with and ensure we make a significant contribution to the six career development skills. All of our experiences follow the career development learning spiral and it is our intention that young people continuously use Springpod as part of their career development from 13 years up. Each Springpod experience can be mapped to these stages:

1. Developing awareness of career (virtual experiences)
2. Encountering information (information about industries, careers and pathways)
3. Having experiences (completing tasks and activities, attending webinars)
4. Reflecting on learning (embedded self-reflection tasks and evaluation)
5. Building understanding (through information, tasks and webinars)
6. Developing plans and strengths (action planning tasks and final reflections)
7. Putting into practice (advice on next steps and recording of experience to strengthen applications to jobs, apprenticeships or university)

We hope that young people build on their Springpod experiences over time to achieve the ultimate goal of making informed decisions and achieving whatever career objectives they set themselves. We want to be part of their career journey and have a positive impact on their future plans.

You can view our Case Study [here](#) featuring Airbus as an example of how one of our VWEX programmes links to the CDI Framework

How do we assess the impact of Springpod experiences?

We monitor and track the impact of all of our experiences by collecting data around engagement and audience demographic. We use this data to continually improve and innovate to ensure that all young people regardless of background are accessing and engaging with our experiences.

We value feedback from all those completing Springpod experiences; this feedback allows us to assess and measure against our key learning aims and outcomes. We ask all participants to tell us what they have learnt from individual programmes and measure their awareness of a career industry, confidence about finding a job in the future, and confidence in speaking to professionals in the relevant industry both before and after the programme. Student feedback, such as the quotes below, consistently evidences our work towards meeting the six objectives. We use all of this feedback, together with the valuable feedback from our employer partners and guidance professionals, to develop, improve and engage more and more young people in our career learning opportunities.

“I just want to say how incredible this program is. I didn't know half the stuff that was provided for me and I am so grateful to be given this opportunity to learn more and add to my subject knowledge. I recommend this program to anyone who is interested in technology - as well as the people out there who haven't even got a clue about technology, it really helps.”

“It is truly helpful and cannot emphasise enough how much I learnt about health care and what else I can do other than going into medicine which is my dream job. You should be proud of yourself that you have made a difference in aspiring students' lives.”

“Thank you for the time and effort that you have put into helping the younger generation understand all of the jobs available in the NHS. You have given me further insight into everything available to me and helped me understand more about the professions I can go into.”

“Learning how to understand and communicate effectively helped so much and listening to the experiences of staff working in the departments I aspire to be in was a real motivator.”

“I would like to say a huge thank you to everyone who make this programme possible - it was a fantastic opportunity for me, and has helped me feel more confident entering the industry as a woman”

“ ... it truly has proposed numerous career paths for me to take as I am now aware of what the finance industry holds and offers.”

“... I found the course helped me to identify the skills to highlight when applying for a job in the rail industry. I also learnt about the skills to highlight when applying for any job.”

If you would like to find out more about Springpod you can contact our Schools Partnership Manager jo.bishop@springpod.com