

LOOKING AT THE CAREER LADDER



The Career Ladder & Me in Public Jobs

- Entry vs Graduate Entry.
- Moving through the grades.
- Learning is Lifelong.



In this lesson you will:

- Be aware of the significance of the entry point on the career ladder (in terms of training and education).
- Relate qualifications, training, experience, interest and suitability/motivation to one's progress along the career ladder.
- Recognise the impact of the above factors on pay/seniority.
- Become familiar with example of the career ladder in action.
- Discuss the similarities of the progression within the public and private sector.



What is the 'Career Ladder'?

Definition:

A Career Ladder represents a company's internal structure. Each rung on the ladder represents a position within the company, with entry-level roles at the bottom and senior levels at the top.

It is assumed:

If someone has a good **work ethic**, they should move up the career ladder.

Source: WikiJobs _____



Discuss:

What do we already know about the 'career ladder'?

Do you know anyone who is on this ladder?

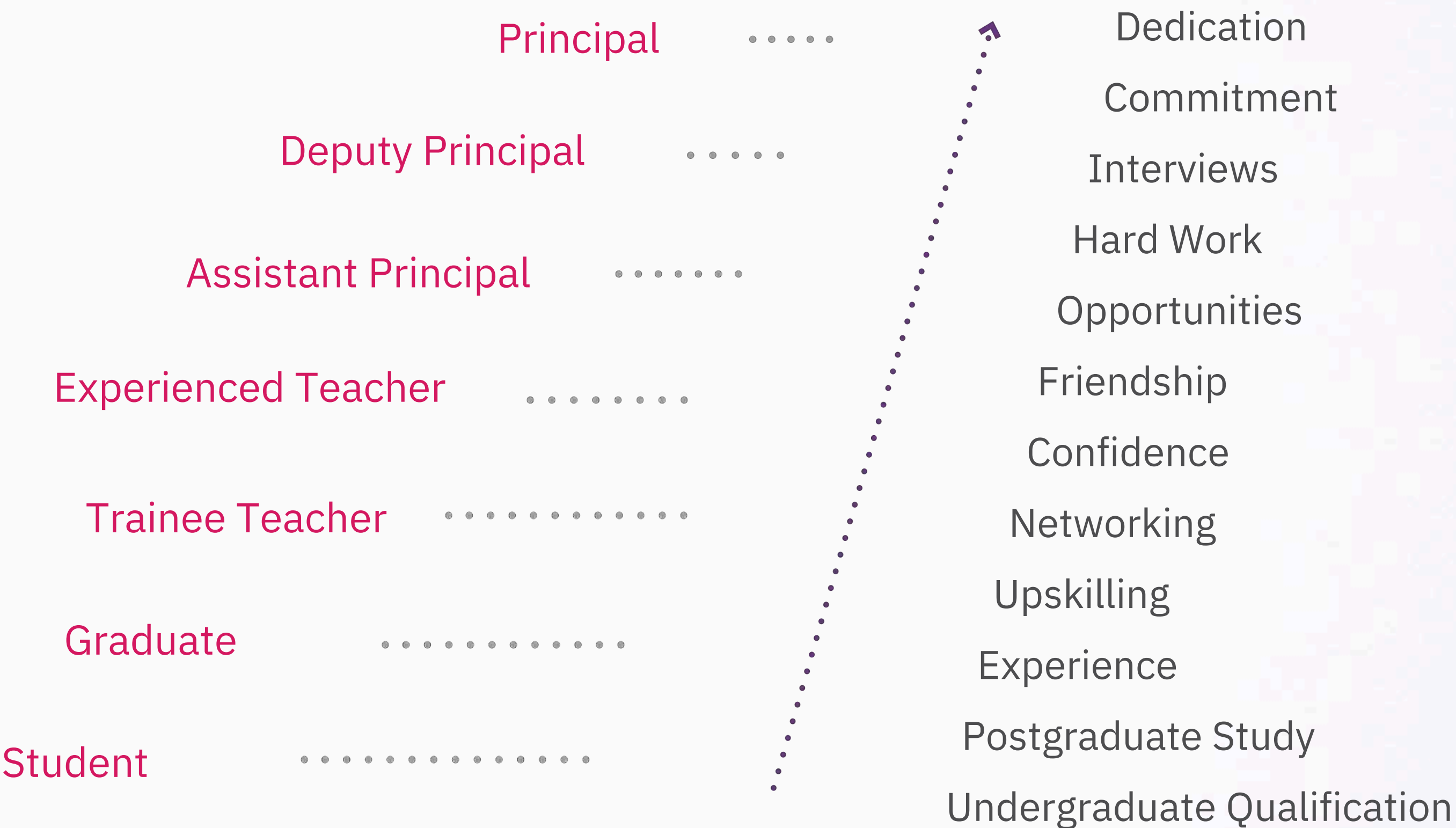
Family/friend/teacher?

