

PATHWAYS IN THE PUBLIC SECTOR



poistphoiblí
publicjobs

Looking at the Career Ladder

Student Cohort: Transition Years/5th Years/LCA/LCVP

Prior Learning:

- Students will be aware of different careers and job roles.
- Students will be familiar with the wider sectors from their career guidance studies.
- Students will know how to conduct reliable research.
- Students will be aware of aligning interests to roles. Students will know how to identify if a job is within the public sector during a career search on CareersPortal.ie.
- Students will have a general understanding of the concept of the career ladder.

Resources:

- PC
- Projector
- publicjobs.ie website
- PowerPoint
- Whiteboard
- Bank of role worksheets or devices to access careers pathways on publicjobs.ie

Learning Outcomes:

- Be aware of the significance of the entry point on the career journey (in terms of training and education).
- Relate entry point to various career paths within the public sector.
- Identify the progression pathways and hierarchy within the civil service.
- Become familiar with examples of progression pathways and hierarchy in action.

Stages of the Lesson:

1. Use the slide to open a discussion on 'career ladder'. What do we know about it? Brainstorming session.
2. Explain the concept of career progression and that it is present in both the public and private sector. Career progression tends to happen naturally through life as a result of experience and learning. When you enjoy and are challenged by a role you will seek out opportunities and have chances to grow personally and professionally.
3. Introduce how this concept looks in the public sector. Explain that it is a template only and it can vary in certain departments; but the idea of 'the ladder' is applicable to every career and role. You start somewhere along the ladder and work your way up! Pay, experience and seniority increases accordingly.
4. Discuss briefly the groups within the public sector.
 - a. Civil Service eg. Clerical Officer
 - b. Professional & Technical eg. Engineer, Architect
 - c. Public Service eg. Garda, Teacher
5. <https://www.publicjobs.ie/en/schools/career-profiles> explore this link on the board, picking a random public jobs career pathway and discussing/analysing the person's story.



Looking at the Career Ladder

6. Instruct the students to open the worksheet, pre-read the task. Explain they will be using the link/printed character sheets to complete this fact-finding task (individually or in pairs).
7. Break the class into groups and assign roles. Use a printed version or set the group up on devices. Explain there will be a time set to allow each group/student to complete the worksheet for their role descriptor. The spokesperson should present to the class the particulars of the role and their reflection piece.
8. Use the Discuss! Slide to explore and consolidate the learning as a group (if time allows).
9. Discuss and explore interest among the group.

