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| Module 5: My next best step! | | Level: MLD/SEMH |
| Unit 5A: What Do I Do When I Apply for a Job? | | Preparation for Adulthood: Employment |
| Lesson 5A2: What are employers looking for? | | |
| Objectives | | Learning Outcomes |
| <p>To understand the basic qualities and behaviours employers value in job applicants.</p> <p>To engage in activities that promote the development of work-related behaviours.</p> | | <p>Students will:</p> <p>Demonstrate an understanding of the qualities employers look for in job applicants.</p> <p>Practise positive behaviours during activities designed to simulate work-related scenarios.</p> |
| Activities | Resources | Assessment/Evidence |
| <p>Introduction: Start by explaining that employers look for certain qualities in people when hiring them for jobs, such as showing up on time, working well with others, and trying their best. Use real-life examples or relatable scenarios that connect these qualities to situations the students may have experienced, such as teamwork in sports or group projects in school. Encourage students to share their thoughts or experiences about what they think is important when working with others or being responsible. Use this discussion to gauge their understanding and set the tone for the lesson.</p> <p>“Employer Qualities” Treasure Hunt: Set up a “treasure hunt” around the classroom or school, with clues that lead to different stations representing the qualities employers look for (e.g., a station for “reliability” with a clock, “cooperation” with a teamwork puzzle, and “effort” with a challenge to complete). Explain the activity clearly, highlighting that each station represents something important employers want to see. Students will need to complete a small task at each station to earn a clue to the next one.</p> <p>Group Challenge – Building a Project Together: Organise students into small groups and give them a project to complete together, such as building a simple structure using blocks, creating a poster, or assembling a puzzle. Emphasise the importance of working together, sharing tasks, and supporting each other to complete the project. Each student should have a role that plays to their strengths while encouraging collaboration. Once the project is complete, gather the group to reflect on how they worked together, what they did well, and what they could improve. Reinforce the idea that employers appreciate teamwork and effort in the workplace.</p> | <p>Provided:</p> <ul style="list-style-type: none"> • Work experience Guide • Work Experience cards • Transition cards • Good Things About Working cards • Jobs I Can Do cards • Job Families cards • Pathways and Options poster <p>Materials Needed:</p> <ul style="list-style-type: none"> • Treasure Hunt clues cards or visual prompts for each station • Blocks, poster paper, puzzle pieces • Prompt cards or scripts for the role play | <p>Suggested mediums:</p> <p>Evidence sheets Photographs of students engaging in activities.</p> <p>Observation notes on student participation and engagement.</p> <p>Direct questioning throughout the session with the use of pauses and prompts.</p> <p>Prompting recall of knowledge through minimal verbal instructions.</p> <p>Student planner Lesson marked as introduced and dated.</p> |

| Activities | Resources | Assessment/Evidence |
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| <p>Job Interview Practise: Set up a mock job interview scenario where each student can role-play both as an interviewer and an interviewee. Use a simple script or prompt cards to guide the interview. Students practise answering questions that relate to the qualities employers value, such as:</p> <ul style="list-style-type: none"> • “Can you tell me about a time you worked well with others?” • “Why is it important to be on time?” <p>After the role-play, have students reflect on how they felt during the interview, what they think went well, and what they might do differently in the future. This helps them build self-awareness and confidence.</p> <p>Plenary: End the lesson by reviewing the key qualities employers look for, summarising what was learned at each station, during the group challenge, and in the role play. Use visual aids or bullet points to reinforce the concepts. Encourage students to share their thoughts on which activities they enjoyed the most and how they felt about demonstrating the qualities employers value.</p> | | |
| <p>Teacher Guidance Notes: This lesson aims to support students in understanding the key qualities employers seek in job applicants, such as reliability, cooperation, and effort. These concepts are essential not only for future employment but also for building positive relationships and fostering personal growth. The rationale behind the lesson is to provide students with practical, hands-on experiences that make these abstract qualities more tangible and relatable. By engaging in activities like a treasure hunt, group challenges, and role-playing, students are allowed to practise these skills in a structured and supportive environment. The lesson also emphasises the development of self-regulation and positive behaviour, which are crucial for success both in the workplace and in broader social contexts. Through consistent positive reinforcement and behavioural support, the lesson aims to build students’ confidence, helping them to see themselves as capable and valuable individuals who can contribute positively in various settings.</p> | | |