Do all sectors have a career ladder?



Career Ladder in Focus

The School Principal - A Member of the Public Service



Focus on the School Principal

Activity 1

Can you recall the order of progression from student to principal?

LOOKING AT THE CAREER LADDER

Student Worksheet

Looking at the Career Ladder - Student Worksheet

Activity 1:

Put the career ladder of the school principal in order

Trainee Teacher

Principal

Student

Assistant Principal

Experienced Teacher

Graduate

Deputy Principal

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Activity 2:

Use the word bank (below) to match the words from a typical school principal's journey to the definition.

Interview

Dedication

Commitment

Upskilling

Confidence


Networking

Undergraduate

Career Ladder

Postgraduate Study

A meeting in which someone asks you questions to see if you are suitable for a job or course	
Study, where the student has already received one degree and is studying at a university for a more advanced qualification	
The quality of being certain of your abilities or of having trust in people, plans, or the future	
The process of learning new skills or of teaching workers new skills	
A student who is studying for their first degree at a college or university	
The activity of meeting people who might be useful to know, especially in your job	
The willingness to give a lot of time and energy to something because it is important	
A promise or firm decision to do something	
A series of jobs from the lower paid with less responsibility to the highest paid with the most responsibility within a company or particular profession	

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Focus on the School Principal

Activity 2

What skills did the principal need to progress?

Take a look at Activity 2 to explore the skills needed along the way.

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Looking at the Career Ladder - Student Worksheet

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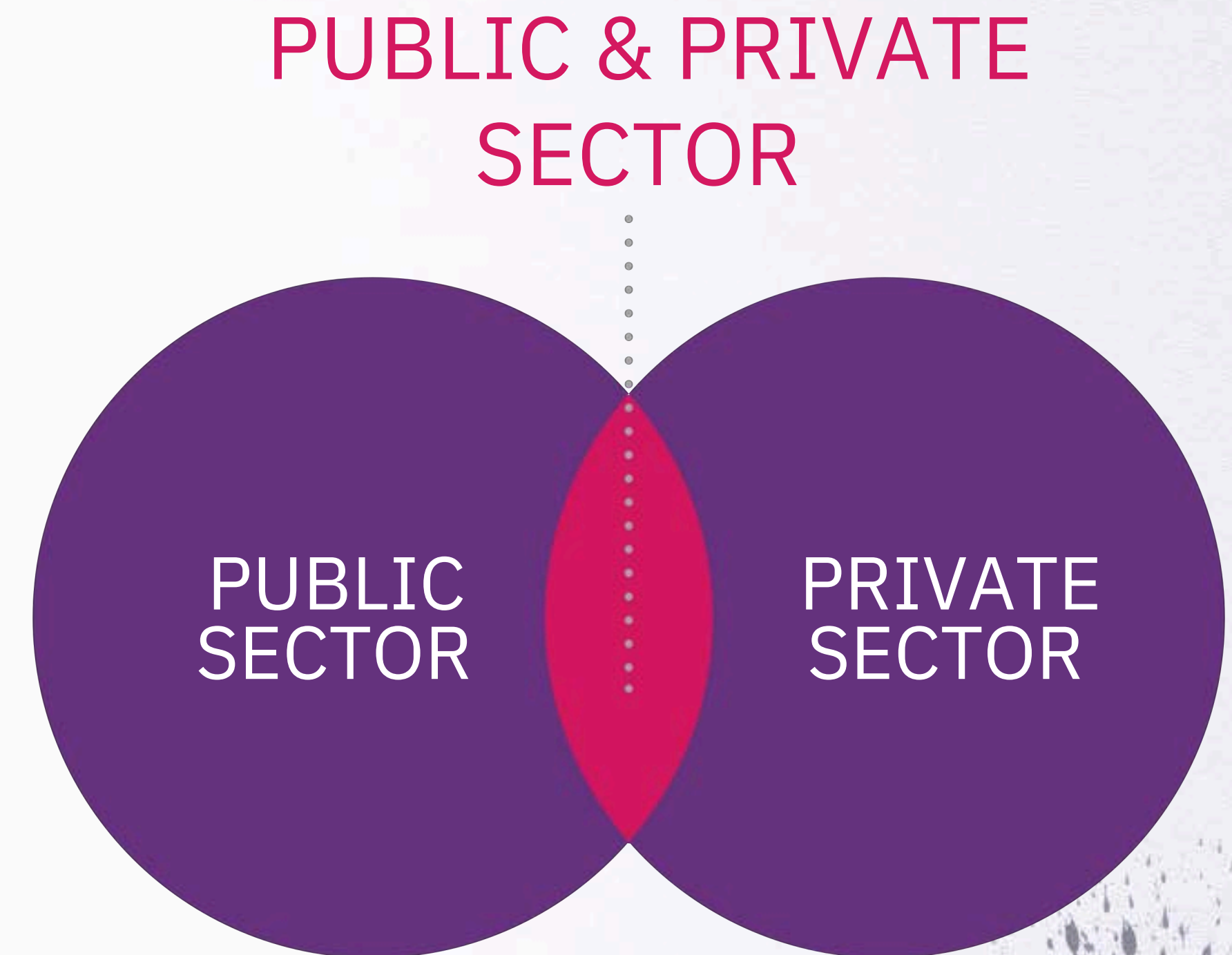
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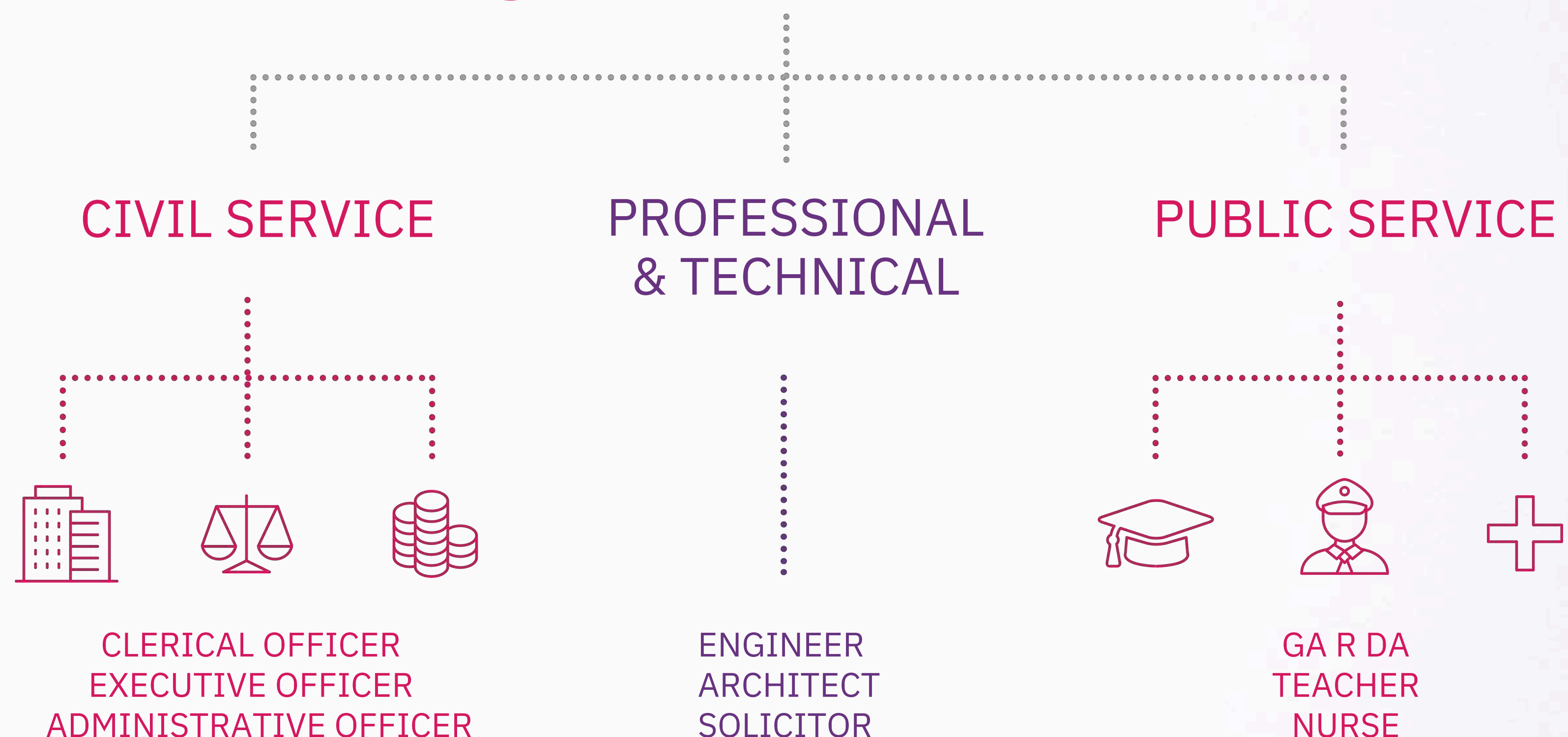
The Career Ladder - A Universal Concept

- The notion of ‘climbing the ladder’ is common to both the public and private sector.
- Some jobs can be available in both the public and private sector.
- Public sector means government run.
- Private sector means privately/business owned.
- No matter where you go in life there will be opportunities to grow, learn and diversify your career.



Publicjobs.ie - A Closer Look

There are 3 categories of roles publicjobs recruit for:



Where do I start in the Public Sector?

- A combination of education, training, experience and determination will get you on the ladder, determine what 'point' you start at and how far you 'climb'.
- Entry level civil service: There are a wide range of roles in the Public Sector that do not require a degree. For early school leavers, entry to the civil service is typically at the 'Temporary Clerical Officer' and 'Clerical Officer' level.
- Graduate level civil service: Also called 'Administrative Officer', various roles & departments. Accessible after attending college and securing a NFQ Level 8 qualification.

Tip: Make sure you enjoy whatever role you are in; this will make the journey more enjoyable!



A Closer Look!

The civil service has its own version of the 'ladder'.....let's take a look:

But this is just the civil service. Remember there are also the other two 'branches':

Professional & technical public sector
(Architects, Solicitors, Planners etc.)

Public service (Teachers, Gardaí, Nurses etc.)

Go to Activity 3 -
Sample Promotion Application!

GRADUATE ENTRY

.....> Administrative Officer Higher Executive Officer

ENTRY LEVEL

.....> Clerical Officer

